

**EMPLOYEE
ORGANIZATION
AGREEMENT**

between

CITY OF HOLLYWOOD

and

HOLLYWOOD, FLORIDA, CITY EMPLOYEES
LOCAL 2432 OF AFSCME, AFL-CIO

A.K.A. AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
Local 2432

October 1, 2002

through

September 30, 2005

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, AFSCME, AFL-CIO 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.

EMPLOYEE shall mean all persons employed by the CITY who are designated as "included" in the PERC certification #151, any amendment/clarification to that certification and any persons employed by the CITY in new or revised job titles upon which the parties have mutually agreed subsequent to execution of this Collective Bargaining Agreement.

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TABLE OF CONTENTS

	<u>Page</u>	
ARTICLE 1:	Recognition	1
ARTICLE 2:	Representation by the City	2
ARTICLE 3:	Union Representation	3
ARTICLE 4:	Discrimination	4
ARTICLE 5:	Management Security	5
ARTICLE 6:	Management Rights	6
ARTICLE 7:	Payroll Deduction of Dues	7
ARTICLE 8:	Union Business	8
ARTICLE 9:	Union Stewards	9
ARTICLE 10:	Wages	10
ARTICLE 11:	Assignment Pay	11
ARTICLE 12:	Leadworker Pay	12
ARTICLE 13:	Certification Pay	13
ARTICLE 14:	Work Scheduling and Overtime	14-16
ARTICLE 15:	Labor-Management Committee	17-18
ARTICLE 16:	Voluntary Demotions/Lateral Transfers	19-20
ARTICLE 17:	Performance Review and Merit Pay Increases	21-24
ARTICLE 18:	Pension and Pension Plan	25-30
ARTICLE 19:	Rest Periods	31
ARTICLE 20:	Sick Leave	32-34
ARTICLE 21:	Voting Time	35
ARTICLE 22:	Contracting or Sub-Contracting	36
ARTICLE 23:	Work Uniforms and Laundry	37-39
ARTICLE 24:	Life and Health Group Benefits Plan	40-41
ARTICLE 25:	Safety Committee, Equipment and Apparel	42-44
ARTICLE 26:	Work Rules	45-46
ARTICLE 27:	Union Bulletin Boards	47
ARTICLE 28:	Lay-Off and Recall	48-49
ARTICLE 29:	Grievance Procedure and Arbitration	50-52
ARTICLE 30:	Special Leave	53-54
ARTICLE 31:	Savings Clause	55
ARTICLE 32:	Holidays	56-57
ARTICLE 33:	Official Duty Use of Personal Vehicle	58
ARTICLE 34:	Bereavement Leave	59
ARTICLE 35:	Jury Duty	60
ARTICLE 36:	Longevity Compensation	61
ARTICLE 37:	Vacations	62-63
ARTICLE 38:	Disciplinary Action	64-65
ARTICLE 39:	Food and Supplies	66
ARTICLE 40:	Services to the Union	67-68
ARTICLE 41:	Service Points - Civil Service Exams	69-71
ARTICLE 42:	Seniority	72
ARTICLE 43:	Job Transfers	73
ARTICLE 44:	Prevailing Rights/Benefits	74
ARTICLE 45:	Workers' Compensation/Supplemental Compensation	75-77
ARTICLE 46:	Classification Evaluation and Revision	78-79
ARTICLE 47:	Shift Differential	80
ARTICLE 48:	Drug Free Work Place	81
ARTICLE 49:	Educational Reimbursement Program	82
ARTICLE 50:	Employee Wellness	83
ARTICLE 51:	Organizational Culture Changes	84
ARTICLE 52:	Blood Time Compensation	85
ARTICLE 53:	Duration of Agreement/Effective Dates	86

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APPENDIX A	PERC Certifications-1998 and 2001
APPENDIX B	Salary Schedule and Schedule of Paygrades
APPENDIX C	Authorization for Payroll Deduction Form
APPENDIX D	Hollywood Charter, Article X, (10) Pensions and Retirement
APPENDIX E	City Rules and Regulations Sub-Section P (Chemical Intoxication)
APPENDIX F	Performance Review Form
APPENDIX G	Sick Leave Pool Policy
APPENDIX H	Family Medical Leave Policy
APPENDIX I	Letter of Understanding Workers' Compensation (Restricted Duty Return to Work Authorization)
APPENDIX J	Letter of Understanding Non-Contributory Pension Plan
APPENDIX K	Letter of Understanding School Crossing Guards

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ARTICLE 1 - RECOGNITION

Sec. 1: The Employer recognizes, Hollywood, Florida, City Employees Local 2432 of 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, attached as Appendix " A ", and as may be amended in the future by the appropriate authority of the State of Florida.

Sec. 2: The parties agree that if additional classifications are created, they shall meet as soon as practicable thereafter to negotiate concerning whether or not these new classifications shall be included in the Bargaining Unit. The City and the Union agree to request a Unit Clarification from P.E.R.C. as soon as practicable thereafter for agreed upon classifications.

Sec. 3: If a position's duties change substantially, which in the opinion of the City convert the position from a bargaining unit member to an employee which should be excluded from the Bargaining Unit, the City and the Union agree that the City shall notify the Union of such potential changes. The City and the Union agree to request a Unit Clarification from P.E.R.C. as soon as practicable thereafter for classifications which the parties agree should be excluded from the Bargaining Unit.

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.

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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.

Sec. 2: The employer shall furnish each new employee with a copy of this Agreement which includes an Authorization for Dues Payroll Deduction form (see Appendix C).

14
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ARTICLE 4 - DISCRIMINATION

Sec. 1: The Employer and the Union agree that the basic intent of this Agreement is to provide a fair day's work in return for a fair day's pay and to provide conditions of employment suitable to maintain a competent work force. The Employer and the Union agree that all provisions of this Agreement shall be applied to all Employees covered by it and that the Employer and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, remembering that the public interest requires the full utilization of employee's skill and ability without regard to religion, disability, marital status, political affiliation, race, color, creed, national origin, sex or age. Employees shall be treated in a respectful manner.

Sec. 2: Employees shall have the right to join the Union, to engage in lawful concerted activities for the purpose of collective bargaining, to express and communicate any view, grievance, complaint, or opinion, within the bounds of good taste, relative to the conditions or compensation of public employment or its betterment, all free of restraint, coercion, intimidation or reprisal against any employee because of that employee's membership or lack of membership in the Union or by virtue of his/her holding office or not holding office in the Union. This provision shall be applied to all Employees by the Employer and the Union.

Sec. 3: Hollywood, Florida, City Employees Local 2432, American Federation of State, County and Municipal Employees, AFL-CIO, exercises rights granted under State Statute 447.401 and may represent non-members of the Union in the 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.

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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. However, the exercise of such rights shall not preclude Employees or their representatives from raising grievances, should decisions on the above matters have the practical consequence of violating the terms and conditions of any collective bargaining agreement in force or any civil or career service regulation.

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 therefore, 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, their 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.

Sec. 7: When an employee has been suspended or discharged and subsequently returned to work, with full or partial back pay, or has been reclassified retroactively, the City shall, in the manner outlined in Section 1 above, deduct the Union membership dues that are due and owing for the period for which the employee receives back pay.

Sec. 8: The City shall provide the Union, on a quarterly basis, a list of all employees in the Bargaining Unit represented by the Union. This list shall contain the employee's name, telephone number, complete address, department where employed and whether the employee is a member or non-member.

ARTICLE 8 - UNION BUSINESS

Sec. 1: The Local Union President or a representative of the Local Union President shall be allowed time off work with pay to attend any and all meetings held by the City Commission and meetings with the City Administrators that relate to joint City and Union business. On all such occasions the Union President and/or representative shall give notice of any such meeting to their supervisor. Approval shall not be unreasonably withheld by any of their supervisors.

Sec. 2: The Employer agrees to allow two (2) Union members, designated in writing by the Local President, up to ten (10) days each off without pay each calendar year to attend Union Seminars, Conventions and other Union functions. These days off may not be permitted to accrue from year to year if not used. In order to insure proper coverage of assignments, the Department Head should be notified no later than twenty (20) days prior to the aforementioned events.

Sec. 3: Up to seven (7) persons designated as part of the Union bargaining team shall be permitted to attend negotiations without loss of pay provided that the negotiation sessions occur during the employee's regular working hours. Additionally, the Union recognizes that the City is engaged in furnishing essential public services vital to the Citizens of Hollywood. Therefore, the Union will make a reasonable attempt not to have more than two (2) members from the same classification in the same work unit as members of the Union negotiating team. However, this does not apply to elected union officials that are members of the team.

ARTICLE 9 - UNION STEWARDS

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

Sec. 2: Chief Stewards may investigate and discuss grievances and contract questions or complaints during working hours at any work location in the City; provided, however, they first receive permission of the division head or in his absence his designee. Provided, further, that such permission shall not be unreasonably denied. The Union shall not make an unreasonable number of requests.

Sec. 3: A Chief Steward, a Steward or an Alternate Steward may process grievances in accordance with provisions of Article 29 - Grievance Procedure. However, only one representative of the Union (Chief Steward, Steward or Alternate Steward) shall be permitted to process a grievance during the Steward's working hours until such grievance reaches step 3. When a grievance reaches step 3, the Chief Steward and the Steward or the Alternate Steward may, subject to approval as specified in Sections 1 and 2, participate in grievance processing during the Steward's working hours.

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ARTICLE 10 - WAGES

Sec. 1: The parties agree that Tier A and Tier B of the wage schedule shall be merged effective October 1, 2000 resulting in one wage schedule which is contained in Appendix B.

Employees shall be appropriately placed in the new wage schedule and in doing so, shall receive a base salary no less than the base salary they were receiving on September 30, 2000.

Additionally, employees hired after October 1, 1994 and employed by the City on September 30, 2000 on their next evaluation after reaching the appropriate "I" step, shall be placed in the "J" step.

Employees hired on or after October 1, 1999 shall be placed in Tier B, Step A and shall on October 1, 2000 be placed in the new wage schedule as contained in Appendix B.

Sec. 2: The wage schedule effective October 1, 2000 shall contain a differential of 2 1/2 % between each paygrade. The 2.5% differential shall be maintained for the duration of this agreement. Each paygrade shall contain a minimum of ten (10) steps with a differential of 2 1/2 % between each step.

Sec. 3: The wage schedule for all bargaining unit employees effective October 1, 2002 shall be increased by 3%. Effective October 1, 2003 increased by an additional 3.5%. Effective October 1, 2004 increased by an additional 3%.

Sec. 4. Effective October 1, 2004, the wage schedule for bargaining unit employees will be increased by an additional 1% over and above the 3% set forth in section 3 above, for the Union's agreement herein to participate in the development and implementation of organizational culture programs.

Sec. 5 School Crossing Guards will be compensated in accordance with a Letter of Understanding to be included as part of this Agreement.

Sec. 6 In the event that any bargaining unit representing employees employed by the City, receives a COLA and/or across the board or wage increase, however labeled, over and above the increase set forth in this collective bargaining agreement, in any year covered by this contract, employees covered by this contract shall receive an identical wage increase. This Section (5) will expire on September 30, 2005.

ARTICLE 11 - ASSIGNMENT PAY

Sec. 1: An employee assigned to temporarily assume the majority of duties and responsibilities of an incumbent employee with a classification of a higher pay grade shall receive a two (2) pay step increase in salary for the time actually assigned to the classification. However, should the temporary assignment continue for twenty-five (25) working days or more, the employee will continue to receive a two (2) pay step above the employee's current straight time rate, or the minimum salary range, for the position filled, whichever is higher. Temporary assignments that continue for more than ninety (90) days will be evaluated by the City and the Union. The continuation of assignment will be by mutual consent.

Sec. 2: In the event an employee is assigned to work in a vacant position within a classification of a higher pay grade, the employee will receive the minimum of the salary range or a two (2) pay step above the employee's current straight time rate, or the minimum salary range of the position filled, whichever is higher. For the purpose of this provision, a vacant position is one in which there is no incumbent assigned.

Sec. 3: A vacant position within a Civil Service classification that has been staffed by assignment for ninety (90) days will be evaluated to determine if the position should be filled on a permanent basis. In no circumstance shall the vacant position revert back to the assignment pay status unless by mutual agreement between the City and the Union.

Sec. 4: 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 two (2) pay steps above their base hourly rate. The Human Resources Division will conduct a study to determine the feasibility of whether a leadworker position should be created. This study will be done in conjunction with the appointment and will be completed within ninety (90) days.

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: There shall be an equal opportunity to be assigned to leadworker status.

Sec. 4: In no case shall leadworker appointment exist for more than ninety (90) days where a Civil Service Classification does not exist.

Sec. 5: The parties agree that a classification for leadworker will be established where appropriate. The City agrees to create the appropriate classification, job description and pay grade. The position will be announced as "closed promotional" and filled from an eligibility list.

ARTICLE 13 - CERTIFICATION PAY

Sec. 1: Water and Wastewater Plant Operators will continue to receive a two (2) 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 one step (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 an added one step (2 1/2%) differential over the Class B entitlement (for a total two (2) steps over the Class C entitlement).

Sec. 4: If a CDL (Commercial Driver's License) is required, the City will reimburse the individual for the required license fees for the initial testing and renewals. For the purpose of testing/practicing a City vehicle will be provided upon approval of the Department Head.

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ARTICLE 14 - WORK SCHEDULING AND OVERTIME

Sec. 1: The current normal workweek for all full-time employees shall consist of forty (40) hours per week. Under no circumstances will benefits/rights associated to full-time employees be reduced or modified if the workweek is altered. The normal workweek for all full-time employees shall consist of forty (40) hours per week, beginning with the employee's first regular shift. The normal workday shall consist of eight (8) or ten (10) consecutive 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, nor shall any changes in work schedule be made in an arbitrary or capricious manner. In any event, notice of not less than ten (10) working days shall be given to the affected employees and an authorized representative(s) of the Union. Upon the request of the employee or the Union, the employer agrees to meet and confer with the above referenced Union Official(s) and/or the employee. Should the City not comply with the notice requirements, and if appropriate, the above referenced meeting, the employee schedule will not be changed. Further, scheduling changes will not be used for disciplinary purposes.

Sec. 3: Work schedules and regular days off can be changed to provide manning for any unforeseen emergencies. 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, and breaks per Article 19, 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

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

An employee who is called into work outside his normal work schedule shall be guaranteed a minimum of three (3) hours pay at the 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: Opportunities 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 and compensatory time opportunities will be recorded and maintained. These records will be available for review by the Union and employees. If an employee establishes that he/she has not received his/her 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, assigned to the Main Control Room. 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

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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: Time-and-one-half (1-1/2) the employee's regular rate of pay shall be paid for all work performed in excess of forty (40) hours of work in any work week. Paid holidays and paid vacation and compensatory leave shall be considered as work performed for the purpose of counting forty (40) hours in any workweek. Paid or unpaid sick leave shall not count as work performed for the purposes of counting forty (40) hours in any workweek.

Sec. 10: In no instance shall standby be involuntarily assigned to regularly scheduled days off.

Sec. 11: Upon appropriate authorization, should it be required that an employee respond to a telephone conversation, in which substantive information is exchanged, that relates to an employees specific skills and ability, the employee will be compensated one (1) hour at straight time.

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

Fire Department

Public Works Department

Public Utilities Department

Cultural Affairs and Recreational 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.

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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/LATERAL TRANSFERS

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

Sec. 2: Prerequisites for such voluntary demotion/lateral transfer:

(a) the employee must submit the request in writing to the Office of Human Resources and must state the title of the lower/lateral position requested, the reason(s) for the request, an acknowledgment that they understand that the demotion will involve a reduction in pay unless otherwise stipulated and, once either is 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/lateral 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 Human Resources Director;

(c) there must be a budgeted vacancy in the lower/lateral position available; no employee holding such lower/lateral position may be involuntarily bumped out of that position for the purpose of providing room for the voluntarily demoting/laterally transferring employee; however, such demotions or transfers shall supersede any existing eligibility lists;

(d) the receiving Department Head may approve or disapprove acceptance of the voluntarily demoting/laterally transferring employee;

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

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

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 appointment (and promotion) in accordance with the classified system's regular promotional appointment procedures.

Sec. 5: The provisions of Section 2(d) of this Article shall be grievable but not arbitrable.

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ARTICLE 17 - PERFORMANCE REVIEW AND MERIT PAY INCREASES

Sec. 1: Persons employed by the City in a Civil Service position shall serve a six (6) month probationary period ("Original Probationary Period") following their initial appointment. Employees shall be reviewed on or before the end of the "Original Probationary Period" to determine the suitability of a regular appointment. Following the completion of the "Original Probationary Period", the employee will be rated according to one of two categories:

Unsatisfactory

Satisfactory

Employees who are "Unsatisfactory" will be dismissed from employment. Employees who are "Satisfactory" will receive a regular appointment to their position and a two-step merit pay increase.

Sec. 2: Commencing October 1, 1999 the probationary period for part-time employees shall be 1040 hours.

Sec. 3: Civil Service employees who receive a promotion to a new position, shall, upon appointment, serve a six (6) month Promotional Probation Period and shall receive two pay steps or the minimum rate of the classification, whichever is greater. On or before the completion date of the Promotional Probation Period, the employee shall be evaluated to determine if he/she is "Unsatisfactory" or "Satisfactory." "Unsatisfactory" employees shall be returned to their previous position or classification, whichever is first available. "Satisfactory" employees will continue on in their new position with a regular appointment. There shall be no additional merit pay increases at this time. Those employees who are successfully promoted must remain in their new position for a

minimum period of twelve (12) months before being eligible for another promotion. Promotions to new positions shall not change the annual salary review date of the employee.

Sec. 4: Twelve (12) months from the completion of the "Original Probation Period," and annually thereafter, the full-time Civil Service employee shall be evaluated. The employer shall perform the evaluations for all employees under this Section so that merit pay increases, if any, can be awarded on a timely basis. Payment of all merit pay increases shall be retroactive to the employee's established salary review date. Employees who receive an "Unsatisfactory" evaluation shall receive no merit pay increase. Employees who receive a "Satisfactory" evaluation shall receive a one-step merit pay increase. Employees who receive an "Above Satisfactory" rating will receive a two-step merit pay increase. In all cases, employees who achieve the maximum step of their pay grade (Step J) will not be eligible for additional merit increases as provided in this Section.

Sec. 5: All full time and part time employees are eligible to receive an annual merit pay step increase, provided they have not reached the maximum of their paygrade. Effective October 1, 1999 merit pay steps will be awarded on the following basis or the equivalent agreed to as outlined in Section 8 of this Article:

Unsatisfactory = no increase
Satisfactory = one step
Above Satisfactory = two steps

Sec. 6: Employees who receive an "Unsatisfactory" evaluation shall be re-evaluated within ninety (90) days of the evaluation. If the employee improves to a "Satisfactory" rating, the employee will be eligible for a one-step merit increase if applicable. Payment of the merit increase will be effective on the date the re-evaluation is completed. This will not change the employee's established annual merit review date. Employees who continue to be "Unsatisfactory" shall be counseled and provided a detailed written explanation as to why the performance continues to be "Unsatisfactory."

The employee shall be given additional direction and guidance on how to improve. The employer has the option to continue to evaluate the employee and to warn the employee that repeated sub-standard performance is a violation of the City of Hollywood's Work Rules.

Sec. 7: Employees who do not agree with their performance review may appeal to the Department Head or Office Director and, if not resolved, to the Human Resources Director, but may not make use of the grievance or arbitration procedure. If an employee receives two consecutive performance reviews with which the employee disagrees, the second such review shall be grievable and arbitrable at the employee's option. The disposition of the grievance will be placed in the employee's personnel file.

Sec. 8: Effective October 1, 2003, the City and the Union agree to begin using the Performance Now appraisal system for all bargaining unit members. Attached hereto and made a part of this contract is the Performance Now appraisal system and appraisal form. Neither the system nor the appraisal form may be modified except by the mutual consent, in writing, of the City and the Union.

Sec. 9: The parties recognize that a performance review system is an orderly procedure that provides an employee appropriate performance feedback. Therefore, a performance review may be conducted at any time during an employee's employment. The system is not intended to be punitive oriented. Continued failure on the part of the employee to take direction and guidance from a performance evaluation may or may not lead to disciplinary action.

Sec. 10: If the employee's performance review is not completed by the employee's annual review date it shall be assumed the employee's review was above satisfactory.

Sec. 11: Regular part-time employees shall be evaluated after completion of the original probationary period of 1040 hours using the same methodology as defined in Section (4) and (5) above.

Sec. 12: An employee's probation shall be suspended for the period of a Workers' Compensation injury. Upon returning to duty, the employee shall have thirty (30) days or the period of remaining probation, whichever is greater, to establish job performance toward regular appointment.

Sec. 13: Any full time employee at or over the maximum of his/her pay range who receives an annual performance evaluation score of satisfactory or above and who is in the top 10% of those employees at or above the maximum of their pay range within

their Department, shall receive a 5% one-time cash bonus based on their regular rate of pay. This bonus shall be paid no later than the first full pay period in December of the following year of the evaluation (i.e. 12/2002, 12/2003, 12/2004).

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ARTICLE 18 - PENSION AND PENSION PLAN

Sec. 1: Employees shall receive pension benefits according to the provisions of the Hollywood City Charter, Article X (10), a copy of which is attached hereto and incorporated into this Agreement in Appendix "D".

Sec. 2: The following provisions have been agreed upon and shall be incorporated into the attached Appendix D.

- (a) Any employee or official who is employed by the City on a permanent, non-contract basis on or after September 30, 1958 shall become a member after six (6) months of service for the City. The normal retirement age shall be fifty-five (55) years of age.
- (b) Vesting. Any member, irrespective of age, who withdraws from service after having completed at least five (5) years of service shall have the right to receive a service retirement allowance beginning upon attainment of the age of fifty-five (55) years in an amount earned and accrued at the date of withdrawal from service, provided the member has not received a withdrawal benefit. All full-time temporary and grant employees covered by the collective bargaining agreement shall be included as members of the pension plan.
- (c) When an employee has reached Maximum Medical Improvement (MMI) or is otherwise disabled from performing his/her regular duties then the City may create modified duty positions and/or offer an employee any vacant position within the organization before the employee is considered for disability pension. The vacancy will be in the classified system and a position which the employee is capable and qualified to perform. He/she shall receive the identical rate of pay and benefit level while working. These employees will have preference for future City position vacancies and will be considered without going through the Civil Service process and will be placed at the discretion of the Human Resources Director. This subsection (c) shall apply prospectively and shall not apply to any member injured or disabled prior to July 1, 1999.
- (d) The Human Resources Director will make the final determination regarding the ability of an employee to perform his/her regular job duties and that determination will be based on the available medical information. Upon total

12
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and permanent disability of a member by reason of injuries sustained while in the performance of an act of duty as an active employee of the City, resulting in the inability of the member to perform the specific duties of his position in the service of the City, and upon no other job being available for that member, such member shall be entitled to a disability retirement annuity equal to seventy-five percent (75%) of his/her salary from the date of injury.

- (e) The employee (retiree) receiving a disability pension will have the monthly pension amount offset by any other employment income, excluding social security or workers' compensation. It is the duty of the employee (retiree) to notify the City Pension Board of any other earned income on April 15th of each year and submit a copy of his/her Federal Income Tax Return first page. This subsection (e) shall apply prospectively and shall not apply to any member injured or disabled prior to July 1, 1999.
- (f) All active permanent, full-time general employees and all retirees in the Contributory Pension Plan will be considered members of the Plan.
- (g) Any future changes and/or amendments to the Plan will require an affirmative vote of 50% plus one of the total number of Union members in the Plan and a five-sevenths (5/7) affirmative vote by the City Commission.
- (h) The Pension Board shall expand to seven (7) members. One additional member shall be elected by the Retirees (to serve the same terms as other members) and shall be a retiree. One additional member shall be appointed from the group not presently covered by a Collective Bargaining Unit. This employee member shall have some accounting or investment experience and be appointed by the City Manager.
- (i) A surviving spouse shall have the right to continue the health and dental coverage provided he/she pays the designated premium for such coverage.
- (j) The Pension Plan shall provide a Pension Administrator to be available to members during work hours. The Pension Administrator shall be appointed by the City Manager with the approval of a majority of the Pension Board. Remuneration and other expenses related to the Pension Administrator shall be paid through the City.
- (k) Health care coverage shall only be provided to retired employees who have ten (10) or more years vested in the Pension Plan.

- (l) Retirees shall have the right to continue their dental coverage provided they pay the designated premium.
- (m) Employees shall vest after five (5) years of service. Employees with five (5) years of service shall receive the appropriate pension annuity as set forth in Article 10, Section 10.01 (a), (b), (c) & (d) of the City Charter. Employees who have vested, but who have less than ten (10) years of service are not eligible to receive health care, dental coverage or the DROP Plan.
- (n) Retirees who retired prior to October 1, 1989 shall receive a 2% COLA, effective October 1, 1999 and thereafter shall receive additional COLA in accordance with Article 10, Section 10.01 (10)(c) of the City Charter.
- (o) Employees who have retired from the General Employees Pension shall not be eligible for another pension from this fund. The above provisions are in conjunction with the April 26, 1997 Letter of Understanding contained in the previous (October 1, 1996 through September 30, 1999) collective bargaining agreement and shall be effective July-1, 1999.
- (p) The Pension Board will hire a Pension Administrator, paid by the Pension Fund.
- (q) The City will hire an Attorney experienced in Pension Administration, paid by the Pension Fund.
- (r) All current employees with prior City service not credited to the Pension Plan (e.g. service time in the 1% non-contributory plan; Grant, CETA, BETA or Temporary employment that leads to permanent service, etc...) shall be eligible to buy-back all full time City service. The buy back for this time shall be made in one or more of the following manners:
 - (1) Cash/Lump sum (not mandatory)
 - (2) Reduction of Pension Payments (mandatory)-any amount still due for the buy back shall result in a reduced pension benefit, plus interest, upon retirement until the buy back amount is paid in full. The reduction shall be from the pension amount based on the years of service already paid back and not to exceed 20%.

The member shall pay for the buy back per the following:

- (1) 7% contribution per each year of service at the rate paid for each of those years.

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- (2) Buy back fee of 4% for the total balance due will be added to members making a cash/lump sum payment.
- (3) Buy back fee of 4% plus 6.5% will be added to any unpaid balances.
- (s) Effective October 1, 2002 and beginning on their hire date, all employees must contribute to the Plan 7% of their covered salary. This amount is made tax-deferred. All employees hired prior to September 19, 2000, shall be given credit for their first six-(6) months of service.
- (t) In the event that an employee leaves service before vesting (i.e. having less than a minimum of five (5) years of continuous service), they or their beneficiaries shall receive the employee's contributions plus 4% simple interest.
- (u) Only employees who have continuous credited service of 10 years or more and are age 55 or older or have 25 years or continuous credited service regardless of age, and retire upon leaving active service will be entitled to continued City health care coverage. Any employee receiving a Duty or Non-Duty related disability pension will also be eligible to continued City health care coverage. Individuals having vested and left the service of the City under age 55, shall not receive City health care coverage upon reaching normal retirement.
- (v) To qualify for a Non-duty related disability an employee must be vested (i.e. have at least five (5) years of continuous service). Employees shall receive a pension benefit equal to their accrued benefit, but not less than 20% of their average monthly salary at time of disability.
- (w) Employees who qualify for a Duty and Non-duty related disability will receive a pension benefit payable until his/her death or recovery. An employee may select to have this pension benefit paid under the "Joint and Equal" or "Joint and Half" optional forms of payment.
- (x) Employees who have received a Duty or Non-Duty disability shall have periodic investigations and medical examinations, scheduled as deemed necessary by the Pension Board and the City. The City shall pay for all costs related to these screenings.
- (y) For an employee member to qualify to serve and be elected to the Pension Board, he/she must have at least six (6) years of continuous credited service. Employee Board Members must attend two (2) pension-related

seminars within the first year of election to the Pension Board. The Plan shall pay for all costs related to these seminars.

- (z) A Retiree may change his/her survivor from one person to another at any time and have his/her pension benefit adjusted accordingly.
- (aa) When an employee who is vested dies before retirement, his/her designated beneficiary(ies) under the fund shall have the option of receiving the member's contribution to the Fund plus 4% simple interest, or benefit payments until death equal to the benefit payments the deceased member would have received had he/she retired on the day of his/her death and selected a "Joint & Half" annuity option.
- (bb) Any spouse of a deceased retiree receiving a pension shall continue to receive the same benefit regardless if that spouse remarries.
- (cc) Employees may select one (1) single or multiple beneficiaries/survivors. In the case where multiple beneficiaries/survivors are selected, the age of the youngest beneficiary will be used in the calculation of benefits.
- (dd) For "retirement" benefits calculations, lump sum payments for unused leave (except for sick leave which will be calculated as shown in paragraph ee) will be included in the employee's highest three years of salary (just like it is calculated in the DROP calculations) prospectively.
- (ee) For "retirement" benefits calculations and DROP calculations, the amount of sick leave included in the employee's highest three years of salary shall be capped at the balance accrued as of October 1, 2002. This includes the 100% cap as of October 1, 1994. For individuals hired after October 1, 2002, no sick leave accruals will be counted towards benefits calculations.
- (ff) Disability pension and any worker's compensation benefit cannot exceed 100% of salary at time of retirement. The retiree will receive health care benefits for himself/herself and dependent coverage at no cost.
- (gg) The actuarial assumption rate shall not be changed without the approval of the City.
- (hh) There shall be payable to eligible persons a supplemental pension distribution for each fiscal year in which the actual rate of investment return earned on fund assets exceeds the assumed rate of investment return on fund. The total amount of the supplemental pension distribution for a particular fiscal year shall be equal to the actuarial present value of future

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retirement benefits multiplied by the excess (not to exceed 2%) of the actual rate of investment return over the sum of the assumed rate of investment return plus 2% for the fiscal year.

Eligible persons are defined as retirees and their widows/widowers. Drop participants are excluded. Eligibility will be based on time only for credited service in the Charter Plan. No credit will be given for noncontributory service time.

Determination of the worth of each year of credited service will be based on the number of total credited years service divided into the surplus earnings of the fund. This will be multiplied by each member's total years of credited service, not to exceed twenty-five (25) years. Credited years of service is defined as that which a member has contributed 7% of their compensation to the plan.

Service and non-service disability will be based on actual credited years of service. Widows and widowers eligible for the supplemental pension distribution shall have this based on the retirees credited service at retirement, not to exceed twenty-five (25) years.

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 of the employee's regular work-shift.

Sec. 2: Employees working a ten (10) hour day shall receive two (2) twenty (20) minute breaks in lieu of the fifteen (15) minute breaks. 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 of the employee's regular work-shift.

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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 the shift starts, except in case of emergency, such notification shall be made each day of absence by the employee or a responsible member of his/her household, unless the employee is hospitalized, or under doctor's care.

Sec. 3: Alternative uses of sick leave, for reasons other than illness, are as follows:

A. If an employee has accumulated four hundred (400) hours of sick leave as of October 1st of any Fiscal Year, he or she shall have the option of converting the next forty (40) hours of accrued sick leave days to vacation days. Requests to convert the next forty (40) hours of sick leave to vacation leave must be made to the employee's Division Head within the first work week following October 1st of each fiscal year. On September 30th, any unused, converted vacation leave shall revert back to sick leave.

B. Each fiscal year an employee shall have the option of converting a maximum of three (3) days of accrued sick leave days to personal leave.

C. Sick Leave converted to Personal Leave shall be used for personal business and must be used in no less than four (4) hour increments, unless otherwise authorized by the employee's supervisor.

D. In order to qualify for Personal Leave pay, employees must notify their supervisor as soon as practicable, but not less than fifteen (15) hours prior to the use of the Personal Leave. Notification requirements shall be waived by the employee's supervisor in the event of an emergency. The City may cancel the use of Personal Leave due to an emergency declared by the City Manager.

Sec. 4: The options chosen by all covered employees in 1980 shall remain in full force and effect, except as may be modified herein. Sick leave hours accrued and unused as of October 1, 1994 shall be referred to as "Existing Hours". Employees who

separate from employment with the City prior to October 1, 1994 with less than five (5) years of credited service shall receive no payment for "Existing Hours". Employees with five (5) or more years of credited service, who separate from employment with the City for any reason whatsoever, enter the "DROP" Plan, or Retire shall receive a payment equal to the product of their final hourly rate of pay and "Existing Hours".

Sec. 5: On or after October 1, 1994, employees who terminate their employment with the City for any reason whatsoever, or enter the "DROP" Plan, shall, in addition to any payment which may be due pursuant to Section 4 of this Article, receive a payment equal to the product of unused sick leave accrued as of October 1, 1994 ("New Hours"), the employee's rate of pay in effect on their date of separation, and a payment percentage relating to the number of full years of credited service with the City. The table of percentages and credited service shall be:

<u>Service</u>	<u>Accrued Sick Leave Payout</u>
Less than five (5) full years of credited service	20%
Five (5) or more full years of credited service, but less than ten (10) full years of credited service	40%
Ten (10) or more full years of credited service	70%

Sec. 6: "Existing Hours" may be used only after an employee has used all "New Hours".

The purpose of paid Sick Leave is to provide protection against the loss of wages by an employee for the necessary absence from duty on a scheduled work day due to illness suffered by the employee or illness in the employee's immediate family that necessitates the employee's absence from work. Attendance to an immediate family member at a hospital while undergoing serious medical attention shall be included under this provision. Sick Leave pay shall not be made for illness or injury incurred as a result of outside employment, intentional self-inflicted wounds, or the continuous use of drugs or alcoholic beverages (except for approved treatment) or injuries while committing a felony. For the purpose of this section, immediate family shall include, spouse, children, stepchildren, mother, father and dependent mother-in-law or father-in-law.

Department or Office Directors may require proof of illness from an employee in cases of chronic and repeated illnesses.

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Any employee who abuses sick pay benefits hereto set forth or whose reasons for absence are falsified may be subject to disciplinary action. For purposes of this section, abusing sick leave benefits shall be defined as having incurred more than six (6) occurrences involving the use of Sick Leave during a Fiscal Year (October 1st to September 30th). Discipline may not be invoked if an employee can justify the absence with medical documentation. Medical documentation shall mean information provided by a certified physician providing detailed evidence of the employee's inability to perform work during the absences.

Sec. 7: Upon the death of an employee, any payments due pursuant to Section 4 or Section 5 of this Article shall be paid to the employee's estate.

ARTICLE 21 - VOTING TIME

Sec. 1: In order to allow the employees an opportunity to vote in National, State, County or City of Hollywood elections and primaries held prior to those elections, employees covered by this Agreement 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, provided such time off does not result in the City having to replace such employee at overtime rates. The Division Head or Supervisor in charge of the Division shall not unreasonably deny such requests, provided the conditions of this Section are met.

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 regular operation of the division.

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ARTICLE 22 - CONTRACTING OR SUB-CONTRACTING

Sec. 1: If the City is considering contracting out or sub-contracting work, which will eliminate bargaining unit positions, the City shall notify the Union no later than one hundred twenty (120) days prior to making any final decision. The City shall provide the Union with all financial data relating to the proposal being considered.

Sec. 2: The City shall impact bargain with the Union over the issues which will directly affect any bargaining unit employee resulting from the proposed contract or sub-contract. 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 City Commission making the final decision on the matter.

Sec. 3: If the decision is then made to contract out or subcontract work, to a private or other governmental entity, the City shall request that the entity employ the City's displaced personnel for a period of eighteen (18) months at such wage and benefit levels as the displaced employees received from the City on the effective date of the subcontract. However, if the sub-contractor is unwilling to hire the displaced employees with the conditions stated above, the City shall employ the displaced employees in another capacity at no loss of wages or benefits to the displaced employees. For purposes of this Article, a displaced employee is defined as any employee who loses his/her position due to the effect of sub-contracting services otherwise provided by the City. Any employees electing not to be employed by the sub-contractor shall have the right to exercise all rights under this Agreement including, but not limited to, transfer, filling vacancies, lay off and recall. Any reduction in force will be handled insofar as practicable through attrition and/or transfer to other positions.

ARTICLE 23 - WORK UNIFORMS AND LAUNDRY

Sec. 1: The Union and the City recognize the need for appropriate dress and/or uniformity of apparel among its various employees who are covered by this Agreement. To that extent, the Uniform Safety Committee is hereby created to review the color, fabric and style of uniforms worn by bargaining unit employees for safety and comfort. The Uniform Safety Committee, comprised of two (2) representatives appointed by the Union and two (2) representatives appointed by the City, shall meet in May or as needed each year to perform the above functions and shall make suggestions to the City Manager as to change of uniform color, fabric and style in order to improve the comfort or safety of those uniforms.

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 paychecks. Wearing of City supplied uniforms while engaged in non-City work or recreational activities is prohibited. CSO's will be issued along with their regular uniforms, one (1) Ballistic Vest w/cover according to the policy for Sworn Police Officers. CSO's will be required to wear the vest while in uniform whether on duty or off duty.

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
 - Maintenance Person
 - Equipment Operator
 - Laborer
 - Electrician
 - Street Light Electrician
- (b) Public Works - Forestry/Landscaping
 - Irrigation Crew
 - Nursery Crew
 - Tree Crew

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Beach Maintenance

Recreation Maintenance

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, Sanitation

Chief Mechanic

Automotive Mechanic

Sanitation Equipment Mechanic

Automotive Service Person

Sanitation employees

(e) Public Utilities¹

Water Plant Personnel

Water Distribution Personnel

Sewer Collection Personnel

Sewer Plant Personnel

Underground Utilities

The City and the Union agree that in the event that new classifications are added to the pay plan or position titles are changed, those positions and any existing position titles which are determined by the City and/or Union to meet the above criteria for cleaning services covered in this Article, shall be entitled to receive said cleaning services as provided herein, with agreement of the City.

Sec. 4:

(a) Civilian police personnel are issued uniforms and are required to maintain and launder them; I.D Technicians and CSO's will receive a uniform maintenance allowance of \$50.00 per month; maintenance shall include all necessary cleaning and/or laundering and repair of garments and/or included accessories.

¹ excluding clerical and office persons

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(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
<i>Inside Personnel</i>	<i>Outside Personnel</i>	
3 each	3 each	Short sleeve shirts
3 each	3 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:

Sec. 5: Asphalt crew and Sanitation crew employees in the Public Works Department shall receive work shoes supplied by the City. Work shoes for both asphalt and Sanitation crew employees shall be replaced when worn out or damaged as shall be determined in the sole discretion of the City.

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ARTICLE 24 - LIFE AND HEALTH GROUP BENEFITS PLAN

Sec. 1: The current levels of health insurance benefits shall remain in effect without change unless otherwise mutually agreed to by the Parties. The employer shall provide group health coverage for regular, full time employees and dependents (dependents to include domestic partners as defined by Broward County's registration of domestic partners or any other county/state registration of domestic partners), subject to the following conditions:

(a) The contribution for active employees electing health coverage shall be as follows:

Beginning October 1, 2002

Employee coverage = \$10.00 bi-weekly

Dependent coverage = \$25.00 bi-weekly

Beginning October 1, 2003

Employee coverage = \$15.00 bi-weekly

Dependent coverage = \$25.00 bi-weekly

Beginning October 1, 2004

Employee coverage = \$20.00 bi-weekly

Dependent coverage = \$25.00 bi-weekly

(b) All employees hired after October 1, 2002 shall pay the same as current employees for Employee coverage and shall pay 50% of the cost for Dependent care coverage, if elected.

Sec. 2: 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 \$19.00 per employee per month. Any premium requirements in excess of \$19.00 per employee per month will be borne by the participating employee.

Sec. 3: Upon retirement, members shall have the option of continuing under the City's health insurance plan. There will be no cost to the retiree for his/her coverage. The retiree will be responsible to pay the full premium for Dependent coverage unless reduced or changed in the future. The provisions of this section shall not apply to any employee who retired for any reason prior to April 1, 1988.

Sec. 4: The City shall provide a term life insurance policy in the face amount of \$25,000.00 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

separation of service for any reason. There shall be no optional dependent life insurance coverage provided.

Sec. 5: All regularly scheduled part-time employees who have worked more than 1,500 hours in the prior fiscal year shall be eligible for the City's health insurance coverage. The City shall pay one-half the premium of the coverage selected. The employee shall be responsible for one-half the appropriate premium.

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ARTICLE 25 - SAFETY COMMITTEE, EQUIPMENT AND APPAREL

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

Sec. 2: The Employer agrees to institute safety inspection programs on a semi-annual basis on all aerial vehicles. These inspections are to be made by qualified personnel. At least one inspection per year shall be performed by a certified agency. If any safety equipment or apparel is required by the City in any work area, such equipment or apparel shall be furnished by the City at no cost to the Employees. Failure of Employees to wear said furnished apparel or to use said furnished equipment, or failure of an employee to perform their job in a reasonably safe manner, may result in disciplinary action.

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

Sec. 4: In the event said glasses are broken during the course of employment, as a result of being struck by an object as outlined in 3 referenced above, the City shall pay the full reasonable replacement cost unless employee's carelessness caused the loss.

Sec. 5: 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. No employee shall be disciplined for refusing to work under unsafe conditions.

Sec. 6: The City shall provide waterproof sunscreen lotions with an SPF of 25 or greater to all outdoor City employees. The City will provide an allowance of twenty-

five dollars (\$25.00) annually to full-time Marine Safety Officers and Lieutenants for the acquisition of sunglasses. The City will also provide a changing facility for Beach Safety personnel and protective covers/awnings for the lifeguard chairs.

Sec. 7: The City will establish and implement a Citywide lightning policy based upon the advice of an outside lightning expert selected after consultation with the union.

Sec. 8: The City shall provide Gatorade or a Gatorade type product to all employees whose work is done primarily outdoors. This beverage shall be made available anytime the temperature reaches or exceeds 85 degrees.

Sec. 9: The City will provide any or all of the following shots/vaccines to the below listed personnel upon request of the employee:

Group 1:

Tetanus vaccine - every five years
Hepatitis-B vaccine series of three shots - every five years

Employees Covered:

Beach Safety Division:

Marine Safety Officers & Lieutenants
Lifeguards

Police Department:

I.D. Technician I
I.D. Technician II
I.D. Technician III
Community Service Officers

Group 2:

Tetanus vaccine - every five years
Diphtheria vaccine - every five years
Hepatitis A vaccine series of three shots every five years

Employees Covered:

Wastewater Treatment Plant:

Welder
Painter
Utility Laborer
Utility Maintenance Helper
Chief Utility Mechanic
Shift Operator Trainee

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Shift Operator I and II
Shift Supervisor
Compliance Technician II
Regulatory Compliance Officer II
Mechanic II
Mechanic I
Lab Technician
Lab Technician II

Sanitation Division:

Packer Operator
Sanitation Refuse Collector

Sewer Collection Division:

Heavy Equipment Operator
Utility Locator/Inspector
Chief Utility Mechanic
Mechanic II
Mechanic I
Utility Serviceworker II
Utility Serviceworker I
Utility Serviceworker III

Public Works:

Plumber I and II

Water Distribution Division:

Heavy Equipment Operator
Utility Locator/Inspector
Chief Utility Mechanic
Utility Serviceworker II
Utility Serviceworker I
Utility Serviceworker III
Meter Technician I and II

The City and the Union agree that in the event that new classifications are added to the pay plan or position titles are changed, those positions and any existing position titles which are determined by the City and/or Union to be potentially at risk to the diseases covered in this Article, shall be entitled to receive the immunizations as provided herein, with agreement of the City.

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ARTICLE 26 - WORK RULES

Sec. 1: All rules and regulations in effect on the effective date of this Agreement will remain in full force and effect for the duration of this Agreement unless modified in accordance with the provisions of this article.

Sec. 2: The City will issue a copy of the Rules and Regulations to each new employee, upon hire, who is subject to those Rules and Regulations. Each employee will provide written acknowledgment of his/her receipt of the Rules and Regulations and will be held accountable for compliance therewith.

Sec. 3: In the event that the City wants to institute a new work rule or modify an existing work rule ("Proposed Rule"), the City may do so pursuant to the following procedure:

- a. The City shall provide a copy of the Proposed Rule to the Union.
- b. The Union may request, within 10 working days of receipt, to negotiate over the Proposed Rule if the Union claims that the Proposed Rule affects wages, hours of work and other terms and conditions of employment or has the practical consequence of violating this Agreement.
- c. If no request for negotiation is made within 10 working days from the time the Union receives the Proposed Rule, the Proposed Rule may be implemented by the City.
- d. If a request to negotiate is timely received with respect to a Proposed Rule, the City and the Union shall meet in an attempt to mutually agree upon the Proposed Rule.
- e. If the parties agree on the Proposed Rule, the rule will be implemented as agreed upon.
- f. In the event that the City and the Union fail to agree on a Proposed Rule, and providing the Proposed Rule meets the standards in paragraph b, the dispute shall go to arbitration. The arbitration shall be expedited and the arbitrator shall be requested and mutually agreed to, by both parties, to make a prompt award without a written opinion. If the arbitrator finds that the Proposed Rule violates the specific written terms of this Agreement or is unreasonable, then the Proposed Rule shall not be implemented. The Proposed Rule shall not be implemented until after the arbitrator's award is received and then only if the City prevails.

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Sec. 4: There shall be a single set of Rules and Regulations applicable to all employees of the City. This shall not prohibit any department from adopting written operational procedures specific to the needs of that department. Written operational procedures established by any Department shall be distributed to all employees in that department. Each employee will provide written acknowledgment of his/her receipt of such written operational procedures. Copies of departmental written operational procedures shall be provided to the Union. In the event of a conflict between written operational procedures and the single set of Rules and Regulations, the single set of Rules and Regulations will control.

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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: Seniority lists shall be established for each class title affected by a lay-off or abolishment of positions. All regular employees occupying positions in the affected class title shall be placed on a seniority list. In the event it is necessary to reduce the workforce, including abolishment of positions, employees shall be laid off in inverse order of seniority, i.e., junior employees first.

Sec. 2: An employee who is laid off or whose job is abolished pursuant to Sec. 1 shall, based on City-wide seniority, have the option of bumping either laterally or downward to a class title for which the employee is reasonably qualified and/or has the ability to be trained to perform the essential tasks of the job within ninety (90) days of appointment. In the alternative, employees may, at the non-arbitrary discretion of the City Manager, be placed into a higher paid class title if qualified. Qualification criteria shall be based upon the approved position description.

Sec. 3: In the event of a lay-off, the City will make every effort to give as much notice as possible. In no event will employees receive less than a three (3) week notice of lay-off, or, in lieu of notice, three (3) weeks pay at the employee's regular rate of pay in addition to all paid accrued leaves. The Union shall be furnished copies of all lay-off notices three (3) days prior to notices being furnished to the affected employees.

Sec. 4: Employees laid off, demoted or transferred due to the exercise of their bumping rights or due to being bumped or whose positions are abolished, shall be placed on recall lists and recalled in order of seniority. Re-appointment shall be to any vacancies which exist, first, in the class title from which the employee was laid-off; and second, in any position for which the employee is reasonably qualified and possesses Citywide seniority. Laid-off employees shall have the first right to recall for vacancies in the class title from which they were laid-off.

Sec. 5: Any employee, whose name is listed on a recall list, who refuses appointment to a position with a lower paygrade, will have up to four opportunities to be rehired to a class title with a lower paygrade for a position for which the employee is reasonably qualified. If there is more than one position available, the employee shall be given the option of choosing the one equal to or closest to his/her former pay grade. If all four opportunities are declined, the employee shall have no further right to recall to a class title with a lower paygrade.

Sec. 6: Employees refusing re-employment in a class title with an equal or higher paygrade shall have no further rights to recall for that class title.

Sec. 7: Employees refusing recall to their originally held class title and paygrade lose all recall rights.

Sec. 8: The City will provide the Union with the entire City recall list, bi-annually. The list will include dates of hire, dates of lay-off, classification(s) the laid off employee previously held and the name of the Department, Division or Office in which the employee worked on the date of the lay-off.

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ARTICLE 29 - GRIEVANCE PROCEDURE AND ARBITRATION

Sec. 1: (a) The City and the Union have negotiated a grievance procedure to be used for the settlement of disputes between employer and employee, or Union, or group of employees, involving the interpretation or application of the collective bargaining agreement. Such grievance procedure shall have as its terminal step a final and binding disposition by an impartial neutral, mutually selected by the parties. However, an arbitrator or other neutral shall not have the power to add to, subtract from, modify, or alter the terms of the collective bargaining agreement. All employees shall have the right to a fair and equitable grievance procedure, administered without regard to membership or nonmembership in any organization, except that the Union shall not be required to process grievances for employees who are not members of the Union.

(b) The Union may exercise the right to not represent non-Union members of the bargaining unit in the grievance process. The Union may deny assistance during any step of the grievance process. In such case, the Union will notify the member and the City. Upon such notification, the City shall thereafter conduct all official communication directly with the aggrieved employee(s), with a copy to the Union. Further, the Union may provide representation at any step in the grievance process. Should the Union enter the grievance process after the first step, it shall notify the City.

Sec. 2: 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 refer to the article(s) of this Agreement alleged to have been violated, and shall set forth the facts pertaining to the alleged violation or violations, and shall include the corrective action or actions requested by the aggrieved party. A grievance must be communicated in writing to the employer by the employee(s) and/or the Union within fourteen (14) calendar 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.

Step 1: The aggrieved employee(s) and/or the Union shall present in writing the grievance to the Department Director or his/her designee. The grievance will be dated and signed by the employee(s) and/or the Union representative. The Department Head or his/her designee shall acknowledge receipt of the grievance by stamping it with the date and time, with a copy to the Union. The Department Head shall, within seven (7) calendar days conduct a meeting between himself/herself, the aggrieved

employee(s) and the Union representative. The Department Head shall give the decision to the Union in writing, with a copy to the aggrieved employee(s) not later than seven (7) calendar days following the meeting date.

Step 2: If the aggrieved employee(s) and/or the Union is not satisfied with the decision rendered at Step 1, the aggrieved employee(s) and/or the Union may, within seven (7) calendar days from the written decision rendered at Step 1, forward the written grievance to the office of the City Manager (stamped in with date and time), with a copy to the Union. The City Manager or his/her designee shall meet with the aggrieved employee(s) and his/her Union representative(s) within seven (7) calendar days after receipt of the grievance. The City Manager or his/her designee shall furnish a copy of his/her decision, in writing, to the Union, with a copy to the aggrieved employee(s) within seven (7) calendar days after the meeting.

Step 3: If the aggrieved employee(s) and/or the Union is not satisfied with the decision rendered at Step 2, the aggrieved employee(s) and/or the Union may, within fourteen (14) calendar days from receipt of the City Manager's decision, submit the grievance to arbitration, by requesting a list of arbitrators from the Federal Mediation and Conciliation Service (F.M.C.S.). The award of the arbitrator shall be final and binding on the Union, the employee(s) and the City.

Sec. 4: Rules for Grievances and Arbitration processing:

(a) The grievance shall be submitted on an Official Grievance form. Attachments may be added, if needed.

(b) Time limits at any step in the grievance process may be extended only by mutual written consent of the parties involved at that step.

(c) A grievance not advanced to the higher step within the time frames 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 or his/her designee to answer or meet within the time limits provided at Step 1 or 2 will cause the grievance to be considered resolved in favor of the grievant or the Union and all parties will abide by the "corrective action or actions requested" on the grievance form or attachments.

(d) Notice that a grievance shall be advanced to the next point in the process shall be given by (a) hand delivery or (b) certified mail, return receipt requested or (c) in the case of notice to the Union by date stamping and depositing in the Union mailbox in the Human Resources Division. Hand deliveries will be documented by a date-stamped photocopy or by a dated signature of the recipient. Grievances delivered via certified mail

shall be considered properly advanced as of their postmark, but shall not be considered to have been received by the next party until the actual date of delivery or date of refusal of delivery. Grievances deposited in the Union mailbox shall be considered properly advanced when date stamped, but shall not be considered received until picked up by the Union, as indicated by date stamp, with a copy to the City. The clock will start the day after delivery or pick up.

(e) On-duty personnel called by Grievant or the Union as a witness shall remain in pay status only during their normal duty hours while appearing at the hearing. Such personnel shall respond to subpoena on as-needed basis to minimize waiting time so as not to disrupt the operations of their department. Hearings shall be held in hearing rooms provided by the City, in City facilities at no charge to the Union.

(f) The parties agree that in accordance with current practice, both the City and the Union will have the option of electronically recording (through audio or video tape) all steps of the grievance procedure as outlined in Section 2 above, including the arbitration hearings.

(g) The arbitrator's bill shall be paid by the party that does not prevail.

(h) All employees covered by this Agreement who have rights under this grievance procedure shall have no other right to utilize any appeal process, (specifically the Civil Service Procedure) other than the grievance procedure described herein.

(i) All grievances emanating from a Union member shall be submitted to the Union Executive Board for approval before filing. The City shall furnish the Union with copies of grievances filed by non-Union members as soon as practicable.

(j) Grievances shall be settled as expeditiously as possible.

(k) The parties understand that, failure to discuss and process grievances in good faith is a violation of 447.501(1) and (f).

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 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. In the case of a leave of absence of four (4) months or less, the employee shall be entitled to return to the same position (work station, department, section or unit) as previously occupied.

Sec. 2: The temporary disability of pregnancy shall be treated in the same manner as any other temporary medical disability. The term "pregnancy" as used in this article shall refer to the actual period of gestation together with such post-partum leave, including time for lactating mothers, as the employee's treating physician shall determine.

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 employee's return to work, the probationary period shall be resumed so that the appropriate total of six (6) months is spent in a probationary status.

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

Sec. 7: In the case of a leave of absence of more than four (4) months, the employee shall be entitled to return to the same classification as existed prior to the leave

of absence without loss of seniority or other status. The City reserves the right to place the employee at a different workstation, different department, different section, or different unit, than previously occupied.

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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 agree to meet at a reasonable time to renegotiate a replacement provision.

Sec. 2: If any provision of this Agreement, or the application of such provision is in conflict with existing 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 immediately reopen negotiations on that provision and that both parties agree to negotiate in good faith to reach an expedient resolution. If after the issue is raised by either party and no agreement has been reached within sixty (60) days, both parties agree to commence impasse resolution proceedings.

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

Day after Thanksgiving

Christmas Eve

Christmas Day

New Year's Eve

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. Upon ratification of this agreement, future birthday holidays must be used within 366 days.

Sec. 2: All employees whose work week is comprised of four ten (10) hour shifts, and who work on the Holiday, shall receive ten (10) hours of Holiday pay. 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.

Sec. 3: Non-sworn Police Department employees and employees of Beach Safety and the Golf Course who have their holidays added to their vacation will continue this practice, and in addition, will receive two (2) floating holidays per calendar year. Said holidays must be requested ten (10) working days in advance of the date requested. In the event of manning and scheduling conflicts, Management reserves the right to deny the request for a particular day. In any event, subject personnel will receive two (2) floating holidays off each contract year.

Sec. 4 : In accordance with standing procedure, an employee must be in pay status on his workday immediately preceding and immediately following the holiday to be eligible to be paid for the holiday.

Sec. 5 : In the Sanitation Division, garbage collection employees will observe the following holidays, as scheduled, as a day off:

Martin Luther King Jr.'s Birthday

Christmas Day

Employee's Birthday

These employees will work on all other holidays in accordance with current practice. In the event Broward County closes the County landfill on any other holiday that is an observed holiday of the City of Hollywood, then those scheduled holidays may also be observed as a day off.

Sec. 6: Effective October 1, 1999, all regularly scheduled part-time employees who have worked more than 1,500 hours in the prior fiscal year shall be eligible for five (5) holidays plus the employees birthday.

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ARTICLE 33 - OFFICIAL DUTY USE OF PERSONAL VEHICLE

Sec. 1: Whenever an employee covered by this Agreement is authorized by his/her Department/Division Head to use his/her own vehicle in the performance of his/her official City duties, the employee will be compensated at the rate authorized by State Statute (F.S. 112.061).

Sec. 2: An employee shall not be required to use his/her own vehicle without his/her consent in the performance of his/her official City duties.

Sec. 3: Whenever an employee receives written authorization from his/her Department/Division Head to use his/her own vehicle in the performance of official City duties, the employee's vehicle shall be protected by the City's motor vehicle insurance plan.

Sec. 4: An employee who is requested to use his/her own vehicle to perform official City business as authorized by his/her Department/Division Head shall be required to complete an official car expense report as prepared by the City. Such report shall include an accounting of all expenses for which reimbursement is requested.

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ARTICLE 34 - BEREAVEMENT LEAVE

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

Sec. 2: An employee eligible for bereavement leave pursuant to Section 1 of this Article which resulted from a death which occurred, or a funeral which is being held, outside of the State of Florida may apply to his/her department head for an additional two (2) days of bereavement leave (total of five). If the employee is denied the additional two days, he/she may appeal to the City Manager. The City Manager's decision in granting or denying the additional two (2) days of bereavement leave shall be final and not subject to arbitration.

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ARTICLE 35 - JURY DUTY

Sec. 1: Any employee lawfully summoned for Jury Duty shall present the summons to his/her supervisor on the first work day 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 Office of Human Resources in advance of reporting. The Court Clerk will return the completed form to the Office of Human Resources. The form will include tear-off receipts to show it has been received by the Court.

Sec. 3: The employee shall be paid his/her regular day's wage for each day served on Jury Duty, as for a normally scheduled workday. If the employee is excused in advance by the Court, for any full day during the service period, he/she shall report for his/her normal workday to perform his/her regular and usual duties. The employee shall sign over to the City all fees received from the Court for his/her 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, his/her services are necessary to the City.

Sec. 5: The provisions of this Article are not applicable to an employee who without being summoned, volunteers for Jury Duty.

Sec. 6: The provisions of this Article shall apply when an employee who is scheduled to work is subpoenaed as a witness for the City in the Federal, Circuit or County Courts. In these circumstances, if an employee is off-duty, call-out rate shall apply.

ARTICLE 36 - LONGEVITY COMPENSATION

Sec. 1: Employees with ten (10) years, fifteen (15) years and twenty (20) years of continuous service with the City shall receive additional compensation over and above the employee's grade and step upon attainment of his 10, 15 and 20 year anniversary as follows:

- a) 10 years of service – 5%
- b) 15 years of service – 5%
- c) 20 years of service – 2.5%

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ARTICLE 37 - VACATIONS

All regular full time Employees shall accrue paid vacation following their employment anniversary date as set forth below:

Sec. 1: Employees who regularly work forty (40) hours per week shall accrue vacation leave as follows:

- (a) up to 7 completed yrs. 10 days
- (b) more than 7 but less than 10 completed years 13 days
- (c) more than 10 but less than 15 completed years 16 days
- (d) more than 15 but less than 20 completed years 18 days
- (e) more than 20 years and thereafter 21 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 Citywide seniority by job classification within a Division, unless a particular work group within a Division unanimously agrees to continue the existing vacation selection method. Holidays occurring within a vacation may be added to the vacation.

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: Vacations shall be scheduled by the calendar year and Employees must select vacation periods by March 1, or sooner, each year. After completion of the first full year of service, vacation time accrued as of September 30 of each year is to be utilized during the following fifteen (15) months. Cash payments in lieu of unused vacation shall be made only on termination of employment or upon approval of the City Manager.

Sec. 6: Vacation pay shall be computed by using the Employee's regular straight time rate of pay as of the first day of vacation. Employees may request their vacation pay in advance of any scheduled vacation leave by submitting a written request to their Department Head four (4) weeks in advance of the day they want the vacation pay. Advance vacation pay will only be distributed on regular paydays. Advance vacation pay must be requested for entire pay periods.

Sec. 7: Effective October 1, 1999, all regularly scheduled part-time employees who have worked more than 1,500 hours in the prior fiscal year shall be eligible for 1/2 the vacation accrual.

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ARTICLE 38 - DISCIPLINARY ACTION

Sec. 1: It is agreed that the most effective means of maintaining discipline is through the promotion of cooperation and sustained good working relationships. In those cases where specific corrective action becomes necessary, the disciplinary measures taken shall be for just cause and shall be progressive; however, in specific instances where warranted, severe disciplinary measures up to and including termination may be imposed without utilization of progressive procedures.

Sec. 2: (a) When an employee is called in by his/her supervisor for the purpose of an oral counseling or warning, the employee shall not be entitled to have a Union representative present.

(b) When an employee is called in by his/her supervisor or higher authority to receive a written warning, reprimand, or other notice of discipline to be administered, he/she shall be entitled, at his/her request, to have his/her area Shop Steward present. In the event the area steward is not available (illness, day off, vacation), and the supervisor determines not to wait for the area steward's return, the Chief Steward shall substitute.

(c) When the employee called in pursuant to (b) above is the Shop Steward himself/herself, and he/she requests Union representation, the Chief Steward shall respond. If the employee is the Chief Steward or a Union Officer, Article 3 of this contract shall apply.

(d) When the Shop Steward (or Chief Steward) responds pursuant to an employee's request (b) or (c) above, the Steward shall only advise the employee of his/her rights under the Contract; the Steward shall not interfere in the conduct of the meeting nor shall he/she question or raise questions to the supervisor or other 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, except as provided for in Article 17, Section 7, 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 in part, he/she is to so advise the employee who shall then be entitled upon request to have the Shop Steward present (or the Chief Steward if it is the Shop Steward himself/herself); the Steward (or

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Chief Steward) shall not interfere in the conduct of the meeting nor shall he/she question or raise questions to the supervisor. Any employee whose discipline involves suspension, demotion or termination shall be notified that they will be called in for a disciplinary session not later than midday of the previous day so that the employee may arrange for union representation if he/she so chooses.

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, Statements 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 except as provided for in Article 17, Section 7.

Sec. 5: Discipline and/or counseling will be carried out in a manner which does not embarrass or humiliate the employee and shall be imposed by the City no later than forty-five (45) days from the time the City knows or should have known of the violation.

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

Sec. 7: If an employee does not repeat the offense leading to a written reprimand, for a period of 12 months from the date of the written reprimand, all record of that written reprimand shall be removed from the employee's personnel files. Unsustained or unfounded citizens' complaints shall also be removed.

Sec. 8: Whenever the imposed discipline is in the form of a suspension without pay, the employee may elect to forfeit accrued vacation, blood, compensatory or holiday leave, if any, equal to the suspension, in lieu of the loss of pay; if the employee elects this option, such election shall be conditioned upon full waiver of any and all rights to appeal the suspension.

Sec. 9: Employee suspensions will not be served until at least fourteen (14) calendar days after the final date of notification. If the employee chooses to appeal a suspension through the grievance and arbitration procedure, the suspension will be held in abeyance until the appropriate appeal process has been concluded.

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ARTICLE 39 - FOOD AND SUPPLIES

Sec. 1: Emergencies. In the event of a hurricane or other unusual emergency condition as determined by the City Manager or his/her designee, the City will provide food/sandwiches, beverages and necessary supplies to any member covered by this Agreement who:

(a) is held over more than 3 hours beyond his/her regularly scheduled shift without a break, and is not permitted to leave the work site to obtain food; or

(b) is called back after having completed his/her normal workday, with less than 3 hours intervening. Food provisions for utility personnel shall be provided separately from food supplies for other employees.

Sec. 2: Holdovers. In other circumstances, employees working in the water, water distribution, wastewater treatment plant, storm water, or sewer collection division that are held over in an overtime capacity and not given the option to eat at home shall be compensated as follows:

(a) an employee required to holdover 6 hours or more but less than 8 hours shall receive \$6.00 for a meal and twenty (20) minutes on the clock for a meal break;

(b) an employee required to holdover 8 hours or more shall receive \$12.00 for meals and forty (40) minutes on the clock for meal breaks.

In all cases, one person will pick up food for all employees held over, except that at the sole discretion of the Supervisor, others may be allowed to leave the plant site for a specified period of time.

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
- Revisions to Job Classification Specifications
- Civil Service Rules and Regulations
- Employee Rules and Regulations (except Sworn Police Officers and Certified Fire Personnel).
- Citywide 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 including annual Actuary Report upon acceptance by the Pension Board.

Citizen's Budget Advisory Board Agendas and Minutes.

Other board agendas and minutes that may pertain to the Bargaining Unit, as requested by the Union.

Sec. 2: The Union President or authorized representative agrees to pick up the copies referred to in Sec. 1 above from the Human Resources Director 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 services to the Union.

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

Sec. 5: The Union shall continue to maintain a locked mailbox in the Human Resources Division for all correspondence from the City to the Union. Notices shall be date stamped by both the City and the Union.

Sec. 6: Upon execution of this Agreement, the City will forward to the Union a 3-1/2" disk, containing the Agreement.

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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 competitive". 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.

Sec. 2: "Closed Competitive" exams will be given for those positions which are described in Section 5 of this Article whenever a vacancy occurs in a listed position and a valid eligibility list is not available. However, if after closing the application process there are four (4) or fewer qualified applicants for the position, the City reserves the right to hold an "open competitive" process to establish a new eligibility list.

Sec. 3: The exam process and content for all open and closed civil service exams will be determined by the City, provided that changes to any exam content or process are not arbitrary or capricious. In all instances where an oral panel will be utilized for the exam process, the City will be guided by the limitations defined in Section 4 of this Article.

Sec. 4: Oral examinations will normally be conducted by a board consisting of three members; however, due to unexpected cancellations, two members are acceptable. The oral board members will be chosen from a list of trained interviewers on a rotating basis to the greatest extent possible. For each specific oral examination, no person shall serve on the board who has supervised any of the candidates or who has a familiar relationship, friendship, or business association with any of the candidates. No person shall be allowed to continue on a specific board if he/she has been contacted by the hiring Department/Office on behalf of or against any of the candidates.

Sec. 5: The following positions shall be tested as "closed competitive" promotional opportunities. Additions and deletions to this list of positions may be made upon mutual agreement between the City and the Union. The term "closed competitive" shall mean that an employee may compete for a promotional opportunity if 1) he/she has been employed by the City on a continuous basis in a full-time or part-time capacity for a minimum period of one-year and; 2) he/she meets the minimum qualifications of the advertised position.

Administrative Secretary
Adult Program Supervisor
Assistant Community Development Coordinator
Assistant Housing Rehabilitation Specialist
Assistant Wastewater Collection Superintendent
Assistant Wastewater Plant Superintendent
Communications Shift Supervisor
Field Services Superintendent
Housing Program Manager
Secretary
Senior Accounting Clerk
Utility Shift Supervisor
Accounting Clerk
Assistant Beach Patrol Superintendent
Beach Maintenance Supervisor
Chief Auto Mechanic
Chief Building Inspector
Chief Clerk
Chief Electrical Inspector
Chief Permit Processor
Chief Plumbing Inspector
Chief Storekeeper
Communications Clerk
Computer Operator II
Computer Programmer II
Electrician II
Engineering Inspector
Head Cashier
I.D. Technician I
I.D. Technician II
I.D. Technician III
Laboratory Technician II
Lead Code Enforcement Officer
Marine Safety Lieutenant

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Meter Repair Technician II
Microcomputer Analyst II
Parking Meter Checker Supervisor
Parking Meter Technician Supervisor
Permit Processor II
Plant Operator II
Printing Supervisor
Public Works Supervisor
Refuse Collection Section Supervisor
Senior Buyer
Senior CADD Operator
Stormwater Technician
Utility Locator Inspector
Chief Utility Mechanic
Collection Truck Operator
Heavy Equipment Operator
Maintenance Technician
Packer Operator
Police Storekeeper
Treatment Plant Mechanic II
Utility Serviceworker II
Utility Serviceworker III

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ARTICLE 42 - SENIORITY

Sec. 1: DEFINITION

(a) Seniority as used herein is defined as the right accruing to employees through length of continuous service which entitles them to certain considerations and preferences as provided for in this Agreement. Seniority shall mean the length of continuous service an employee has with the City beginning with the date of hire.

(b) Probationary employees shall have no seniority- rights. However, upon completion of an employee's probation, he/she shall be given seniority credit from his/her date of hire.

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

(d) Employees on approved leaves of absence shall not be considered to have had a break in service.

(e) There shall be no deduction from continuous service for any time lost which does not constitute a break in continuous service.

Sec. 2: USE OF SENIORITY

(a) Seniority will be used as provided in Article 14, Work Scheduling and Overtime, Article 28, Lay-Off and Recall, and Article 37, Vacations.

(b) The following priority factors will apply when making routine permanent shift assignments and work schedules within a job classification, unless a particular work group within a division unanimously agrees to continue the existing practice:

1. Efficient operation of the Department.
2. Ability to perform the assignment.
3. Seniority
4. When factors "2 and "3" are relatively equal, seniority shall govern.

(c) Should a senior employee be excluded from a work schedule/shift assignment because of #1 or #2 of the above, the employee will be informed, if requested, in writing of the specific requirements.

ARTICLE 43 - JOB TRANSFERS

MOVED TO ARTICLE 16

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ARTICLE 44 - PREVAILING RIGHTS/BENEFITS

Sec. 1: All prevailing rights/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 and Sec. 3 below, shall be maintained in full force and effect for the duration of this Agreement.

Sec. 2: If a recognized prevailing past practice is challenged by the City or the Union, the City and the Union agree to hold an informal hearing mediated by F.M.C.S. to determine if the matter in question is indeed a past practice.

If it is determined that a past practice exists, the City and the Union will negotiate a Letter of Understanding to become part of the labor contract. If the parties do not agree, they will take the matter to instant arbitration with a binding decision.

Sec. 3: The City will maintain its existing policy with respect to:

- (a) Shower time for Water and Wastewater-Treatment personnel;
- (b) Permanent, non-rotating shifts by assignment
 - (1) utilities plant personnel
 - (2) police civilian personnel, excluding I.D. technicians and Community Service Officers.
- (c) Donation of sick leave, vacation leave, or compensatory time to disabled employees. (Otherwise known as the Sick Leave Pool), attached hereto.

ARTICLE 45 - WORKER'S COMPENSATION/SUPPLEMENTAL COMPENSATION

Sec. 1: An employee who becomes eligible for Workers' Compensation benefits due to a job-related injury or illness shall receive from the City for the length of time he remains injured the identical wages and benefits which he would have received had he not been injured and had he continued to work his regularly assigned City assignments. The full wages and benefits to which the injured employee is entitled shall be comprised of the employee's workers' compensation benefit plus supplemental compensation to be paid by the City, the amount of supplemental compensation being the difference between the employee's gross wages and benefits and his workers' compensation benefit.

Sec. 2: (REFER TO LETTER OF UNDERSTANDING - APPENDIX I FOR RESTRICTED DUTY RETURN TO WORK PROCEDURE) An injured employee receiving Workers' Compensation benefits shall be evaluated by physicians chosen by the City. In determining the employee's fitness for duty, the City's physician(s) shall base his determination upon the tasks and duties performed by the employee as set forth in the employee's Position Description, which shall be provided to the physician. In the event that the employee may return to work in a limited or restricted capacity, based on the City physician's evaluation, the employee would be permitted to perform duties on a temporary basis outside of their normal job classification and/or assigned department or division at their regular rate of pay. A determination of appropriate duty will be made based on the restrictions, by the Human Resource Director. In the event that the City Manager, based on the City physician's evaluation, determines that an employee is physically capable of returning to work and performing his regular duties, the employee shall return to work on his next regularly scheduled work day. If the employee disagrees with the City Manager's determination returning him to work, the employee may appeal that determination utilizing the State of Florida Workers' Compensation Statute. There shall be no appeal of this determination utilizing the grievance procedure set forth in this Agreement. If it is determined under the Workers' Compensation Statute that the employee was improperly ordered to return to work by the City Manager, the employee, in addition to his benefits under Workers' Compensation, shall receive from the City retroactive from the date that the City ceased payment to the present all Supplemental Benefits as set forth in this Article to which the employee would have been entitled had the City not improperly ceased payment.

Sec. 3: In the event that the City Manager, based on the City physician's evaluation, determines that an employee injured on the job prior to July 1, 1999, has reached his Maximum Medical Improvement (MMI) and is no longer capable of performing his regularly assigned tasks and duties as set forth in his Position Description, the employee, if he concurs with said determination, shall apply for a disability pension as set forth in Article 18 within ten (10) working days from his receipt of the determination by certified mail from the City. If the employee fails to comply with the application requirement within the specified ten (10) day period, the City has the option of discontinuing the supplemental pay and benefits until the employee submits his disability retirement application. Once the employee complies with the application requirement, the City shall resume the payment of full pay and benefits to the employee until a decision is made by the Pension Board pursuant to Article 18 of this Agreement. In the event that the City Manager, based on the City physician's evaluation, determines that an employee injured on the job after July 1, 1999 has reached his Maximum Medical Improvement (MMI) and is no longer capable of performing his regularly assigned tasks and duties as set forth in his Position Description, the City may create a modified duty position and/or offer the employee any vacant position within the organization for which he is qualified before the employee is considered for disability pension.

Sec. 4: In the event that the City Manager, based on the City physician's evaluation, determines that an employee injured on the job has reached his Maximum Medical Improvement (MMI) and is no longer capable of performing his regularly assigned tasks and duties as set forth in his Position Description, the employee, if he disagrees with said determination and seeks to return to his former City position, shall have the right to obtain and submit to the City opinions/determinations from private Physicians that the employee can perform his regularly assigned tasks and duties as set forth in his Position Description. In the event of disagreement of physicians, the parties shall each submit the name of one physician who specializes in the field of medicine involved with the two submitted physicians mutually selecting a third physician who shall examine the grievant and determine if the employee is capable of performing his regularly assigned tasks as set forth on his Position Description. The third physician's determination shall be final and binding on all parties.

Sec. 5: For purposes of this Article, notifications to the Employee shall be performed exclusively by Certified Mail Return Receipt signed only by the Employee.

Sec. 6: Nothing in this Article is intended to deprive and/or shall deprive an employee of any rights and/or benefits to which he is entitled under the provisions of this Agreement, any applicable Local Ordinances, or State or Federal Statutes.

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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 to a position title, classification, or position description concerning the content, qualifications, and/or duties of a position within the bargaining unit, the City will bargain with the Union over the proposed change at least twenty (20) calendar days prior to implementation of the change. The terms "job description", "class specification", and other similar phrases are all synonymous with the term "position description". Copies of any changes will be furnished to the Union during this review period. Should the City fail to notify and, if requested, bargain the proposed changes with the Union, such changes will not be implemented.

Sec. 2: A request to study an individual position may be initiated by an employee, if the employee believes that his/her position has changed so substantially as to warrant a change from his/her existing classification, title, and/or position description to another existing classification, title and/or position description. Change request(s) shall first be submitted to the employee's Department or Office Director for review and comment and then forwarded to the Office of Human Resources and Labor Relations for internal study and review. Each request shall contain specific details in support of the request. Any changes recommended by the City as a result of the provisions of this Section shall be implemented according to Section 4 of this Article.

Sec. 3: A request for study of an individual position may be initiated by the Department or Office Director if he/she believe that the position has changed so substantially as to warrant an evaluation and revision of an employee's existing classification, title and/or position description to another existing classification, title and/or position description. Such request shall first be discussed with the concerned employee for comment and then forwarded to the Office of Human Resources and Labor Relations for internal study and review. Each request shall contain specific details in support of the request. Any changes recommended by the City as a result of the provisions of this Section shall be implemented according to Section 4 of this Article. This provision will only be used to consider an upgrade in the requested classification.

Sec 4: For requests as outlined in Sections 2 or 3 of this Article, the Office of Human Resources and Labor Relations shall report its findings and recommendations

to the City Manager within ninety (90) days of receipt of the request. Copies of the findings and recommendations shall also be sent to the Department/Office Director and the employee. If a proposed change is approved by the City Manager, the change, and any pay adjustment, if applicable, will become effective at the beginning of the pay period following the approval. Any approved change in classification, title, and/or position description will not alter the performance review date for the employee.

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ARTICLE 47 - SHIFT DIFFERENTIAL

Sec. 1: Employees assigned to shiftwork where the majority of their work hours fall between 12 midnight to 8:00 A.M., shall receive an additional \$0.30 per hour.

Sec. 2: Employees whose shift is scheduled from 4:00 A.M. to 12 noon shall be given a shift differential of \$0.30 per hour only for hours worked between 4:00 A.M. to 8:00 A.M.

Sec. 3: Employees whose shift is scheduled from 12 noon to 8:00 P.M. shall be given a shift differential of \$0.20 per hour only for hours worked between 4:00 P.M. and 8:00 P.M.

Sec. 4: Employees assigned to shiftwork where the majority of their work hours fall between 4:00 P.M. and 12 midnight, shall receive an additional \$0.20 per hour.

Sec. 5: Employees whose shift is scheduled from 8:00 P.M. to 4:00 A.M. shall be given an additional \$0.25 per hour.

Sec. 6: The provisions of this section shall not apply to any employee who is called in to work non-shift overtime.

ARTICLE 48 - DRUG FREE WORK PLACE

Sec. 1: The City and the Union recognize the requirements of the U.S. Department of Transportation's Drug and Alcohol Testing Program for Employee Drivers of Commercial Motor Vehicles and, as such, the City and the Union support the City's policy (as revised on January 1, 1997) for testing those individuals who are mandated to be tested by the Federal Law and under the guidelines of the City Testing Program.

Sec. 2: The City and the Union continue to support the concept of a drug and alcohol free work environment for all City employees and to this end, the City and the Union agree that all employees must abide by the Employment Rules and Regulations, sub-section, (P) "Chemical Intoxication", that are in effect as of January 1, 1997 attached hereto.

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ARTICLE 49 - EDUCATIONAL REIMBURSEMENT PROGRAM

Sec. 1: Employees will be eligible for City reimbursement for the costs of books and tuition in the following manner:

(a) Employees desiring reimbursement must submit a written request for approval from the City Manager.

(b) Reimbursement will be for core courses leading to college degrees or postgraduate degrees in which the City would obtain a benefit from the employee's knowledge. Elective courses shall not be reimbursed.

(c) Tuition reimbursement for completed courses will be as follows:

For alphabetical grading, pass shall be "C" or higher - reimbursement one hundred percent (100%) at State Tuition rates.

For pass/fail courses, pass = 100% reimbursement.

Fail = zero percent (0%) reimbursement

Sec. 2: Reimbursement as described in Section 1 shall be approved by the City Manager unless the courses for which reimbursement is sought are not related to a service/function provided by the employee's position. Employees who receive education reimbursement benefits under this program, who voluntarily leave the City's employment within two (2) years of receiving such benefit, will be responsible for reimbursing the City for the cost of the benefit on a prorated basis (i.e. for illustrative purposes sixteen months after benefit paid, 8/24 of the benefit would be the required reimbursement).

ARTICLE 50 - EMPLOYEE WELLNESS

Sec. 1: Each employee shall have the option of undergoing an annual medical examination, costs of which shall be borne by the City. It shall be conducted in an off-duty status at contracted facilities as agreed by the city and the Union. Each examination shall consist of the following components:

- 1) 12-Lead ECG, to be interpreted by a licensed cardiologist;
- 2) complete blood test;
- 3) hearing test
- 4) vision test;
- 5) lung volume test;
- 6) treadmill stress test, if recommended by the examining physician or by the employees' personal physician;
- 7) screening tests for tuberculosis, meningitis, hepatitis, and HIV, upon request by the employee;
- 8) chest x-ray, at the option of the employee;
- 9) mammogram, at the request of the employee; and
- 10) prostate examination, at the request of the employee.

Sec. 2: The medical facility contract shall require that the employee be notified in writing of any irregularities after the completion of the examination. If the examining physician, after reviewing the test results, recommends that any portion of the test be redone, the cost shall be borne by the City. Results of the complete medical examination shall remain confidential solely between the employee and the physician/health facility and shall be given only to the employee.

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ARTICLE 51 - ORGANIZATIONAL CULTURE CHANGES

Sec. 1: The Union supports the City's concept of positive organizational culture change. Therefore, the Union and City mutually agree to form a committee to develop and implement cultural change programs.

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ARTICLE 52 - BLOOD TIME COMPENSATION

Sec. 1 Effective October 1, 2002 all blood time credits will be as follows:

Four (4) hours-each blood donation

Eight (8) hours- each pheresis donation.

(a) The blood time maximum accrual will be 80 hours.

(1) Grandfather exception: Any member having accrued in excess of the 80 hours as of October 1, 2002 shall be entitled to maintain their balance as it exists on October 1, 2002. If members use existing blood time any new blood time must re-accrue in accordance with the above restriction.

(b) Upon termination or entering the DROP all blood time shall be paid at the member's current rate of pay. Once a member has been compensated, no other blood time will accrue.

(c) Blood will be donated by bargaining unit members on their off duty hours only.

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ARTICLE 53 - DURATION OF AGREEMENT/EFFECTIVE DATES

Sec. 1: This Agreement shall be effective upon the date of ratification by the parties and shall remain in full force and effect until September 30, 2005 .

Sec. 2: Specific provisions as to the effective dates, found in any various Articles of this Agreement, shall not be affected by the provisions of Section 1, above. In case of conflict, the specific Agreement provisions shall prevail.

Sec. 3: This Agreement shall automatically be renewed from year to year thereafter unless either party shall have notified the other in writing by January 2nd of the expiration year of this Agreement, that it desires to modify the Agreement, with negotiations beginning thirty days thereafter, or such other date as is mutually agreed upon. The terms and conditions of employment reflected in this Agreement shall remain in full force and effect until replaced by either (1) a subsequently ratified replacement Agreement; or, (2) actions resulting from the provisions of F.S. 447.403.

Sec. 4: The employer recognizes and states that it is entering into this agreement in good faith and that the City Manager, as the Chief Administrative Officer for the City, shall request adequate funding, through the City's annual budget process, to fund the provisions of this collective bargaining agreement. The approval or disapproval of the City Manager's funding request shall not be subject to the grievance and arbitration procedure described in Article 29 but, rather shall be governed by F.S. 447.309.

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 18th day of September, 2002

WITNESSES:

[Signature]
[Signature]

As to Local 2432

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

By: RALPH DIERKS
President
Date: 9/30/02

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

By: Maria Guichanti
Mayor

Attest: [Signature]
City Clerk

Approved: [Signature]
City Manager

Approved: Daniel E. Allen
Budget Director

[Signature]
As to the City
[Signature]
As to the City

EMPLOYEE ORGANIZATION AGREEMENT between THE CITY OF HOLLYWOOD and AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 2432 - October 1, 2002 through September 30, 2005.

APPROVED AS TO FORM AND LEGALITY for the use and reliance of the City of Hollywood, only.

[Signature]
CITY ATTORNEY

APPENDIX A

PERC CERTIFICATIONS-1998 AND 2001

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STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

CITY OF HOLLYWOOD,	:	
	:	
	:	
Petitioner,	:	Case No. UC-98-004
	:	
v.	:	<u>ORDER GRANTING</u>
	:	<u>UNIT CLARIFICATION</u>
HOLLYWOOD, FLORIDA, CITY	:	Order Number: 98E-242
EMPLOYEES, LOCAL 2432,	:	Date Issued: August 18, 1998
AFSCME,	:	
	:	
Respondent.	:	
	:	

Alan Fallik, Hollywood, attorney for petitioner.

George Tucker, Coral Springs, attorney for respondent.

On January 30, 1998, the City of Hollywood (City) filed a unit clarification petition seeking to clarify a wall-to-wall bargaining unit represented by Hollywood, Florida, City Employees, Local 2432, AFSCME (AFSCME). See Hollywood Municipal Employees, Local 2432 v. City of Hollywood, No. 8H-RA-753-0157 (Fla. PERC Oct. 22, 1975) (Certification 151), clarified, 6 FPER ¶ 11101 (1980), clarified, 20 FPER ¶ 25083 (1994). On March 11, the Commission found the petition sufficient and directed that an evidentiary hearing be held. Prior to the evidentiary hearing, the parties notified the hearing officer that they were in agreement regarding the placement of the employee classifications at issue.

The parties thereafter stipulated to a generic unit description that also addressed temporary, grant, and seasonal employees. The parties were also able to enter into stipulations regarding the exclusion of supervisory, professional, managerial, and

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confidential employees. On July 1, the hearing officer issued his recommended order in which he accepted the parties' stipulations and bargaining unit description. No exceptions were filed to the hearing officer's recommended order.

The hearing officer recommended that the Commission should clarify certification 151 in accordance with the parties' stipulations as follows:

INCLUDED: - All full-time employees, regularly scheduled part-time employees, temporary employees who are employed in their job titles in excess of one year, and grant employees who are employed in their job titles in excess of one year, including those in the following classifications: Accounting Clerk, Administrative Assistant, Administrative Secretary, Adult Program Supervisor, Air Conditioning/-Refrigeration Mechanic, Animal Control Officer, Aquatics Director, Assistant Beach Patrol Superintendent, Assistant Community Development Coordinator, Assistant Housing Rehabilitation Specialist, Assistant Planner, Associate Planner, Automotive Mechanic, Automotive Service Helper, Beach Attendant, Beach Maintenance Supervisor, Bookkeeping Clerk, Budget Technician, Building Compliance Inspector, Building Inspector, Building Plans Examiner, Buyer, CAD Technician, Carpenter, Carpenter Supervisor, Cashier, Center Coordinator, Chief Building Inspector, Chief Building Plans Examiner, Chief Clerk, Chief Electrical Inspector, Chief Fire/Rescue Mechanic, Chief Mechanic, Chief Mechanical Examiner, Chief Permit Processor, Chief Plumbing Inspector, Chief Utility Mechanic, Citizen Resource Officer, Clerk II, Clerk III, Clerk Typist, Code Enforcement Officer, Collection Truck Operator, Communications Clerk, Communications Shift Supervisor, Communications Technician, Community Development Coordinator, Community Liaison Officer, Community Service Aide, Community Service Officer, Compliance Officer, Compliance Technician II, Computer Operator I, Computer Operator II, Computer Programmer I, Computer Programmer II, Contract Compliance Coordinator, Control Systems Supervisor, Crime Prevention Specialist,

Crime/Intelligence Analyst, Cultural Arts Coordinator, Custodian, Data Entry Clerk, Dockmaster, Electrical Inspector, Electrical/Mechanical Supervisor, Electrician, Electro Technician, Engineering Inspector, Environmental Compliance Coordinator, Environmental Specialist, Equipment Operator, Facility Maintenance Technician, Field Services Superintendent, Financial Systems Analyst, Fingerprint Technician, Fire Equipment Technician, Fire/Rescue Apparatus Mechanic, Geographic Information Coordinator, Geographic Information Technician, Groundskeeper, Head Cashier, Heavy Equipment Operator, Housing Counselor, Housing Inspector, Housing Loan Processor, Housing Program Supervisor, Housing Rehab. Specialist, Identification Technician I, Identification Technician II, Identification Technician III, Information Services Specialist I, Information Services Specialist II, Crime/Intelligence Analyst, Inventory Control Specialist, Lab Technician, Laborer, Landscape Inspector, Latent Fingerprint Examiner, Lead Code Enforcement Officer, Lifeguard, Mail Courier, Maintenance Technician, Marina Attendant, Marina Security Guard, Marine Safety Lieutenant, Marine Safety Officer, Marine Safety Specialist, Marketing and Promotions Coordinator, Marketing Coordinator, Mechanical Inspector, Meter Repair Technician I, Meter Repair Technician II, Microcomputer Analyst I, Microcomputer Analyst II, Microcomputer Intern, Network Analyst, Nursery/Landscape Supervisor, Occupational License Inspector, Packer Operator, Painter, Park Ranger, Parking Enforcement Specialist, Parking Meter Checker Supervisor, Parking Meter Technician, Parking Meter Technician Supervisor, Payroll Coordinator, Permit/Violations Processor I, Permit/Violations Processor II, Photo Lab Technician, Plant Operator I, Plant Operator II, Plumber, Plumbing Inspector, Police Information Clerk, Police Storekeeper, Pool Lifeguard, Pool Supervisor, Printer, Printing Supervisor, Process Control Systems Technician (Analyst), Programmer/Analyst, Property Clerk, Property Survey/Records Coordinator, Public Works Education Coordinator, Public Works Supervisor, Rangemaster, Records Processor, Recreation Aide, Recreation Leader, Recreation Leader Trainee, Recreation Maintenance Aide, Recreation Maintenance Manager, Refuse Collection Section Supervisor, Refuse Collector, Regulatory Compliance Officer, Revenue Analyst, Sanitation Equipment Mechanic,



Safety & Loss Control Engineer, School Crossing Guard, School Crossing Guard Leader, Secretary, Senior Accounting Clerk, Senior Buyer, Senior CADD Operator, Senior Communications Technician, Senior Pool Lifeguard, Senior Property Clerk, Software Analyst, Sound and Light Technician, Special Events Coordinator, Special Events Supervisor, Storekeeper, Storekeeper Supervisor, Stores Clerk, Stores Driver, Stormwater Technician, Technical Theater Specialist, Telecommunicator I, Telecommunicator II, Theater Assistant, Theater Specialist, Treatment Plant Mechanic I, Treatment Plant Mechanic II, Urban Forest/Irrigation Supervisor, Utilities Serviceworker I, Utilities Serviceworker II, Utilities Serviceworker III, Utility Locator & Inspector, Utility Maintenance Helper, Utility Shift Supervisor, Victims Advocate.

EXCLUDED: All Fire Fighters, Police Officers, supervisory (attachment A), professional (attachment B), managerial (attachment C), and confidential (attachment D) employees, temporary employees who are employed in their job titles one year or less, grant employees who are employed in their job titles one year or less, and seasonal employees working less than 130 days per year.

In our review of the recommended order and the parties' stipulations, we note that the parties have described certain personnel as "temporary employees" who have been employed in excess of one year. Thus, the term temporary employees as used by the parties is not the same as the term of "temporary employees" which is traditionally used by the Commission to designate employees who have no reasonable expectation of continued employment. The Commission commonly excludes traditionally defined temporary employees from units of regular employees. See, e.g., Industrial and Public Employees, Local 1998 v. Marion County Board of County Commissioners, 13 FPER ¶ 18000 (1986). Therefore, in accepting the parties' stipulation that temporary employees are

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properly included in the unit, we are limiting this holding to the facts in this case.

The parties have also stipulated to their own definition of the term "seasonal employees." This term has traditionally been used to describe employees who are hired on a short term or sporadic basis and such employees are usually excluded from bargaining units of regular personnel. See, e.g., Pinellas County Public Employees Association v. City of St. Petersburg Beach, 10 FPER ¶ 15142 (1984). We have previously accepted the definition of seasonal employees reached by the parties, and therefore, agree that these employees are appropriately excluded from the bargaining unit. See Florida Public Employees Council 79, AESCME v. City of Jacksonville, 13 FPER ¶ 18273 (1987).

The Commission agrees with the hearing officer's analysis and recommendation. Accordingly, the petition for unit clarification is GRANTED, and Certification 151 is clarified as noted above.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within thirty days from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in Sections 120.68 and 447.504, Florida Statutes, and the Florida Rules of Appellate Procedure.

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Alternatively, a motion for reconsideration may be filed. The motion must be received by the Commission within fifteen days from the date of this order. The motion shall state the particular points of fact or law allegedly overlooked or misapprehended by the Commission, and shall not reargue the merits of the order. For further explanation, refer to Florida Administrative Code Rule 38D-15.005.

It is so ordered:
MAHON, JR., Chairman, GERTZ and JACKSON, Commissioners,
concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on August 18, 1998.

BY: Mary Ann Burns
Clerk

/bjk



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APPENDIX A
(SUPERVISORY)

Assistant City Engineer
Beach Safety Superintendent
Citizen's Service Center Coordinator
Cultural Arts Manager
Dir., Div. of Computer Operations & Tech. Services
Director, Division of Systems & Programming
Director, Division of Records and Archives
Director, Neighborhood Programs Division
Director, Real Estate Division
Employment and Compensation Manager
Engineering Support Services Manager
Environmental Services Manager
Forestry/Landscape Superintendent
Organizational Development and Benefits Manager
Parking Operations Manager
Property Maintenance Superintendent
Records Manager
Recreation Program Manager
Sanitation Supervisor
Stormwater Manager
Streets Superintendent
Telecommunications Manager
Underground Utilities Manager
Utilities Maintenance Manager
Wastewater Plant Manager
Water Plant Manager
Asst. Dir., Parks, Recreation and Cultural Arts - Administration
Asst. Dir., Department of Public Works
Asst. Dir., Department of Development Administration
Dep. Dir., Public Utilities - Technical
Support Risk Manager
Treasury Manager

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APPENDIX B
(PROFESSIONAL)

Accountant II
Accountant III
Assistant City Attorney
Budget Officer
Civil Engineer I
Civil Engineer II
Civil Engineer III
Claims Coordinator
Control Instrumentation Engineer
Director, Division of Video and Television Services
Director, General Accounting Division
Grants Assistant
Human Relations Analyst
Human Resources Analyst
Management and Budget Analyst
Municipal Prosecutor
Police Legal Advisor
Principal Planner
Revenue Auditor
Senior Accountant
Senior Assistant City Attorney
Senior Budget Analyst
Senior Human Resources Analyst
Special Assistant to the Mayor and City Commission
Special Litigation Counsel
Systems Analyst
Technical Systems Analyst
Traffic Engineer
Urban Designer (Landscape Architect)
Utilities Contract Accountant
Utilities Laboratory Manager
Water/Wastewater Systems Coordinator

APPENDIX C
(MANAGERIAL)

Director, Office of Management and Budget
Director, Office of Public Relations
Deputy Director Public Utilities - Operations
Deputy Police Chief
Director, Office of Human Resources and Labor Relations
Director, Office of Parking Administration
Director, Dept. of Information Services
Director Dept. of Public Utilities
Director, Dept. of Financial Services
Director, Dept. of Public Works
Director, Dept. of Development Admin.
Director, Dept. of Parks, Recreation and Cultural Arts
Director, Office of Human Relations
Director, Purchasing and Materials Management
Employment and Compensation Manager
City Manager
Assistant City Manager
City Attorney
City Clerk
City Engineer
Chief Building Official
Fire/Rescue Chief
Police Chief

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APPENDIX D
(CONFIDENTIAL)

Administrative Assistant I to the Employment and Compensation
Manager
Administrative Assistant II to the Assistant City Manager
Administrative Assistant II to Deputy Police Chief
Administrative Assistant II to the Director, Parks, Recreation and
Cultural Arts
Administrative Assistant II to the Director, Development
Administration
Administrative Assistant II to the Director, Financial Services
Administrative Assistant II to the Director, Information Services
Administrative Assistant II to the Director, Human Relations
Administrative Assistant II to the Director, Human Resources and
Labor Relations
Administrative Assistant II to the Director, Management and Budget
Administrative Assistant II to the Director, Parking
Administration
Administrative Assistant II to the Director, Public Utilities
Administrative Assistant II to the Director, Public Works
Administrative Assistant II to the Fire Chief
Administrative Assistant II to the Mayor and City Commission
Administrative Assistant II to the Police Chief
Administrative Assistant II to the Director, Public Relations
Administrative Assistant III to the City Attorney
Administrative Assistant III to the City Manager
Deputy City Clerk to the City Clerk
Executive Assistant to the City Manager
Executive Assistant to the Mayor
Legal Secretary to the City Attorney
Paralegal to the City Attorney

STATE OF FLORIDA

PUBLIC EMPLOYEES RELATIONS COMMISSION

HOLLYWOOD, FLORIDA, CITY
EMPLOYEES, LOCAL 2432,
AFSCME,

Petitioner,

v.

CITY OF HOLLYWOOD,

Respondent.

Case Nos. UC-2000-019
UC-2000-020
UC-2000-021

ORDER GRANTING UNIT
CLARIFICATION

Order Number: OOE-203
Date Issued: November 1, 2000

George H. Tucker, Coral Springs, attorney for petitioner.

James Carnicella, Hollywood, representative for respondent.

On July 6, 2000, the Hollywood, Florida, City Employees, Local 2432, AFSCME (Local 2432) filed unit clarification petitions seeking to clarify three bargaining units of City of Hollywood (City) employees it currently represents. See Hollywood Municipal Employees, Local 2432 v. City of Hollywood, No. 8H-RA-753-0157 (Fla. PERC Oct. 22, 1975) (wall-to-wall bargaining unit, certification no. 151), clarified, 6 FPER ¶ 11101 (1980), clarified, 20 FPER ¶ 25083 (1994), clarified, 24 FPER ¶ 29278 (1998); Hollywood Municipal Employees, Local 2432 v. City of Hollywood, 25 FPER ¶ 30063 (1999) (professional unit, certification no. 1239) (supervisory unit, certification no. 1240). On July 11, the Commission appointed a hearing officer to develop a record upon which the unit placement of the affected classifications could be determined.

On August 16 and 31, and September 7, the parties filed stipulations concerning the unit placement of the affected classifications into the three bargaining units and the proposed exclusion of managerial and confidential employees. The hearing officer

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UC-2000-019
UC-2000-020
UC-2000-021

accepted these stipulations and issued a recommended order on September 15, recommending that we clarify the three bargaining units in accordance with the parties' stipulations. On September 29, Local 2432 filed four exceptions to the recommended order.¹

All of the remaining exceptions pertain to inadvertent omissions or errors on the part of the hearing officer. In exception two, Local 2432 points out that, although the hearing officer recited the parties' stipulations supporting inclusion of the classification of labor pool in the wall-to-wall bargaining unit, he failed to mention this classification in his discussion and analysis regarding that unit or to recommend that the labor pool position be included in the unit. Upon our review of the recommended order, the parties' stipulations, and the supporting documents, we conclude that the hearing officer's failure to recommend the inclusion of the labor pool position in the wall-to-wall unit was inadvertent and that this classification is appropriate for inclusion in that bargaining unit. Therefore, we grant the exception and modify the recommended order accordingly.

In its third exception, Local 2432 calls our attention to the fact that the hearing officer placed the classification of project manager into the supervisory bargaining unit in his conclusions of law, despite having found earlier in his order that this classification should be added to the professional unit. Our review of the record reveals that this is a scrivener's error. Accordingly, exception three is granted and the hearing officer's

¹Local 2432's first exception merely recites that the unit clarifications were based upon the parties' stipulations. Since this exception does not raise any point of disagreement with the recommended order, it need not be addressed.

UC-2000-019
UC-2000-020
UC-2000-021

conclusions of law are modified to place the classification of project manager in the professional bargaining unit.

Finally, in exception four, Local 2432 asserts that the hearing officer mistakenly omitted any reference to the classification of technical/business analyst despite the parties' stipulation and supporting information indicating that this classification should be included in the professional bargaining unit. Our review of the record indicates that Local 2432 petitioned for the technical/business analyst position to be included in the professional unit, but does not disclose any mention of this classification in the parties' stipulations. The position description for the technical/business analyst describes a professional, non-supervisory position. Moreover, we infer from the absence of any reference to this position in the original certification of this bargaining unit that it was created after the unit was certified. Therefore, we grant exception four and modify the recommended order to include the technical/business analyst position in the professional bargaining unit.

Having reviewed the entire record and resolved the exceptions to the recommended order, we agree with the hearing officer's analysis of the dispositive legal issue, his recommendations, and his conclusions of law, as modified above. Accordingly, we adopt the hearing officer's recommended order, as modified by our resolution of the exceptions, and clarify certification no. 151, the wall-to-wall bargaining unit; certification no. 1239, the professional bargaining unit; and certification no. 1240, the supervisory bargaining unit, as follows:

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UC-2000-019
UC-2000-020
UC-2000-021

The Wall-to-Wall Unit (certification 151)

INCLUDED: All full-time employees, regularly scheduled part-time employees, temporary employees who are employed in their job titles in excess of one year, and grant employees who are employed in their job titles in excess of one year, including those in the following classifications: Accounting Clerk; Administrative Assistant; Administrative Secretary; Adult Program Supervisor; Air Conditioning/Refrigeration Mechanic; Animal Control Officer; Aquatics Director; Assistant Beach Patrol Superintendent; Assistant Community Development Coordinator; Assistant Housing Rehabilitation Specialist; Assistant Planner; Associate Planner; Automotive Mechanic; Automotive Service Helper; Beach Attendant; Beach Maintenance Supervisor; Bookkeeping Clerk; Budget Technician; Building Compliance Inspector; Building Inspector; Building Plans Examiner; Buyer; CAD Technician; Carpenter; Carpenter Supervisor; Cashier; Center Coordinator; Chief Building Inspector; Chief Building Plans Examiner; Chief Clerk; Chief Electrical Inspector; Chief Fire/Rescue Mechanic; Chief Mechanic; Chief Mechanical Examiner; Chief Permit Processor; Chief Plumbing Inspector; Chief Utility Mechanic; Citizen Resource Officer; Clerk II; Clerk III; Clerk Typist; Code Enforcement Officer; Collection Truck Operator; Communications Clerk; Communications Shift Supervisor; Communications Technician; Community Development Coordinator; Community Liaison Officer; Community Service Aide; Community Service Officer; Compliance Officer; Compliance Technician II; Computer Operator I; Computer Operator II; Computer Programmer I; Computer Programmer II; Contract Compliance Coordinator; Control Systems Supervisor; Crime Prevention Specialist; Crime/Intelligence Analyst; Cultural Arts Coordinator; Custodian; Data Entry Clerk; Dockmaster; Electrical Inspector; Electrical/Mechanical Supervisor; Electrician; Electro Technician; Engineering Inspector; Environmental Compliance Coordinator; Environmental Specialist; Equipment Operator; Facility Maintenance Technician; Field Services Superintendent; Financial Systems Analyst; Fingerprint Technician; Fire Equipment Technician; Fire/Rescue Apparatus Mechanic; Geographic Information Coordinator; Geographic Information Technician; Groundskeeper; Head Cashier; Heavy Equipment Operator; Housing Counselor; Housing Inspector; Housing Loan Processor; Housing Program Supervisor; Housing Rehab. Specialist; Identification Technician I; Identification Technician II; Identification Technician III; Information Services Specialist I; Information Services Specialist II; Crime/Intelligence Analyst; Inventory Control Specialist; Lab Technician; Laborer; Landscape Inspector; Latent Fingerprint Examiner; Lead Code Enforcement Officer; Lifeguard; Mail Courier; Maintenance Technician; Marina Attendant; Marina Security Guard;

UC-2000-019
UC-2000-020
UC-2000-021

Marine Safety Lieutenant; Marine Safety Officer; Marine Safety Specialist
Marketing and Promotions Coordinator; Marketing Coordinator; Mechanical
Inspector; Meter Repair Technician I; Meter Repair Technician II; Microcomputer
Analyst I; Microcomputer Analyst II; Microcomputer Intern; Network Analyst;
Nursery/Landscape Supervisor; Occupational License Inspector; Packer Operator;
Painter; Park Ranger; Parking Enforcement Specialist; Parking Meter Checker
Supervisor; Parking Meter Technician; Parking Meter Technician Supervisor;
Payroll Coordinator; Permit/Violations Processor I; Permit/Violations Processor II;
Photo Lab Technician; Plant Operator I; Plant Operator II; Plumber; Plumbing
Inspector; Police Information Clerk; Police Storekeeper; Pool Lifeguard; Pool
Supervisor; Printer; Printing Supervisor; Process Control Systems Technician
(Analyst); Programmer/Analyst; Property Clerk; Property Survey/Records
Coordinator; Public Works Education Coordinator; Public Works Supervisor;
Rangemaster; Records Processor; Recreation Aide; Recreation Leader; Recrea-
tion Leader Trainee; Recreation Maintenance Aide; Recreation Maintenance
Manager; Refuse Collection Section Supervisor; Refuse Collector; Regulatory
Compliance Officer; Sanitation Equipment Mechanic; Safety & Loss Control Engi-
neer; School Crossing Guard; School Crossing Guard Leader; Secretary; Senior
Accounting Clerk; Senior Buyer; Senior CADD Operator; Senior Communications
Technician; Senior Pool Lifeguard; Senior Property Clerk; Software Analyst;
Sound and Light Technician; Special Events Coordinator; Special Events Super-
visor; Storekeeper; Storekeeper Supervisor; Stores Clerk; Stores Driver; Storm-
water Technician; Technical Theater Specialist; Telecommunicator I; Telecommu-
nicator II; Theater Assistant; Theater Specialist; Treatment Plant Mechanic I;
Treatment Plant Mechanic II; Urban Forest/Irrigation Supervisor; Utilities Service-
worker I; Utilities Serviceworker II; Utilities Serviceworker III; Utility Locator &
Inspector; Utility Maintenance Helper; Utility Shift Supervisor; Victims Advocate;
Capital Projects Education Coordinator; Communications Analyst; Special Events
Leader; Lead Custodian; CDL Licensed Labor Pool; Administrative Assistant II to
the Mayor and City Commission; Clerical Specialist II to the Mayor and City
Commission, and Labor Pool.

EXCLUDED: All fire fighters, police officers, supervisory, professional, managerial
(attachment A), confidential (attachment B) employees, temporary employees who
are employed in their job titles one year or less, grant employees who are
employed in their job titles one year or less, and seasonal employees working less
than 130 days per year.

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UC-2000-019
UC-2000-020
UC-2000-021

The Professional Unit (Certification 1239)

INCLUDED: All professional full-time employees, regularly scheduled part-time employees, temporary employees who are employed in their job titles in excess of one year, and grant employees who are employed in their job titles in excess of one year, in the following classifications: Accountant II and III; Assistant City Engineer; Civil Engineer I, II, and III; Control Instrumentation Engineer; Director, Division Of Video and Television Services; Grant Assistant; Engineering Support Services Manager; Principal Planner; Revenue Auditor; Senior Accountant; Technical Systems Analyst; Urban Designer; Utilities Contract Accountant; Utilities Laboratory Manager; Water/Wastewater Systems Coordinator; Claims Manager; Human Resources Analyst; Senior Human Resources Analyst; Special Assistant to the Mayor and City Commission; Human Relations Analyst System Analyst; Traffic Engineer; Senior Budget Analyst Utilities; Revenue Analyst; Citizens Service Center Coordinator Technical Systems Manager; Architect; Process Control System Administrator; Chief Chemist-QA/QC Officer; Zoning Administrator; Engineer; Accountant; Senior Engineer/Fire Prevention; Senior Engineer; Engineer Registered; Utilities Contract Auditor; Project Manager, and Technical/Business Analyst.

EXCLUDED: Assistant City Attorney; Director, Office of Management and Budget; Director, General Finance Division; Municipal Prosecutor; Police Legal Advisor; Senior Assistant City Attorney; Special Litigation Counsel; and all other employees of the City of Hollywood.

The Supervisory Unit (Certification 1240)

INCLUDED: All supervisory full-time employees, regularly scheduled part-time employees, temporary employees who are employed in their job titles in excess of one year, and grant employees who are employed in their job titles in excess of one year in the following classifications: Sanitation Supervisor; Stormwater Manager; Underground Utilities Manager, Utilities Maintenance Manager; Wastewater Plant Manager; Water Plant Manager; Beach Safety Superintendent; Cultural Arts Manager; Director, Division of Records and Archives; Records Manager; Recreation Programs Manager; Telecommunications Manager; Streets Superintendent; Senior Projects Manager; Community Development Manager; Fleet Maintenance Superintendent; Director, Television and Video Services; Operations Manager, Division of Buildings and Grounds;

UC-2000-019
UC-2000-020
UC-2000-021

Operations Manager, Division of Streets and Highways; Forestry/Landscape Project Manager; Wastewater Maintenance Superintendent; Special Events Manager; Manager, Water Quality Services; Engineering Support Services; Director of Master Planning; and Executive Assistant (Mayor/Commission).

EXCLUDED: Assistant Director, Public Works; Deputy Director, Public Utilities-Technical Support; Director, Division of Computer Operations and Technical Services; Director, Division of Systems and Programming; Director, Real Estate; Employment and Compensation Manager; Environmental Services Manager; Career Development, Training, and Employee Relations Manager; Parking Operations Manager; Risk Manager; Treasury Manager; and all other employees of the City of Hollywood.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within **thirty** days from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in Sections 120.68 and 447.504, Florida Statutes, and the Florida Rules of Appellate Procedure.

It is so ordered.

POOLE, Chair, and JACKSON, Commissioner, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on November 1, 2000.

BY: Mary Ann Burns
Clerk

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UC-2000-019
UC-2000-020
UC-2000-021

Appendix A (Managerial Employees)

Director, Office of Management and Budget
Director, Office of Public Relations
Deputy Director Public Utilities--Operations
Deputy Police Chief
Director, Office of Human Resources and Labor Relations
Director, Office of Parking Administration
Director, Dept. of Information Services
Director Dept. of Public Utilities
Director, Dept. of Financial Services
Director, Dept. of Public Works
Director, Dept. of Development Admin.
Director, Dept. of Parks, Recreation and Cultural Arts
Director, Office of Human Relations
Director, Purchasing and Materials Management
Employment and Compensation Manager
City Manager
Assistant City Manager
City Attorney
City Clerk
City Engineer
Chief Building Official
Fire/Rescue Chief
Police Chief
Director, Network Computer Services
Assistant to the Director, Department of Public Works
General Accounting Manager
Assistant to the Director, Division of Parks, Recreation and Cultural Arts
Assistant to the Director, Department of Design and Construction Management
Director, Department of Design and Construction Management
Director, Division of Community Planning
Director, Division of Code Enforcement

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UC-2000-019
UC-2000-020
UC-2000-021

Appendix B (Confidential Employees)

Administrative Assistant I to the Employment and Compensation Manager
Administrative Assistant II to the Assistant City Manager
Administrative Assistant II to Deputy Police Chief
Administrative Assistant II to the Director, Parks, Recreation and Cultural Arts
Administrative Assistant II to the Director, Development Administration
Administrative Assistant II to the Director, Financial Services
Administrative Assistant II to the Director, Information Services
Administrative Assistant II to the Director, Human Relations
Administrative Assistant II to the Director, Human Resources and Labor Relations
Administrative Assistant II to the Director, Management and Budget
Administrative Assistant II to the Director, Parking Administration
Administrative Assistant II to the Director, Public Utilities
Administrative Assistant II to the Director, Public Works
Administrative Assistant II to the Fire Chief
Administrative Assistant II to the Police Chief
Administrative Assistant II to the Director, Public Relations
Administrative Assistant III to the City Attorney
Administrative Assistant III to the City Manager
Deputy City Clerk to the City Clerk
Legal Secretary to the City Attorney
Paralegal to the City Attorney
Assistant to the City Manager
Equal Opportunity Manager

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APPENDIX B

SALARY SCHEDULE AND SCHEDULE OF PAYGRADES

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CLASSIFICATIONS

EFFECTIVE

OCTOBER 1, 2002

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CLASS CODE	CLASS TITLE	PAY GRADE 4/02/02
1208	Accounting Clerk	16
1001	Administrative Assistant	25
1058	Administrative Secretary	22
2042	Adult Program Supervisor	29
6288	Air Conditioning/Refrigeration Mechanic	26
5250	Animal Control Officer	19
2034	Aquatics Director	25
1016	Assistant Community Development Coordinator	27
1025	Assistant Housing Rehabilitation Specialist	23
1013	Assistant Planner	30
1012	Associate Planner	35
6029	Automated Collection Truck Operator	17
6204	Automotive Mechanic	23
6201	Automotive Service Helper	11
*3053	Background Investigator	20
2015	Beach Attendant	4
2027	Beach Maintenance Supervisor	27
1204	Bookkeeping Clerk	13
1010	Budget Technician	20
6034	Building Compliance Inspector	33
5213	Building Inspector	33
5217	Building Plans Examiner	37
1128	Buyer	29
6203	Buyer Assistant	16
5021	CAD Technician	25
2050	Capital Projects Education Coordinator	33
6220	Carpenter	22
6225	Carpenter Supervisor	33
1216	Cashier	12
2051	Center Coordinator I	21
2040	Center Coordinator II	27
5219	Chief Building Inspector	41
5215	Chief Building Plans Examiner	39
5225	Chief Electrical Inspector	39
6210	Chief Fire/Rescue Mechanic	33
6208	Chief Mechanic	29
5209	Chief Mechanical Inspector	39
5234	Chief Plumbing Inspector	39
5457	Chief Utility Mechanic	27
2018	Citizen Resource Officer	17
1009	Clerical Specialist	9
5201	Code Enforcement Officer	26
6030	Collection Truck Operator	17
6218	Communications Analyst	39
6215	Communications Shift Supervisor	33

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6216	Communications Technician	27
1017	Community Development Program Specialist	34
9193	Community Liaison Officer	40
3047	Community Service Aide	2
3046	Community Service Officer	15
5211	Compliance Officer	33
5405	Compliance Technician II	28
1108	Computer Operator I	21
1109	Computer Operator II	27
1112	Computer Programmer I	27
1115	Computer Programmer II	33
1022	Contract Compliance Coordinator	25
6232	Control Systems Supervisor	33
3049	Court Liaison Officer	25
3042	Court Liaison Specialist	16
3051	Crime Prevention Specialist	15
3043	Crime Scene Unit Supervisor	39
3033	Crime/Intelligence Analyst	28
2044	Cultural Affairs Coordinator	27
2047	Cultural Arts Coordinator	27
6009	Custodian	10
1102	Data Entry Clerk	11
1105	Data Entry Leadworker	15
2026	Dockmaster	25
5221	Electrical Inspector	33
5220	Electrical Plans Examiner	37
6233	Electrical/Mechanical Supervisor	33
6230	Electrician	26
6287	Electro Technician	27
5033	Engineering Inspector	33
6049	Environmental Compliance Coordinator	27
5402	Environmental Educational Specialist	32
6020	Equipment Operator	13
6237	Facility Maintenance Technician	18
5465	Field Services Superintendent	33
1211	Financial Systems Analyst	34
3036	Fingerprint Technician	16
3011	Fire Equipment Technician	22
*5216	Fire Plans Examiner	37
6206	Fire/Rescue Apparatus Mechanic	27
6037	Geographic Information Coordinator	28
6033	Geographic Information Technician	25
2002	Golf Course Attendant	1
1011	Golf Course Maintenance Foreman	24
6212	Golf Course Mechanic	14
1130	Grants Coordinator	25
6007	Greenskeeper	12
6008	Groundskeeper	10
2048	HCPAC Promotions Coordinator (Hollywood Centr	27
1217	Head Cashier	17
6024	Heavy Equipment Operator	18

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1027	Housing Counselor	26
5202	Housing Inspector	27
1020	Housing Loan Processor	23
1023	Housing Program Supervisor	39
1018	Housing Rehab. Specialist	25
3040	Identification Technician I	23
3044	Identification Technician II	27
1101	Information Services Specialist I	16
1103	Information Services Specialist II	24
1123	Inventory Control Specialist	29
1028	Irrigation Supervisor	25
5446	Lab Technician	24
6003	Labor Pool	1
6004	Laborer	5
6035	Landscaping Inspector	25
3037	Latent Fingerprint Examiner	27
5206	Lead Code Enforcement Officer	30
6005	Lead Custodian	14
1080	Mail Courier	9
5451	Maintenance Planner/Scheduler	27
6236	Maintenance Technician	14
2020	Marina Attendant	11
2017	Marina Security Guard	1
2024	Marine Safety Captain	32
2023	Marine Safety Lieutenant	27
2021	Marine Safety Officer	25
2025	Marine Safety Specialist	25
1019	Marketing Coordinator	35
6200	Master Mechanic	26
5205	Mechanical Inspector	33
5218	Mechanical Plans Examiner	37
6280	Meter Repair Technician I	15
6284	Meter Repair Technician II	23
1113	Microcomputer Analyst I	27
1114	Microcomputer Analyst II	35
1030	Microcomputer Intern	21
1059	Neighborhood Resource Specialist	22
1100	Network Analyst	39
6010	Nursery/Landscape Supervisor	29
5204	Occupational License Inspector	25
2016	Ocean Lifeguard	16
6028	Packer Operator	16
6244	Painter	18
2031	Park Maintenance Supervisor	29
1055	Park Monitor	1
2022	Park Ranger	1
2013	Parking Attendant	3
3012	Parking Enforcement Specialist	15
3014	Parking Enforcement Specialist Leadworker	19

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3013	Parking Enforcement Specialist Supervisor	23
6252	Parking Meter Technician	18
6258	Parking Meter Technician Supervisor	22
1215	Payroll Coordinator	27
3034	Photo Lab Technician	20
5429	Plant Operator I	21
5430	Plant Operator II	24
6260	Plumber	26
5229	Plumbing Inspector	33
5222	Plumbing Plans Examiner	37
3026	Police Aide	14
1037	Police Information Clerk	7
3022	Police Storekeeper	14
2008	Pool Lifeguard	7
2010	Pool Supervisor	20
1082	Printer	15
1083	Printing Supervisor	27
5410	Process Control Systems Technician	33
1107	Programmer/Analyst	35
3023	Property Clerk	20
5203	Property Standards Specialist	25
5025	Property Survey/Records Coordinator	25
1117	Public Information Specialist	27
6050	Public Works Education Coordinator	33
6036	Public Works Supervisor	25
3027	Rangemaster	21
1035	Records Leadworker	10
1056	Records Processor	12
2028	Recreation Aide	1
2036	Recreation Leader	11
2032	Recreation Leader Trainee	1
2030	Recreation Maintenance Aide	1
9052	Recreation Maintenance Manager	33
6048	Refuse Collection Section Supervisor	27
6027	Refuse Collector	11
5403	Regulatory Compliance Officer	35
1213	Revenue Analyst	34
6205	Sanitation Equipment Mechanic	24
2014	School Crossing Guard	1
2012	School Crossing Guard Leader	23
1054	Secretary	14
1210	Senior Accounting Clerk	20
1129	Senior Buyer	35
5030	Senior CADD Operator	34
1051	Senior Computer Operator	31
1026	Senior Network Analyst	51
2009	Senior Pool Lifeguard	17
3024	Senior Property Clerk	24
5464	Service Representative	15
5466	Service Representative Supervisor	21
1111	Software Analyst	39

2043	Special Events Coordinator	27
2033	Special Events Leader	15
2049	Special Events Supervisor	29
1122	Storekeeper	14
1125	Storekeeper Supervisor	23
1120	Stores Clerk	9
1119	Stores Driver	5
5406	Stormwater Technician	27
1106	Support Analyst	25
2038	Technical Coordinator	27
2037	Technical Theatre Specialist	11
3030	Telecommunicator I	17
3031	Telecommunicator II	25
2045	Theater Assistant	5
2039	Theatre Specialist	11
1014	Transportation Planner	32
5452	Treatment Plant Mechanic I	19
5456	Treatment Plant Mechanic II	23
6031	Urban Forest/Irrigation Supervisor	29
9057	Utilities Contracts Technician	25
1118	Utilities Engineering Technician I	25
1218	Utilities Engineering Technician II	33
1318	Utilities Engineering Technician III	39
5401	Utilities Serviceworker I	14
5404	Utilities Serviceworker II	18
5407	Utilities Serviceworker III	21
5459	Utility Locator - Inspector	27
5458	Utility Maintenance Helper	13
5431	Utility Shift Supervisor	28
1038	Victims Advocate	19
6266	Welder	23
2007	Youth Services Coordinator	27

*These positions have not yet been petitioned to P.E.R.C.

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	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$8.43	\$8.64	\$8.86	\$9.09	\$9.32	\$9.56	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85
1	\$17,534.40	\$17,971.20	\$18,428.8	\$18,907.20	\$19,385.60	\$19,884.80	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00
	\$8.64	\$8.86	\$9.09	\$9.32	\$9.56	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13
2	\$17,971.20	\$18,428.8	\$18,907.20	\$19,385.60	\$19,884.80	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4
	\$8.86	\$9.09	\$9.32	\$9.56	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41
3	\$18,428.8	\$18,907.20	\$19,385.60	\$19,884.80	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80
	\$9.09	\$9.32	\$9.56	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69
4	\$18,907.20	\$19,385.60	\$19,884.80	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20
	\$9.32	\$9.56	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99
5	\$19,385.60	\$19,884.80	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20
	\$9.56	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30
6	\$19,884.80	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00
	\$9.81	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61
7	\$20,404.80	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80
	\$10.05	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93
8	\$20,904.00	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40
	\$10.31	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26
9	\$21,444.80	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$27,580.80	\$27,580.80
	\$10.58	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60
10	\$22,006.40	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00
	\$10.85	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94
11	\$22,568.00	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20
	\$11.13	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29
12	\$23,150.4	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20
	\$11.41	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65
13	\$23,732.80	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00
	\$11.69	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02
14	\$24,315.20	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60
	\$11.99	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40
15	\$24,939.20	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00

f
RED

Effective October 1, 2002

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$12.30	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79
16	\$25,584.00	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2
	\$12.61	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19
17	\$26,228.80	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20
	\$12.93	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61
18	\$26,894.40	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80
	\$13.26	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03
19	\$27,580.80	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40
	\$13.60	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46
20	\$28,288.00	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80
	\$13.94	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90
21	\$28,995.20	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00
	\$14.29	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36
22	\$29,723.20	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80
	\$14.65	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82
23	\$30,472.00	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60
	\$15.02	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29
24	\$31,241.60	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20
	\$15.40	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78
25	\$32,032.00	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40
	\$15.79	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27
26	\$32,843.2	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60
	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79
27	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20
	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31
28	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00
	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85
29	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00
	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40
30	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00

25

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97
31	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60
	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55
32	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00
	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15
33	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00
	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75
34	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00
	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38
35	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40
	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02
36	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60
	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68
37	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40
	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35
38	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00
	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04
39	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40
	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75
40	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00
	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47
41	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60
	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21
42	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80
	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97
43	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60
	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76
44	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80
	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56
45	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80

RDE

Effective October 1, 2002

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38
46	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40
	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23
47	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40
	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09
48	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20
	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98
49	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40
	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89
50	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20
	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81
51	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80
	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76
52	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80
	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74
53	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20
	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74
54	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20
	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76
55	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80
	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81
56	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$89,044.80

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
1	\$11.13 \$23,150.4	\$11.41 \$23,732.80	\$11.69 \$24,315.20	\$11.99 \$24,939.20	\$12.30 \$25,584.00	\$12.61 \$26,228.80	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60
2	\$11.41 \$23,732.80	\$11.69 \$24,315.20	\$11.99 \$24,939.20	\$12.30 \$25,584.00	\$12.61 \$26,228.80	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00
3	\$11.69 \$24,315.20	\$11.99 \$24,939.20	\$12.30 \$25,584.00	\$12.61 \$26,228.80	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2
4	\$11.99 \$24,939.20	\$12.30 \$25,584.00	\$12.61 \$26,228.80	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20
5	\$12.30 \$25,584.00	\$12.61 \$26,228.80	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80
6	\$12.61 \$26,228.80	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40
7	\$12.93 \$26,894.40	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80
8	\$13.26 \$27,580.80	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80
9	\$13.60 \$28,288.00	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20
10	\$13.94 \$28,995.20	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20	\$20.27 \$42,161.60
11	\$14.29 \$29,723.20	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20	\$20.27 \$42,161.60	\$21.20 \$44,144.00
12	\$14.65 \$30,472.00	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20	\$20.27 \$42,161.60	\$21.20 \$44,144.00	\$22.11 \$46,165.60
13	\$15.02 \$31,241.60	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20	\$20.27 \$42,161.60	\$21.20 \$44,144.00	\$22.11 \$46,165.60	\$23.02 \$48,187.20
14	\$15.40 \$32,032.00	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20	\$20.27 \$42,161.60	\$21.20 \$44,144.00	\$22.11 \$46,165.60	\$23.02 \$48,187.20	\$23.93 \$50,208.80
15	\$15.79 \$32,843.2	\$16.19 \$33,675.20	\$16.61 \$34,548.80	\$17.03 \$35,422.40	\$17.46 \$36,316.80	\$18.36 \$38,188.80	\$19.29 \$40,123.20	\$20.27 \$42,161.60	\$21.20 \$44,144.00	\$22.11 \$46,165.60	\$23.02 \$48,187.20	\$23.93 \$50,208.80	\$24.84 \$52,252.00

Effective October 1, 2002

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	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$16.19	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85
16	\$33,675.20	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00
	\$16.61	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40
17	\$34,548.80	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00
	\$17.03	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97
18	\$35,422.40	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60
	\$17.46	\$17.90	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55
19	\$36,316.80	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00
	\$18.36	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75
20	\$37,232.00	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00
	\$18.82	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38
21	\$38,188.80	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00
	\$19.29	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02
22	\$39,145.60	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40
	\$19.78	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68
23	\$40,123.20	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60
	\$20.27	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35
24	\$41,142.40	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40
	\$20.79	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04
25	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00
	\$21.31	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75
26	\$43,243.20	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40
	\$21.85	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47
27	\$44,304.00	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00
	\$22.40	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.20
28	\$45,448.00	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60
	\$22.97	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.20	\$31.00
29	\$46,592.00	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,900.00
	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.20	\$31.00	\$31.85
30	\$47,777.60	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,900.00	\$64,500.00

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$23.55	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76
31	\$48,984.00	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80
	\$24.15	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56
32	\$50,232.00	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80
	\$24.75	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38
33	\$51,480.00	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40
	\$25.38	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23
34	\$52,790.40	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40
	\$26.02	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09
35	\$54,121.60	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20
	\$26.68	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98
36	\$55,494.40	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40
	\$27.35	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89
37	\$56,888.00	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20
	\$28.04	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81
38	\$58,302.40	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80
	\$28.75	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76
39	\$59,800.00	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80
	\$29.47	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74
40	\$61,297.60	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20
	\$30.21	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74
41	\$62,836.80	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20
	\$30.97	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76
42	\$64,417.60	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80
	\$31.76	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81
43	\$66,060.80	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$89,044.80
	\$32.56	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.86
44	\$67,724.80	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$89,044.80	\$91,276.80
	\$33.38	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.86	\$44.91
45	\$69,430.40	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$89,044.80	\$91,276.80	\$93,513.60
	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.86	\$44.91	\$46.06

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Effective October 1, 2002

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$34.23	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12
46	\$71,198.40	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00
	\$35.09	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27
47	\$72,987.20	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00
	\$35.98	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42
48	\$74,838.40	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00	\$99,508.00
	\$36.89	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57
49	\$76,731.20	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00	\$99,508.00	\$101,624.00
	\$37.81	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72
50	\$78,644.80	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00	\$99,508.00	\$101,624.00	\$103,740.00
	\$38.76	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72	\$51.87
51	\$80,620.80	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00	\$99,508.00	\$101,624.00	\$103,740.00	\$105,856.00
	\$39.74	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72	\$51.87	\$53.02
52	\$82,659.20	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00	\$99,508.00	\$101,624.00	\$103,740.00	\$105,856.00	\$107,972.00
	\$40.74	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72	\$51.87	\$53.02	\$54.17
53	\$84,739.20	\$86,860.80	\$88,929.60	\$91,044.80	\$93,160.00	\$95,276.00	\$97,392.00	\$99,508.00	\$101,624.00	\$103,740.00	\$105,856.00	\$107,972.00	\$110,088.00
	\$41.76	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72	\$51.87	\$53.02	\$54.17	\$55.32
54	\$86,860.80	\$89,044.80	\$91,270.40	\$93,558.40	\$95,929.60	\$98,321.60	\$100,776.00	\$103,313.60	\$105,929.60	\$108,608.00	\$111,320.00	\$114,067.20	\$116,839.20
	\$42.81	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72	\$51.87	\$53.02	\$54.17	\$55.32	\$56.47
55	\$89,044.80	\$91,270.40	\$93,558.40	\$95,929.60	\$98,321.60	\$100,776.00	\$103,313.60	\$105,929.60	\$108,608.00	\$111,320.00	\$114,067.20	\$116,839.20	\$119,621.20
	\$43.88	\$44.98	\$46.12	\$47.27	\$48.42	\$49.57	\$50.72	\$51.87	\$53.02	\$54.17	\$55.32	\$56.47	\$57.62
56	\$91,270.40	\$93,558.40	\$95,929.60	\$98,321.60	\$100,776.00	\$103,313.60	\$105,929.60	\$108,608.00	\$111,320.00	\$114,067.20	\$116,839.20	\$119,621.20	\$122,403.20

Handwritten mark

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$8.73	\$8.94	\$9.17	\$9.41	\$9.65	\$9.90	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23
1	\$18,158.4	\$18,595.20	\$19,073.60	\$19,572.80	\$20,072.00	\$20,592.00	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40
	\$8.94	\$9.17	\$9.41	\$9.65	\$9.90	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52
2	\$18,595.20	\$19,073.60	\$19,572.80	\$20,072.00	\$20,592.00	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60
	\$9.17	\$9.41	\$9.65	\$9.90	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81
3	\$19,073.60	\$19,572.80	\$20,072.00	\$20,592.00	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80
	\$9.41	\$9.65	\$9.90	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10
4	\$19,572.80	\$20,072.00	\$20,592.00	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00
	\$9.65	\$9.90	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41
5	\$20,072.00	\$20,592.00	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80
	\$9.90	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73
6	\$20,592.00	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40
	\$10.15	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05
7	\$21,112.00	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00
	\$10.40	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38
8	\$21,632.00	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40
	\$10.67	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72
9	\$22,193.6	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60
	\$10.95	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08
10	\$22,776.00	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40
	\$11.23	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43
11	\$23,358.40	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40
	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79
12	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20
	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16
13	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8
	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55
14	\$25,168.00	\$24,939.20	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00
	\$11.99	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94
15	\$24,939.20	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20

RED

Effective October 1, 2003

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34
16	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20
	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76
17	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80
	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19
18	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20
	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63
19	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40
	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07
20	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60
	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53
21	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4
	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00
22	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00
	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48
23	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40
	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97
24	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60
	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47
25	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60
	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98
26	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40
	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52
27	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60
	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06
28	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80
	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61
29	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80
	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18
30	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77
31	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6
	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37
32	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60
	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00
33	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00
	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62
34	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60
	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27
35	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60
	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93
36	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40
	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61
37	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80
	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31
38	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80
	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02
39	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60
	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76
40	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80
	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50
41	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00
	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27
42	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60
	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05
43	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00
	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87
44	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60
	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70
45	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00

RED

Effective October 1, 2003

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55
46	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864
	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43
47	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40
	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32
48	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60
	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24
49	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20
	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18
50	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40
	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13
51	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40
	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12
52	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60
	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13
53	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40
	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17
54	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60
	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22
55	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60
	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31
56	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80

WAD

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$11.52	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55
1	\$23,961.60	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00
	\$11.81	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94
2	\$24,564.80	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20
	\$12.10	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34
3	\$25,168.00	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20
	\$12.41	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76
4	\$25,812.80	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80
	\$12.73	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19
5	\$26,478.40	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20
	\$13.05	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63
6	\$27,144.00	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40
	\$13.38	\$13.72	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07
7	\$27,830.40	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60
	\$14.08	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$18.97
8	\$28,537.60	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4
	\$14.43	\$14.79	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48
9	\$29,286.40	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00
	\$15.16	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47
10	\$30,014.40	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40
	\$15.55	\$15.94	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98
11	\$30,763.20	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60
	\$16.34	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.47	\$21.97
12	\$31,532.8	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60
	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.47	\$21.97	\$22.47
13	\$32,344.00	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40
	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.47	\$21.97	\$22.47	\$22.97
14	\$33,155.20	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,700.00
	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.47	\$21.97	\$22.47	\$22.97	\$23.47
15	\$33,987.20	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,700.00	\$45,762.40

R(RED)

Effective October 1, 2003

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$16.76	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61
16	\$34,860.80	\$35,755.20	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80
17	\$17.19	\$17.63	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18
18	\$36,670.40	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6
19	\$18.07	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37
20	\$37,585.60	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60
21	\$18.53	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00
22	\$38,542.4	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00
23	\$19.00	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62
24	\$39,520.00	\$40,518.40	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60
25	\$19.48	\$19.97	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27
26	\$41,537.60	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40
27	\$20.47	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61
28	\$42,577.60	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80
29	\$20.98	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31
30	\$43,638.40	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80
	\$21.52	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02
	\$44,761.60	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60
	\$22.06	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76
	\$45,884.80	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80
	\$22.61	\$23.18	\$23.77	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50
	\$47,028.80	\$48,214.40	\$49,441.6	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00

Handwritten mark

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$24.37	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70
31	\$50,689.60	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00
	\$25.00	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55
32	\$52,000.00	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864
	\$25.62	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43
33	\$53,289.60	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40
	\$26.27	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32
34	\$54,641.60	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60
	\$26.93	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24
35	\$56,014.40	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20
	\$27.61	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18
36	\$57,428.80	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40
	\$28.31	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13
37	\$58,884.80	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40
	\$29.02	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12
38	\$60,361.60	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60
	\$29.76	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13
39	\$61,900.80	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40
	\$30.50	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17
40	\$63,440.00	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60
	\$31.27	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22
41	\$65,041.60	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60
	\$32.05	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31
42	\$66,664.00	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80
	\$32.87	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.43
43	\$68,369.60	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,480.00
	\$33.70	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.43	\$46.55
44	\$70,096.00	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,480.00	\$96,848.00
	\$34.55	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.43	\$46.55	\$47.67
45	\$71,864	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,480.00	\$96,848.00	\$99,216.00

RED

Effective October 1, 2003

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$35.43	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92
46	\$73,694.40	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60
	\$36.32	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15
47	\$75,545.60	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00
	\$37.24	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41
48	\$77,459.20	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80
	\$38.18	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69
49	\$79,414.40	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20
	\$39.13	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02
50	\$81,390.40	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60
	\$40.12	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02	\$55.37
51	\$83,449.60	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60	\$115,169.60
	\$41.13	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02	\$55.37	\$56.76
52	\$85,550.40	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60	\$115,169.60	\$118,060.80
	\$42.17	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02	\$55.37	\$56.76	\$58.19
53	\$87,713.60	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60	\$115,169.60	\$118,060.80	\$121,035.20
	\$43.22	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02	\$55.37	\$56.76	\$58.19	\$59.62
54	\$89,897.60	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60	\$115,169.60	\$118,060.80	\$121,035.20	\$124,016.00
	\$44.31	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02	\$55.37	\$56.76	\$58.19	\$59.62	\$61.05
55	\$92,164.80	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60	\$115,169.60	\$118,060.80	\$121,035.20	\$124,016.00	\$127,001.60
	\$45.42	\$46.55	\$47.73	\$48.92	\$50.15	\$51.41	\$52.69	\$54.02	\$55.37	\$56.76	\$58.19	\$59.62	\$61.05	\$62.52
56	\$94,473.60	\$96,824.00	\$99,278.40	\$101,753.60	\$104,312.00	\$106,932.80	\$109,595.20	\$112,361.60	\$115,169.60	\$118,060.80	\$121,035.20	\$124,016.00	\$127,001.60	\$130,000.00

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$8.99	\$9.20	\$9.45	\$9.69	\$9.94	\$10.20	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57
1	\$18,699.20	\$19,156.8	\$19,656.00	\$20,155.2	\$20,675.20	\$21,216.00	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60
	\$9.20	\$9.45	\$9.69	\$9.94	\$10.20	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87
2	\$19,156.8	\$19,656.00	\$20,155.2	\$20,675.20	\$21,216.00	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60
	\$9.45	\$9.69	\$9.94	\$10.20	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16
3	\$19,656.00	\$20,155.2	\$20,675.20	\$21,216.00	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80
	\$9.69	\$9.94	\$10.20	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46
4	\$20,155.2	\$20,675.20	\$21,216.00	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80
	\$9.94	\$10.20	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78
5	\$20,675.20	\$21,216.00	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4
	\$10.20	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11
6	\$21,216.00	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80
	\$10.45	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44
7	\$21,736.00	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20
	\$10.71	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78
8	\$22,276.80	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40
	\$10.99	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13
9	\$22,859.20	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40
	\$11.28	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50
10	\$23,462.40	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00
	\$11.57	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86
11	\$24,065.60	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80
	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23
12	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4
	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62
13	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60
	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02
14	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60
	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42
15	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60

RED

Effective October 1, 2004

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83
16	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40
	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26
17	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8
	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71
18	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80
	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16
19	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8
	\$14.50	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16	\$18.61
20	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80
	\$14.86	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16	\$18.61	\$19.09
21	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20
	\$15.23	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57
22	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60
	\$15.62	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06
23	\$32,489.60	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80
	\$16.02	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16	\$19.09	\$19.57	\$20.06	\$20.57	\$20.57
24	\$33,321.60	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60
	\$16.42	\$16.83	\$17.26	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$
25	\$34,153.60	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40
	\$16.83	\$17.26	\$17.71	\$18.16	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17
26	\$35,006.40	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80
	\$17.26	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17
27	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60
	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72
28	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60
	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29
29	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20
	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88
30	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40

RED

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48
31	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40
	\$19.57	\$20.06	\$20.57	\$21.08	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10
32	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00
	\$20.06	\$20.57	\$21.08	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75
33	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00
	\$20.57	\$21.08	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39
34	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20
	\$21.08	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06
35	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80
	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74
36	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20
	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44
37	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2
	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16
38	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80
	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89
39	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20
	\$24.48	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65
40	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00
	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42
41	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60
	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21
42	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$66,996.80
	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01
43	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$66,996.80	\$68,660.80
	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$29.89	\$31.42	\$32.21	\$33.01	\$33.86
44	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80
	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$29.76	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71
45	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80

RED

Effective October 1, 2004

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$27.74	\$28.44	\$29.16	\$29.89	\$29.76	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59
46	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20
	\$28.44	\$29.16	\$29.89	\$29.76	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49
47	\$59,155.2	\$60,652.80	\$62,171.20	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20
	\$29.16	\$29.89	\$29.76	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41
48	\$60,652.80	\$62,171.20	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80
	\$29.89	\$29.76	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36
49	\$62,171.20	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80
	\$29.76	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32
50	\$61,900.80	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60
	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57
51	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60
	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32
52	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60
	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36
53	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80
	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44
54	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20
	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52
55	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60
	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64
56	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2

Y
ED

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$11.87	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38
1	\$24,689.60	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60
	\$12.16	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76
2	\$25,292.80	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60
	\$12.46	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14
3	\$25,916.80	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60
	\$12.78	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52
4	\$26,582.4	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60
	\$13.11	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90
5	\$27,268.80	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60
	\$13.44	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28
6	\$27,955.20	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60
	\$13.78	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66
7	\$28,662.40	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60
	\$14.13	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04
8	\$29,390.40	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00
	\$14.50	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42
9	\$30,160.00	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00
	\$14.86	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42	\$19.80
10	\$30,908.80	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00	\$41,664.00
	\$15.23	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42	\$19.80	\$20.18
11	\$31,678.4	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00	\$41,664.00	\$42,496.00
	\$15.62	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42	\$19.80	\$20.18	\$20.56
12	\$32,489.60	\$33,321.60	\$34,153.60	\$34,985.60	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00	\$41,664.00	\$42,496.00	\$43,328.00
	\$16.00	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42	\$19.80	\$20.18	\$20.56	\$20.94
13	\$33,321.60	\$34,153.60	\$35,000.00	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00	\$41,664.00	\$42,496.00	\$43,328.00	\$44,160.00
	\$16.38	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42	\$19.80	\$20.18	\$20.56	\$20.94	\$21.32
14	\$34,153.60	\$35,000.00	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00	\$41,664.00	\$42,496.00	\$43,328.00	\$44,160.00	\$45,000.00
	\$16.76	\$17.14	\$17.52	\$17.90	\$18.28	\$18.66	\$19.04	\$19.42	\$19.80	\$20.18	\$20.56	\$20.94	\$21.32	\$21.70
15	\$35,000.00	\$35,817.60	\$36,649.60	\$37,481.60	\$38,313.60	\$39,145.60	\$40,000.00	\$40,832.00	\$41,664.00	\$42,496.00	\$43,328.00	\$44,160.00	\$45,000.00	\$45,832.00

RED

Effective October 1, 2004

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$17.26	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48
16	\$35,900.8	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40
	\$17.71	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10
17	\$36,836.80	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00
	\$18.16	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75
18	\$37,772.8	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00
	\$18.61	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39
19	\$38,708.80	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20
	\$19.09	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06
20	\$39,707.20	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80
	\$19.57	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74
21	\$40,705.60	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20
	\$20.06	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44
22	\$41,724.80	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2
	\$20.57	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16
23	\$42,785.60	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80
	\$21.08\$	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89
24	\$43,846.40	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20
	\$21.61	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65
25	\$44,948.80	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00
	\$22.17	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42
26	\$46,113.60	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60
	\$22.72	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.19
27	\$47,257.60	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,000.00
	\$23.29	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.19	\$32.96
28	\$48,443.20	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,000.00	\$68,700.00
	\$23.88	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.19	\$32.96	\$33.73
29	\$49,670.40	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,000.00	\$68,700.00	\$70,400.00
	\$24.48	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.19	\$32.96	\$33.73	\$34.50
30	\$50,918.40	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,000.00	\$68,700.00	\$70,400.00	\$72,100.00
	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.19	\$32.96	\$33.73	\$34.50	\$35.27

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	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$25.10	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$32.21
31	\$52,208.00	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80
	\$25.75	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.01
32	\$53,560.00	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80
	\$26.39	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71
33	\$54,891.20	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80
	\$27.06	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59
34	\$56,284.80	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80	\$74,027.20
	\$27.74	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49
35	\$57,699.20	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20
	\$28.44	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41
36	\$59,155.2	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80
	\$29.16	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36
37	\$60,652.80	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80
	\$29.89	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32
38	\$62,171.20	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60
	\$30.65	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57
39	\$63,752.00	\$65,353.60	\$67,027.20	\$68,712.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60
	\$31.42	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32
40	\$65,353.60	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$87,027.20
	\$32.21	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36
41	\$66,996.80	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$87,027.20	\$89,712.80
	\$33.01	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44
42	\$68,660.80	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$87,027.20	\$89,712.80	\$92,407.20
	\$33.86	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52
43	\$70,428.80	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$87,027.20	\$89,712.80	\$92,407.20	\$95,107.20
	\$34.71	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64
44	\$72,196.80	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$87,027.20	\$89,712.80	\$92,407.20	\$95,107.20	\$97,812.80
	\$35.59	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.76
45	\$74,027.20	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$87,027.20	\$89,712.80	\$92,407.20	\$95,107.20	\$97,812.80	\$100,512.80

Effective October 1, 2004

Y
C
E

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$36.49	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16
46	\$75,899.20	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80
	\$37.41	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39
47	\$77,812.80	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20
	\$38.36	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65
48	\$79,788.80	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00
	\$39.32	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95
49	\$81,785.60	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00
	\$40.57	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27
50	\$84,385.60	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60
	\$41.32	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27	\$55.64
51	\$85,945.60	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60	\$115,731.20
	\$42.36	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27	\$55.64	\$57.03
52	\$88,108.80	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60	\$115,731.20	\$118,622.40
	\$43.44	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27	\$55.64	\$57.03	\$58.46
53	\$90,355.20	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60	\$115,731.20	\$118,622.40	\$121,596.80
	\$44.52	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27	\$55.64	\$57.03	\$58.46	\$59.94
54	\$92,601.60	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60	\$115,731.20	\$118,622.40	\$121,596.80	\$124,675.20
	\$45.64	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27	\$55.64	\$57.03	\$58.46	\$59.94	\$61.36
55	\$94,931.2	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60	\$115,731.20	\$118,622.40	\$121,596.80	\$124,675.20	\$127,753.60
	\$46.78	\$47.95	\$49.16	\$50.39	\$51.65	\$52.95	\$54.27	\$55.64	\$57.03	\$58.46	\$59.94	\$61.36	\$62.84
56	\$97,302.40	\$99,736.00	\$102,252.80	\$104,811.20	\$107,432.00	\$110,136.00	\$112,881.60	\$115,731.20	\$118,622.40	\$121,596.80	\$124,675.20	\$127,753.60	\$130,832.00

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	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$9.08	\$9.29	\$9.54	\$9.79	\$10.04	\$10.30	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69
1	\$18,886.40	\$19,323.20	\$19,843.20	\$20,363.20	\$20,883.20	\$21,424.00	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20
	\$9.29	\$9.54	\$9.79	\$10.04	\$10.30	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99
2	\$19,323.20	\$19,843.20	\$20,363.20	\$20,883.20	\$21,424.00	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20
	\$9.54	\$9.79	\$10.04	\$10.30	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28
3	\$19,843.20	\$20,363.20	\$20,883.20	\$21,424.00	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40
	\$9.79	\$10.04	\$10.30	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58
4	\$20,363.20	\$20,883.20	\$21,424.00	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40
	\$10.04	\$10.30	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91
5	\$20,883.20	\$21,424.00	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8
	\$10.30	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24
6	\$21,424.00	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2
	\$10.55	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57
7	\$21,944.00	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6
	\$10.82	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92
8	\$22,505.60	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60
	\$11.10	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27
9	\$23,088.00	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60
	\$11.39	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65
10	\$23,691.20	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00
	\$11.69	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01
11	\$24,315.20	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80
	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38
12	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40
	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78
13	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40
	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18
14	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4
	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58
15	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40

Effective October 1, 2004 (1%)

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00
16	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00
	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43
17	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40
	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89
18	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20
	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34
19	\$29,681.60	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2
	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80
20	\$30,472.00	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00
	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28
21	\$31,220.80	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4
	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77
22	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6
	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26
23	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8
	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78
24	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40
	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29
25	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20
	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83
26	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40
	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39
27	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20
	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95
28	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00
	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52
29	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60
	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12
30	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6

DED

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72
31	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6
	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35
32	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00
	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01
33	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80
	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65
34	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00
	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33
35	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40
	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02
36	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60
	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72
37	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60
	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45
38	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00
	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19
39	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20
	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96
40	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80
	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73
41	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40
	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53
42	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40
	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01
43	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80
	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20
44	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00
	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05
45	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904

RED

Effective October 1, 2004 (1%)

	A	B	C	D	E	F	G	H	I	I-1	I-2
	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95
46	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00
	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85
47	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00
	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77
48	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60
	\$30.19	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.36
49	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80
	\$30.96	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.36	\$39.71
50	\$64,396.80	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80
	\$31.73	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.36	\$39.71	\$40.98
51	\$65,998.40	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40
	\$32.53	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.36	\$39.71	\$40.98	\$41.73
52	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40
	\$33.01	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.36	\$39.71	\$40.98	\$41.73	\$42.78
53	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40
	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.36	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87
54	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60
	\$35.05	\$36.85	\$37.77	\$38.36	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10
55	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6
	\$35.95	\$36.85	\$37.77	\$38.36	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10
56	\$74,776.00	\$76,648.00	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00

Handwritten mark resembling a stylized 'M' or 'D' with a horizontal line through it.

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$11.99	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18
1	\$24,939.20	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4
	\$12.28	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58
2	\$25,542.40	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40
	\$12.58	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00
3	\$26,166.40	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00
	\$12.91	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43
4	\$26,852.8	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40
	\$13.24	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89
5	\$27,539.2	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20
	\$13.57	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34
6	\$28,225.6	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2
	\$13.92	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80
7	\$28,953.60	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00
	\$14.27	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28
8	\$29,681.60	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4
	\$14.65	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77
9	\$30,472.00	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6
	\$15.01	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26
10	\$31,220.80	\$32,022.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8
	\$15.38	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78
11	\$31,990.40	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40
	\$15.78	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29\$
12	\$32,822.40	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20
	\$16.18	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29\$	\$21.83
13	\$33,654.4	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40
	\$16.58	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29\$	\$21.83	\$22.38
14	\$34,486.40	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,529.60
	\$17.00	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29\$	\$21.83	\$22.38	\$22.93
15	\$35,360.00	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,529.60	\$47,652.80

RED

Effective October 1, 2004 (1%)

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$17.43	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52
16	\$36,254.40	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60
	\$17.89	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12
17	\$37,211.20	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6
	\$18.34	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72
18	\$38,147.2	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6
	\$18.80	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35
19	\$39,104.00	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00
	\$19.28	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01
20	\$40,102.4	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80
	\$19.77	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65
21	\$41,121.6	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00
	\$20.26	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33
22	\$42,140.8	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40
	\$20.78	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02
23	\$43,222.40	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60
	\$21.29	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72
24	\$44,283.20	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60
	\$21.83	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45
25	\$45,406.40	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00
	\$22.39	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19
26	\$46,571.20	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20
	\$22.95	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96
27	\$47,736.00	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80
	\$23.52	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73
28	\$48,921.60	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,353.60
	\$24.12	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.56
29	\$50,169.6	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,353.60	\$66,860.80
	\$24.72	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.56	\$33.43
30	\$51,417.6	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,353.60	\$66,860.80	\$68,417.60

R
MED

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$25.35	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.34
31	\$52,728.00	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20
	\$26.01	\$26.65	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.34	\$34.20
32	\$54,100.80	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00
	\$27.33	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.34	\$34.20	\$35.05	\$35.95
33	\$55,432.00	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904
	\$28.02	\$28.72	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.34	\$34.20	\$35.05	\$35.95	\$36.85
34	\$56,846.40	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00
	\$29.45	\$30.19	\$30.96	\$31.73	\$32.53	\$33.34	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74
35	\$58,281.60	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00
	\$30.19	\$30.96	\$31.73	\$32.53	\$33.34	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71
36	\$59,737.60	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60
	\$31.73	\$32.53	\$33.34	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78
37	\$61,256.00	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20
	\$32.53	\$33.34	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97
38	\$62,795.20	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80
	\$33.34	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10
39	\$64,396.80	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00
	\$34.20	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37
40	\$65,998.40	\$67,662.40	\$69,347.20	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00	\$86,798.40
	\$35.05	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37	\$50.74
41	\$67,662.40	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00	\$86,798.40	\$88,982.40
	\$35.95	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37	\$50.74	\$53.21
42	\$68,660.80	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00	\$86,798.40	\$88,982.40	\$91,249.60
	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37	\$50.74	\$53.21	\$55.84
43	\$71,136.00	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6
	\$37.77	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37	\$50.74	\$53.21	\$55.84	\$58.61
44	\$72,904	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00
	\$38.74	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37	\$50.74	\$53.21	\$55.84	\$58.61	\$61.54
45	\$74,776.00	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$84,628.00	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,304.00
	\$39.71	\$40.98	\$42.78	\$44.97	\$46.10	\$48.37	\$50.74	\$53.21	\$55.84	\$58.61	\$61.54	\$64.63

REV

Effective October 1, 2004 (1%)

	I-3	I-4	J	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %	2 1/2 %
	\$36.85	\$37.77	\$38.74	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65
46	\$76,648.00	\$78,561.60	\$80,579.20	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00
47	\$37.77	\$38.36	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89
	\$78,561.60	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20
48	\$38.36	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17
	\$79,788.80	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60
49	\$39.71	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48
	\$82,596.80	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40
50	\$40.98	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81
	\$85,238.40	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80
51	\$41.73	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81	\$56.20
	\$86,798.40	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80	\$116,896.00
52	\$42.78	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81	\$56.20	\$57.60
	\$88,982.40	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80	\$116,896.00	\$119,808.00
53	\$43.87	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81	\$56.20	\$57.60	\$59.05
	\$91,249.60	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80	\$116,896.00	\$119,808.00	\$122,824.00
54	\$44.97	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81	\$56.20	\$57.60	\$59.05	\$60.54
	\$93,537.6	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80	\$116,896.00	\$119,808.00	\$122,824.00	\$125,923.20
55	\$46.10	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81	\$56.20	\$57.60	\$59.05	\$60.54	\$62.03
	\$95,888.00	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80	\$116,896.00	\$119,808.00	\$122,824.00	\$125,923.20	\$129,022.40
56	\$47.25	\$48.43	\$49.65	\$50.89	\$52.17	\$53.48	\$54.81	\$56.20	\$57.60	\$59.05	\$60.54	\$62.03	\$63.52
	\$98,280.00	\$100,734.40	\$103,272.00	\$105,851.20	\$108,513.60	\$111,238.40	\$114,004.80	\$116,896.00	\$119,808.00	\$122,824.00	\$125,923.20	\$129,022.40	\$132,121.60

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**APPENDIX C
AUTHORIZATION FOR PAYROLL DEDUCTION FORM**

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AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO
AUTHORIZATION FOR PAYROLL DEDUCTION

By _____ PLEASE PRINT _____ FIRST NAME _____ MIDDLE NAME _____

To _____ LAST NAME _____ NAME OF EMPLOYER _____ DEPARTMENT _____

Effective _____ I hereby request and authorize you to deduct from my earnings

each _____ an amount sufficient to provide for the regular payment of the current rate of

_____ PAYROLL PERIOD _____ The amount shall be certified by Local
monthly union dues established by AFSCME Local Union No. _____, Council No. _____. The amount shall be certified by Local
Union No. _____, Council No. _____ and any change in such amount shall be so certified. The amount deducted shall be paid
to the treasurer of Local Union No. _____, Council No. _____ AFSCME. This authorization shall remain in effect unless terminated
by me during the two week period _____ to _____ of any year.

_____ SOCIAL SECURITY NUMBER _____ STREET ADDRESS _____

_____ EMPLOYEE'S SIGNATURE _____ CITY, STATE, ZIP CODE _____

Dues, contributions or gifts to AFSCME are not deductible as charitable contributions for federal income tax purposes. Dues paid to AFSCME, however, may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.



Handwritten initials or mark at the bottom right corner.

**APPENDIX D
HOLLYWOOD CHARTER, ARTICLE X (10) PENSIONS
AND RETIREMENT**

RED

The Hollywood Charter, Article X (10) Pensions and Retirement will be inserted upon adoption of changes currently pending.

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**APPENDIX E
CITY RULES AND REGULATIONS SUB-SECTION P
(CHEMICAL INTOXICATION)**

RED

*Excerpt from the City of Hollywood Employment Rules and Regulations
(except sworn Police and Certified Fire Personnel)*

P. Chemical Intoxication

Should an employee have reported for duty, is on duty, found upon City property or is operating a City vehicle while under the influence of or while in possession of an alcoholic beverage, or any non-prescription narcotic, barbiturate, mood-ameliorating, tranquilizing, hallucinogenic, or any non-prescribed controlled substance, they shall be deemed to have consented, as a condition of employment, to a breath and/or blood and/or urine analysis when ordered by the City Manager, the Employee's Department Head or any Police Officer to take such a test. The presumptions for being under the influence of an alcoholic beverage, chemical substance or controlled substance shall be based on prudent judgment and in accordance with applicable statute. A refusal to obey an order to take such a test under the circumstances described herein shall be independent grounds for disciplinary action.

R

**APPENDIX F
PERFORMANCE REVIEW FORM**

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REV

The current Performance Review Form will be replaced by the Performance Now system and form on 10/1/03.

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**APPENDIX G
SICK LEAVE POOL POLICY**

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Re

HR-01-055:

SICK LEAVE POOL

REVISED DATE:

JANUARY 1, 2001

LAST REVISION:

MAY 1, 1998

PURPOSE:

The purpose of this program is to establish a Sick Leave Pool from which participating employees may receive benefits in cases involving non-work related catastrophic or long-term illnesses or injuries. This program is not intended to supplement or replace the short-term use of sick leave benefits.

POLICY:

An eligible employee may authorize sick or vacation leave to be charged from his/her accrued leave and transferred to a City-wide Sick Leave Pool account. This transfer is not refundable to the participating employee account, but entitles the employee to participate in certain extended sick leave benefits. This benefit shall not be in conflict with personnel policies relative to the approval of sick leave set forth elsewhere in this manual or in existing labor contracts.

There shall be a Sick Leave Pool Committee comprised of the Director, Human Resources, one member of the Executive Board of AFSCME, Local 2432, and one employee classified under the Professional Pay Plan to administer the Sick Leave Pool. One additional professional staff member of Human Resources shall serve as an ex-officio member of the Committee and will represent the Director, Human Resources his/her absence. The role of the Committee shall be to coordinate the review and approval process of individuals receiving benefits from the Sick Leave Pool. The decision(s) of the Committee affecting all aspects of the program will be final.

PROCEDURE:

1. Participation in the Sick Leave Pool shall be voluntary. Regular full-time employees within the General Employee ranks (non-sworn Fire and Police personnel), including all Executive, Management, Professional and Confidential employees, may participate in the Sick Leave Pool after completion of one (1) year of employment with the City as determined by January 1st in the first year of the program and October 1st for every year thereafter in any given calendar year and provided that such employee has a minimum accumulation of 96 hours of sick and/or vacation leave prior to the transfer of any sick or vacation leave to the program.
2. A participating employee may be granted Leave from the Pool only after depletion of all personal accrued sick, vacation, and compensatory leave credits. Sick leave withdrawn may only be used for non-work related catastrophic, long-term illnesses or injuries of the participating employees. The participating employee may initially be eligible to receive

up to ninety (90) days of leave from the Sick Leave Pool Account. Requests for additional Leave from the Pool are subject to approval by the Committee.

3. Eligible participants must contribute eight (8) hours of accrued sick or vacation leave to the Pool once every twelve (12) months. If the Committee finds that an insufficient amount of Leave exists in the Pool, additional leave requests may be made from all participants. All leave contributed to the Pool shall be removed from the participating employees' leave accounts by the Payroll Office and shall be placed into the Sick Leave Pool Account. Participating employees will be required to re-enroll on an annual basis to continue participation in the program. Once enrolled, the requested amount of accumulated sick leave hours will be automatically deducted from the designated leave accounts of participating employees and credited to the Sick Leave Pool Account. Use of the Sick Leave Pool Account will be monitored by Human Resources and the Payroll Division.
4. A participating employee shall be allowed to "donate" to the pool up to eight (8) hours of any unused or unpaid sick or vacation leave from his/her individual leave balances at the time of retirement or at the end of each leave year (September 30th). The ten (10) days of mandatory use of vacation leave by Executive, Management and Professional employees may not be used toward the contribution of time for the Sick Leave Pool.
5. Participation requests shall be made in writing to Human Resources. Prior to authorizing the use of leave from the Pool, the Sick Leave Pool Committee shall require medical certification of the accident, illness, or injury for the individual in which the use of Pool Leave is requested and any other medical information concerning anticipated duration of the condition and outlook for recovery. The official sick leave record of the requesting employee may also be reviewed prior to any authorization of sick leave pool benefits. Such review will be used to determine if an employee has abused his/her sick leave prior to the request of leave from the Pool. All medical records and information shall remain confidential with the Sick Leave Pool Committee.
6. A participating employee who withdraws sick leave hours from the Pool will not be required to replace those hours, except as a regular contributing member of the Pool.
7. Any Leave hours contributed to the Sick Leave Pool will be permanently forfeited to the pool and shall be used exclusively for the purpose of carrying out the Pool's objectives.
8. Any sick leave contributed to the Sick Leave Pool by a participating employee shall be forfeited upon the employee's cancellation of membership in the Pool, retirement, or termination from City employment.

RED

**APPENDIX H
FAMILY MEDICAL LEAVE POLICY**

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HR-01-047: **FAMILY LEAVE**
REVISED DATE: **JANUARY 1, 2001**
LAST REVISION: **MAY 1, 1998**
AUTHORIZATION: **FAMILY AND MEDICAL LEAVE ACT OF 1993**

PURPOSE:

To outline the conditions under which leave in conformance with the Family and Medical Leave Act of 1993 may be requested by an employee or designated by the City. This policy provides for time off without pay for a limited period with job protection and no loss of accumulated service if the employee returns to work.

POLICY:

A family or medical leave of absence is defined as an approved absence available to eligible employees for up to twelve (12) weeks of unpaid leave per year (12 months) under particular circumstances that are critical to the employees or their family members. The twelve (12) month period shall consist of the time beginning with the approved leave and extending over the subsequent twelve (12) months. Leave may be taken:

- ◆ on the birth of an employee's child;
- ◆ on the placement of a child for adoption or foster care with an employee;
- ◆ when an employee is needed to care for a child, spouse, or parent who has a serious health condition; or
- ◆ when an employee is unable to perform at least one of the essential functions of his or her position because of the employee's own serious health condition, regardless of whether it was the result of an "on or off" the job circumstances.

Unless otherwise provided for in a collective bargaining agreement, all regular employees are eligible for leave under this policy if employed by the City for at least twelve (12) months and if they have worked at least 1,250 hours during the twelve (12) month period immediately preceding the requested leave. Leave will be in accordance with the Family and Medical Leave Act of 1993 and all questions concerning this policy shall be controlled by the Family and Medical Leave Act of 1993.

Leave may be taken on an intermittent or reduced-leave schedule if it is medically necessary for a serious health condition of the employee or his or her spouse, child, or parent.

Spouses who are both employed by the City are entitled to a total of twelve (12) weeks leave (rather than 12 weeks for each spouse) for the birth or placement in adoption or foster care.

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PROCEDURE:

Requested Leave

Employees requesting Family Leave will be required to utilize accrued sick or annual leave benefits before becoming eligible for the unpaid leave. Use of accrued sick or annual leave by the employee will be counted as part of the family leave time entitlement. Employees will continue to be eligible for health and life insurance coverage during the leave of absence.

Employees requiring the use of Family Leave must submit a written request to their Department Head no later than thirty (30) days prior to the need for such leave unless it is an unforeseeable emergency. When the leave requested pertains to family leave to care for a child, spouse, or parent, or their own serious health condition, the City may require the employee to provide medical certification from an appropriate health care provider. Each employee requesting Family Leave will receive written notification from the City regarding his or her approval/disapproval for the Family Leave request.

Designated Leave

The Department/Office must designate FMLA when any illness meets the Acts qualifications. Once the Department/Office has become aware that the leave is being taken for an FMLA reason, the Department/Office must promptly notify the employee and Human Resources that the leave will be counted as FMLA. This notice may be oral, but will be followed by written notification/confirmation from Human Resources.

An employee returning from Family Leave is entitled to the position held before the Family Leave began, assuming that the position is vacant. If the former position is not vacant, the employee will be offered an equivalent position with no reduction in salary or benefits. Questions regarding more specific details should be directed to Human Resources.

RE

APPENDIX I
LETTER OF UNDERSTANDING WORKERS'
COMPENSATION
(Restricted Duty Return to Work Authorization)

RED

LETTER OF UNDERSTANDING

DATE: July 12, 1999

TO: Ralph Dierks, President
AFSCME, Local 2432

FROM: James E. Carnicella
Director, Division of Human Resources

ISSUE:

To establish a uniform program for the temporary placement of employees on Workers Compensation with restricted duty return to work authorization

EXPLANATION:

The City of Hollywood, in an effort to effectively and efficiently manage its human resources and reduce the cost of workers' compensation has established a short-term return to work program. Employees who can perform limited or restricted duties while recovering from work related injuries or illnesses would be permitted to perform duties, on a temporary basis, outside of their normal job classification and/or assigned department or division at their regular rate pay.

PROCEDURE.

Placement within assigned Department/Division

- Employees returning to work with limited or restricted duty authorization from their authorized physician will have their restrictions reviewed by the Human Resources Director who will determine what if any restricted duty the employee can perform within their assigned department or division. If there is an available limited duty assignment available based on the restrictions specified, the employee will be placed in that position until released to full duty without restrictions by their authorized City physician
- The Human Resources Director will notify the Risk Management Division of the assignment

R

Placement outside Assigned Department/Division

- If the employee's assigned Department/Division does not have a temporary assignment which will accommodate the employees restrictions, the Human Resources Director will coordinate placement of the employee in a temporary position outside their permanently assigned area and/or job classification if available at their regular rate of pay

Accountability and Supervision

- When an employee has been assigned to another Department/Division that employee will report directly and be supervised by that Department/Division
- The supervisor within the new Department/Division will notify the employee's original Division of any changes in the employees' status
- The Parties agree to regularly meet and discuss the status of the employees assignment relative to the restrictions, the efficiency and productivity of the alternate assignments
- This Agreement may be re-opened after October 1, 2000.

This Understanding between the parties will be effective October 1, 1999 and incorporated into the Collective Bargaining Agreement. This Understanding will be subject to Article 29 of the Agreement

James Carnicella
For the City of Hollywood

9/29/1999
Date

Ralph Dierks
For AFSCME, Local 2432

RED

**APPENDIX J
LETTER OF UNDERSTANDING
NON-CONTRIBUTORY PENSION PLAN**

RET

LETTER OF UNDERSTANDING

DATE: July 19, 1999

TO: Ralph Dierks, President
AFSCME, Local 2432

FROM: James E. Carnicella
Director, Division of Human Resources

ISSUE:

Non-Contributory Pension Plan.

EXPLANATION:

Effective July 1, 1999 the City of Hollywood will no longer offer as an ongoing entitlement to any City employee the Non-Contributory Pension Plan. All employees presently enrolled in the Non-Contributory Plan must enroll in the Contributory Pension Plan by July 1, 1999 as a condition of continued employment.

All benefits accrued by any employee as a member of the Non-Contributory Plan will be frozen. The vesting rights of employees in the Non-Contributory Plan will not be affected. Any benefits accrued in the Non-Contributory and Contributory Plans will be available in a split manner. The number of years of service in the Non-Contributory and Contributory Plans will be combined. The actual monetary benefits to be paid will be based on the years of service in each plan.

The appropriate percentage (1%) or (3%) will be multiplied by the number of years in each plan which combined, will be the monthly pension entitlement.

Effective July 1, 1999 all City employees previously enrolled in the Non-Contributory Plan will be entitled to the benefits of the Contributory Plan except for the years of vested service within the Non-Contributory Plan and the multiplier mentioned above.

James Carnicella
For the City of Hollywood

Ralph Dierks
For AFSCME, Local 2432

9/29/1999
Date

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**LETTER OF UNDERSTANDING
BETWEEN
CITY OF HOLLYWOOD AND AFSCME, LOCAL 2432**

This understanding between the City of Hollywood and the AFSCME, Local 2432, hereafter called the Parties, agree to establish the following salary tables effective October 1, 2002, October 1, 2003, and October 1, 2004. These tables include wage increases of 3%; 3.5%; and 3% each year. Additionally, a 1% increase for participation in organizational culture programs is included in the tables in the third year.

SCHOOL CROSSING GUARDS

Effective 10-1-02

A	B	C	D	E	F	G	H	I
8.70	8.92	9.15	9.38	9.62	9.86	10.11	10.37	10.63

I-1	I-2	I-3	I-4	J
10.90	11.18	11.46	11.75	12.05

SCHOOL CROSSING GUARDS

Effective 10-1-03

A	B	C	D	E	F	G	H	I
9.01	9.24	9.48	9.72	9.97	10.22	10.48	10.75	11.02

I-1	I-2	I-3	I-4	J
11.3	11.59	11.88	12.18	12.49

SCHOOL CROSSING GUARDS

Effective 10-1-04

A	B	C	D	E	F	G	H	I
9.37	9.61	9.85	10.1	9.97	10.36	10.62	10.89	11.17

I-1	I-2	I-3	I-4	J
11.45	11.75	12.04	12.35	12.66

- All School Crossing Guards will be eligible for a 5% merit increase after completion of the probationary period (1040 hours), if appropriate.
- All School Crossing Guards will be eligible on their annual salary review date for a merit increase based upon their evaluation of satisfactory or above of 2.5%.

The parties further agree that any practice, policy or contractual language that conflicts with the above shall be null and void and the above shall prevail.

Letter of Understanding
School Crossing Guards


The parties agree that this understanding shall continue through September 30, 2005.

For the City:

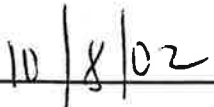
For AFSCME, Local 2432:



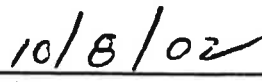
Gail Reinfeld
Director, Human Resources and
Risk Management



Ralph Dierks
President, AFSCME



Date



Date



INDEX

	<u>Article</u>	<u>Page</u>
Assignment Pay	11	11
Blood Time Compensation	52	85
Bereavement Leave	34	59
Certification Pay	13	14
Classification Evaluation and Revision	46:	78-79
Contracting or Sub-Contracting	22	36
Disciplinary Action	38	64-65
Discrimination	4	4
Drug Free Work Place	48	81
Duration of Agreement/Effective Dates	51	86
Educational Reimbursement Program	49	82
Employee Wellness	50	83
Food and Supplies	39	66
Grievance Procedure and Arbitration	29	50-52
Holidays	32	56-57
Job Transfers	43	73
Jury Duty	35	60
Labor-Management Committee	15	17-18
Lay-Off and Recall	28	48-49
Leadworker Pay	12	12
Life and Health Group Benefits Plan	24	49-41
Longevity Compensation	36	61
Management Rights	6	6
Management Security	5	5
Official Duty Use of Personal Vehicle	33	58
Organizational Culture Changes	51	84
Payroll Deduction of Dues	7	7
Pension and Pension Plan	18	25-30
Performance Review and Merit Pay Increases	17	21-24
Prevailing Rights/Benefits	44	74
Recognition	1	1
Representation by the City	2	2
Rest Periods	19	31
Safety Committee, Equipment and Apparel	25	42-44
Savings Clause	31	55
Seniority	42	72
Service Points - Civil Service Exams	41	69-71
Services to the Union	40	67-68
Shift Differential	47	80
Sick Leave	20	32-34
Special Leave	30	53-54
Union Bulletin Boards	27	47
Union Business	8	8
Union Representation	3	3
Union Stewards	9	9
Vacations	37	62-63
Voluntary Demotions/Lateral Transfers	16	19-20
Voting Time	21	35
Wages	10	10-11
Work Rules	26	45-46
Work Scheduling and Overtime	14	37-39
Workers' Compensation/Supplemental Compensation	45	75-77

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