



CITY OF INGLEWOOD

OFFICE OF THE CITY MANAGER



DATE: June 17, 2014

TO: Mayor and Council Members

FROM: Human Resources Department

SUBJECT: Employee Labor Organization Contracts: Inglewood Executive Organization (IEO), Inglewood Police Management Association (IPMA), Inglewood Police Officers Association (IPOA), Inglewood Police Civilian Management Association (IPCMA), Inglewood Management Employee Organization (IMEO)

RECOMMENDATION:

It is recommended that the Mayor and Council Members take the following actions:

- 1) Adopt a resolution effecting modification to the terms and conditions of employment for employees represented by IEO;
- 2) Adopt a resolution effecting modifications to the terms and conditions of employment for employees represented by IPMA;
- 3) Adopt a resolution effecting modifications to the terms and conditions of employment for employees represented by IPOA;
- 4) Adopt a resolution effecting modifications to the terms and conditions of employment for employees represented by IPCMA; and
- 5) Adopt a resolution effecting modifications to the terms and conditions of employment for employees represented by IMEO.

BACKGROUND:

As the City continues to experience significant financial issues, it is imperative that the City's negotiators receive cooperation from the City's recognized employee bargaining groups to provide reductions in employee compensation because more than 80% of the cost of the City's operations is labor costs.

The Memorandums of Understanding (MOUs) with the City's six (6) employee bargaining groups (e.g., Service Employees International Union [SEIU] Local 721, Inglewood Management Employees Organization [IMEO], Inglewood Police Civilian Management Association [IPCMA], the Inglewood Police Officers Association [IPOA], the Inglewood Police Management Association [IPMA], and the Inglewood Executive Organization [IEO]) expired at the end of December of 2013.

All MOUs were one-year agreements (or in the case of the two police groups, one-year extensions) wherein each of the employee bargaining groups agreed to continue taking furloughs and reductions equal to a 10% cost decrease for each group through December of last year. Additionally, effective in 2010 and in an effort to reduce future retirement and medical costs to

DR-1

the City, each labor group agreed to create a two-tier system wherein new employees (e.g., those hired on or after January of 2011) would participate in a different CalPERS retirement system (e.g., 2.5% @ 55 versus 3% @ 60 for miscellaneous employees and 3% @ 50 versus 3% @ 55 for sworn employees), newly hired employees would pay a portion of their medical plan benefits, and a different benefit structure was implemented for new hires as it relates to future retiree medical benefits.

DISCUSSION:

In recognition of the City's ongoing financial crisis that forced the City back in 2010 to implement workforce reductions, three (3) years of mandatory ten percent (10%) reductions across all bargaining units including a voluntary ten percent (10%) reduction in pay for all elected officials, new retirement formulas and lower medical benefits for new employees, the City's negotiation team began working with each labor group in an effort to address the City's long-term fiscal health while at the same time deal with issues brought forth by the passage of the California Public Pension Reform Act of 2013 (e.g., PEPRRA).

While the furloughs and other employee concessions that were implemented over the past three (3) years dealt with short-term, immediate fixes that had to be implemented, the City knew it had to focus on the massive long-term unfunded liabilities associated with retiree healthcare and unlimited sick and vacation leave accrual, as rising annual healthcare costs coupled with increased retiree longevity have created a staggering unfunded liability that could exceed \$320 million over the next 30 years for both existing and future retirees.

While the City can do little to impact the costs associated with those employees who have already retired, it can, through the collective bargaining process, address its future unfunded liabilities by modifying post-employment benefits for its existing active employees. As a point of reference, \$5.1 million of the \$7.1 million FY 12-13 structural deficit is solely attributable to retiree healthcare costs for those employees who retired on or before September 30, 2013. This liability grows annually, not only due to the inflationary costs of medical insurance, which for 2014 increased by 9.4%, but also due to the expanding pool of retirees and the increasing longevity of the retirees and their dependents (e.g., spouse).

With these financial challenges and after many months of negotiations (e.g., close to hundred [100] sessions in total thus far), the City reached agreement with three (3) of the six (6) labor groups ratifying new MOUs (e.g., IPOA, IPMA, and IEO) earlier this year but unfortunately the remaining three (3) labor groups (e.g., SEIU, IMEO, and IPCMA) rejected the City's respective Last, Best, and Final proposals. Despite the rejections, staff continued negotiations with the three (3) groups that had reached impasse with the hope of reaching a tentative agreement.

At the request of SEIU, staff entered into "concept" discussions during impasse, just prior to using State mediation services, and actually reached tentative agreement with the bargaining group leadership on a "concept proposal" that was valid if ratified. If not, then the City's December 2013 Last, Best, and Final proposal stood. Unfortunately, the SEIU membership rejected the concept proposal, and staff began State mediation. After several sessions whereby SEIU continually and dramatically increased their demands even beyond the concept proposal

they had rejected, staff remained at impasse and began the process of scheduling fact finding. Unless SEIU changes their perspective, after the fact finding report has been reviewed by the City Council, it is possible the City may need to impose certain terms and conditions from the City's Last, Best, and Final offer from December 2013 that originally took us into impasse.

IMEO and IPCMA entered the State mediation process more quickly than SEIU. During their respective processes, both groups presented unique proposals for eliminating the current retiree medical benefit for future retirees in exchange for tier-based, amortized payments that took into account an employee's tenure with the City. Despite not being able to reach a complete agreement during those six (6) State mediation sessions, prior to fact finding, both groups presented their offers, which were based upon each bargaining group's request, to their respective memberships for a vote. In mid-May, both groups ratified their respective agreements. This left final MOU language modifications, which has taken nearly four (4) weeks to complete.

Finally, last week IMEO and IPCMA signed off on their MOUs bringing the total number of ratified employee labor group agreements to five (5). This leaves the SEIU unit as the only labor group without an MOU. As such, we will proceed into fact finding, which is scheduled for later this month.

Goals during Negotiations

The City's Negotiating Team, taking direction from City Council, focused on three (3) goals during negotiations. The first goal was to attack the massively growing unfunded liability associated with retiree medical benefits, which involves the City paying for the medical benefits of retired employees and possibly a dependent/spouse for the retiree and his/her spouse's lifetime with no caps or limitations. As a point of reference, the unfunded liability for those employees and their spouses who have already retired is projected to \$117 million over the next 30 years using a low five percent (5%) growth rate for medical benefit-related costs. If existing employees (not including any new hires) were to receive this benefit when they retire, the liability would mushroom another \$200 million to almost \$317 million. Clearly, this would bring the City to the brink of insolvency within a few short years.

The second goal during the negotiations was to address the new rules associated with the Public Employee Pension Reform Act of 2013 (PEPRA). PEPRA, which went into effect on January 1, 2013, states among other things that all existing municipal employees hired prior to its enactment begin paying fifty percent (50%) of the "Normal" cost of CalPERS by January 1, 2018. For miscellaneous, non-sworn employees (e.g., SEIU, IMEO, IPCMA, and IEO), the City proposed raising the salaries of all employees by ten (10) range points (e.g., approximately 10.4622%) on our salary scale and have each employee begin paying ten percent (10%) toward the cost of their pension (e.g., the eight percent [8%] employee portion and two [2] percentage points of the employer's portion). For sworn personnel, the City proposed increasing the salaries by twelve (12) range points (e.g., approximately 12.6825% on our salary schedule and have each employee begin paying twelve percent (12%) toward the cost of their pension (e.g., the nine percent [9%] employee portion and three [3] percentage points of the employer's portion).

While this creates an almost breakeven exchange with a slight favor toward the City, the employee’s base pay rate goes up, meaning that 1) their pensionable compensation is higher as well as possible overtime rates for those employees who are eligible for overtime, 2) the cash-out value of their accrued sick leave and vacation leave is higher, as it’s based upon the higher base hourly rate, and 3) it brings the employees more in line with other jurisdictions in terms of base pay because while most other jurisdictions have higher salaries, those jurisdictions require their employees to shoulder some or most of cost burden associated with their benefits where CalPERS is the primary one.

The third goal during the negotiations was to address the unfunded liability associated with employee sick and vacation leave accrual, which is currently uncapped and stands close to \$14 million. While every employee isn’t going to leave the City’s employment at the same time causing a proverbial *run on the bank*, the unfunded liability associated with the unlimited accrual of sick and vacation leave is growing by over a half million dollars a year.

MOU Highlights

While most of the contractual language in each MOU is similar, the following provides a summary overview of the highlights of each:

Bargaining Unit and MOU Term	Modified Retiree Medical Benefit	Other Terms
<p>IEO</p> <p>Two (2) Years</p> <p>MOU Expires December 31, 2015</p>	<ol style="list-style-type: none"> 1. Conversion of up to 1,000 hours of Sick Leave at 100% value to Retiree Health Savings (RHS) Plan. 2. One-Time “Seed” money to RHS Plan (e.g., 3%, 5%, 10%, or 15% of base pay based on tenure). 3. RHS Contribution: Employee 2% with City Match of 2%. 4. Departure contribution to RHS Plan (e.g., 3%, 5%, 10%, or 15% of base pay based on tenure). 5. Fixed Medical Premium Stipend/Allotment at Retirement for 15 years of \$850/month or \$650/month depending upon tenure with the City. 	<ol style="list-style-type: none"> 1. Ten (10) Range Point increase in salaries across the board in exchange for employees paying 10% of the cost of CalPERS. 2. Elimination of EPMC (Employer Paid Member Contributions). 3. Freezing of existing Vacation and Sick Leave and implementation of a Paid Time Off (PTO) Plan with 400-hour Cap.

Bargaining Unit and MOU Term	Modified Retiree Medical Benefit	Other Terms
<p>IPMA</p> <p>Three-and-one-half (3½) Years</p> <p>MOU Expires June 30, 2017</p>	<p>Those unit employees eligible for a service-related retirement prior to May 1, 2014, are grandfathered into the existing retiree medical plan (e.g., approximately eight [8] employees). Those unit employees not eligible for a service-related retirement prior to May 1, 2014, will receive the following:</p> <ol style="list-style-type: none"> a. Conversion of up to 1,000 hours of Sick Leave at 50% value to Retiree Health Savings (RHS) Plan spread over three (3) years. b. One-Time "Seed" money to RHS Plan (e.g., 10% or 12.5% of base pay based on tenure) spread over three (3) years. c. Fixed Medical Premium Stipend/Allotment at Retirement for fifteen (15) years of \$900/month or \$500/month depending upon tenure with the City. 	<ol style="list-style-type: none"> 1. Thirteen and a half (13½) Range Point increase in salaries across the board over three (3) years (e.g., four [4], five and a half [5½], and four [4]) in exchange for employees paying 12% of the cost of CalPERS (e.g., four percent [4%], four percent [4%], and four percent [4%]). 2. Phased-in elimination of EPMC (Employer Paid Member Contributions) over three (3) years.

Bargaining Unit and MOU Term	Modified Retiree Medical Benefit	Other Terms
<p>IPOA</p> <p>Three-and-one-half (3½) Years</p> <p>MOU Expires June 30, 2017</p>	<p>Those unit employees eligible for a service-related retirement prior to May 1, 2014, are grandfathered into the existing retiree medical plan (e.g., approximately three [3] employees). Those unit employees not eligible for a service-related retirement prior to May 1, 2014, will receive the following Tier-based benefits based upon years of fulltime service as defined in the new IPOA MOU:</p> <p><i>TIER 1</i></p> <ul style="list-style-type: none"> a. Conversion of up to 500 hours of Sick Leave and/or Vacation Leave at 100% value to Retiree Health Savings (RHS) Plan spread over three (3) years. b. Fixed Medical Premium Stipend/Allotment at Retirement for fifteen (15) years of \$900/month. <p><i>TIER 2</i></p> <ul style="list-style-type: none"> a. Conversion of up to 500 hours of Sick Leave and/or Vacation Leave at 75% value to Retiree Health Savings (RHS) Plan spread over three (3) years. b. Fixed Medical Premium Stipend/Allotment at Retirement for fifteen (15) years of \$500/month. c. RHS Contribution: Employee 2% with City Match of 2%. <p><i>TIER 3</i></p> <ul style="list-style-type: none"> a. RHS Contribution: Employee 2% with City Match of 2%. b. One-Time "Seed" money to RHS Plan (e.g., 20% of base pay based) spread over four (4) years. <p><i>TIER 4</i></p> <ul style="list-style-type: none"> a. RHS Contribution: Employee 2% with City Match of 2%. b. One-Time "Seed" money to RHS Plan (e.g., 5% of base pay based) spread over four (4) years. 	<ul style="list-style-type: none"> 1. Thirteen and a half (13½) Range Point increase in salaries across the board over three (3) years (e.g., four [4], five and a half [5½], and four [4]) in exchange for employees paying 12% of the cost of CalPERS (e.g., four percent [4%], four percent [4%], and four percent [4%]). 2. Phased-in elimination of EPMC (Employer Paid Member Contributions) over three (3) years.

Bargaining Unit and MOU Term	Modified Retiree Medical Benefit	Other Terms
<p>IMEO</p> <p>Three (3) Years MOU Expires December 31, 2016</p>	<p>Two Options to Choose From:</p> <p><u>Option A</u> Option A is \$1,000 per year of fulltime service.</p> <p style="text-align: center;">**OR**</p> <p><u>Option B</u> Option B is a tier-based payment structure based upon fulltime tenure with the City as follows:</p> <p><i>TIER 1:</i> \$90,000 over 5 years (25 or more years of fulltime service)</p> <p><i>TIER 2:</i> \$75,000 over 8 years (20 to less than 25 years of fulltime service)</p> <p><i>TIER 3:</i> \$55,000 over 8 years (15 to less than 20 years of fulltime service)</p> <p><i>TIER 4:</i> \$35,000 over 8 years (10 to less than 15 years of fulltime service)</p> <p><i>TIER 5:</i> \$20,000 over 8 years (5 to less than 10 years of fulltime service)</p> <p><i>TIER 6:</i> Same as Option A (less than 5 years of fulltime service)</p> <p style="text-align: center;"><i>NOTE: Payments terms vary.</i></p>	<ol style="list-style-type: none"> 1. Ten (10) Range Point increase in salaries across the board in exchange for employees paying 10% of the cost of CalPERS. 2. Elimination of EPMC (Employer Paid Member Contributions).

Bargaining Unit and MOU Term	Modified Retiree Medical Benefit	Other Terms
<p>IPCMA</p> <p>Four (4) Years MOU Expires December 31, 2017</p>	<p>Two Options to Choose From:</p> <p><u>Option A</u> Option A is \$1,000 per year of fulltime service.</p> <p>**OR**</p> <p><u>Option B</u> Option B is a tier-based payment structure based upon fulltime tenure with the City as follows:</p> <p><i>TIER 1:</i> \$90,000 over 5 years (25 or more years of fulltime service)</p> <p><i>TIER 2:</i> \$60,000 over 8 years (15 to less than 25 years of fulltime service)</p> <p><i>TIER 3:</i> \$40,000 over 8 years (10 to less than 15 years of fulltime service)</p> <p><i>TIER 4:</i> \$25,000 over 8 years (5 to less than 10 years of fulltime service)</p> <p><i>NOTE: Payments terms vary across Tiers.</i></p>	<ol style="list-style-type: none"> 1. Ten (10) Range Point increase in salaries across the board in exchange for employees paying 10% of the cost of CalPERS. 2. Elimination of EPMC (Employer Paid Member Contributions).

NOTE: Unit employees have an irrevocable option of converting the total value of their stipend/allotment (if applicable) at forty percent (40%) into a one-time RHS contribution at retirement.

FINANCIAL/FUNDING ISSUES AND SOURCES:

The overall cost estimates for the five (5) MOUs are spread across all budgeted funds associated with personnel expenditures, with a majority coming from the City's General Fund-based reserves. While it is difficult to determine exactly the cost of implementation of the MOUs, Exhibit A outlines the approximate costs associated with each MOU.

Adoption of the new employee labor organizations agreements by the City Council will dramatically reduce the City's Other Post-Employment Benefits (OPEB) Liabilities specifically related to retiree medical as outlined in Exhibit B. In addition, the longer term MOUs will bring stability to the organization over the next several years by eliminating the constant need to negotiate with multiple labor groups simultaneously.

LEGAL REVIEW VERIFICATION: LCRC

This report, in its entirety, has been submitted to, reviewed and approved by the Office of the City Attorney.

FINANCE REVIEW VERIFICATION: 

This report in its entirety, has been submitted to, reviewed and approved by the Finance Department.

DESCRIPTION OF ANY ATTACHMENTS:

- 1) Exhibit A Approximate Costs Associated with the Implementation of Each MOU.
- 2) Exhibit B Annual Retiree Medical Costs for Retirees and Existing Employees Under new Labor Agreements (excluding SEIU)
- 3) Resolution effecting modification to the terms and conditions of employment for employees represented by IEO.
- 4) IEO Agreement
- 5) Resolution effecting modifications to the terms and conditions of employment for employees represented by IPMA;
- 6) IPMA Agreement
- 7) Resolution effecting modifications to the terms and conditions of employment for employees represented by IPOA;
- 8) IPOA Agreement
- 9) Resolution effecting modifications to the terms and conditions of employment for employees represented by IMEO;
- 10) IMEO Agreement
- 11) Resolution effecting modifications to the terms and conditions of employment for employees represented by IPCMA;
- 12) IPCMA Agreement

APPROVAL VERIFICATION SHEET

PREPARED BY:

Michael D. Falkow, Assistant City Manager

COUNCIL PRESENTER:

Michael D. Falkow, Assistant City Manager

DEPARTMENT HEAD &

ASSISTANT CITY MANAGER APPROVAL: Michael D. Falkow
Michael D. Falkow, Assistant City Manager

CITY MANAGER APPROVAL:

Artie Fields
Artie Fields, City Manager

Exhibit A

Approximate Costs Associated with the Implementation of Each MOU (SEIU is Estimated Based Upon Final, Last, and Best Proposal)

Year	IEO	IPMA	IPOA	SEIU (Estimated)	IMEO	IPCMA	Bargaining Group Annual Totals	Existing Retirees	Estimated Annual Grand Total
2014	\$485,975	\$379,432	\$543,287	\$792,841	\$814,750	\$84,000	\$3,100,285	\$5,150,000	\$8,250,285
2015	\$24,496	\$455,515	\$820,197	\$422,936	\$814,750	\$84,000	\$2,621,894	\$5,415,581	\$8,037,475
2016	\$82,299	\$469,216	\$804,428	\$422,732	\$814,750	\$84,000	\$2,677,425	\$5,374,161	\$8,051,586
2017	\$45,485	\$296,551	\$432,011	\$430,046	\$814,750	\$84,000	\$2,102,843	\$5,332,742	\$7,435,585
2018	\$52,320	\$339,761	\$418,076	\$456,616	\$814,750	\$84,000	\$2,165,523	\$5,280,968	\$7,446,491
2019	\$58,136	\$441,701	\$405,000	\$475,279	\$508,750	\$30,000	\$1,918,866	\$5,229,194	\$7,148,060
2020	\$52,919	\$497,353	\$392,750	\$225,610	\$508,750	\$30,000	\$1,707,382	\$5,177,419	\$6,884,801
2021	\$75,070	\$477,236	\$381,292	\$224,156	\$508,750	\$30,000	\$1,696,504	\$5,125,645	\$6,822,149
2022	\$69,045	\$454,299	\$370,596	\$233,443			\$1,127,383	\$5,063,516	\$6,190,899
2023	\$86,598	\$454,657	\$352,670	\$235,082			\$1,129,007	\$5,001,387	\$6,130,394
2024	\$79,165	\$462,996	\$343,015	\$233,197			\$1,118,373	\$4,928,903	\$6,047,276
2025	\$66,600	\$493,420	\$334,022	\$231,921			\$1,125,963	\$4,856,419	\$5,982,382
2026	\$66,600	\$493,952	\$309,561	\$205,992			\$1,076,105	\$4,773,581	\$5,849,686
2027	\$66,600	\$442,538	\$301,015	\$205,757			\$1,015,910	\$4,680,387	\$5,696,297
2028	\$66,600	\$441,278	\$293,023	\$193,365			\$994,266	\$4,576,839	\$5,571,105
2029	\$66,600	\$416,787	\$285,564	\$181,372			\$950,323	\$4,452,581	\$5,402,904
2030	\$66,600	\$387,541	\$278,618	\$161,339			\$894,098	\$4,317,968	\$5,212,066
2031	\$56,400	\$370,288	\$272,165	\$154,229			\$853,082	\$4,162,645	\$5,015,727
2032	\$38,400	\$356,942	\$266,189	\$139,010			\$800,541	\$3,986,613	\$4,787,154
2033	\$38,400	\$332,220	\$260,673	\$103,053			\$734,346	\$3,789,871	\$4,524,217
2034	\$28,200	\$276,336	\$255,603	\$75,732			\$635,871	\$3,572,419	\$4,208,290
2035	\$28,200	\$217,207	\$250,964	\$69,623			\$565,994	\$3,323,903	\$3,889,897
2036	\$18,000	\$197,153	\$246,745	\$63,706			\$525,604	\$3,044,323	\$3,569,927
2037	\$7,800	\$205,390	\$242,933	\$45,360			\$501,483	\$2,733,677	\$3,235,160
2038		\$214,040	\$239,517	\$35,568			\$489,125	\$2,391,968	\$2,881,093
2039		\$223,122	\$236,490	\$30,116			\$489,728	\$2,008,839	\$2,498,567
2040		\$224,558	\$233,840	\$24,790			\$483,188	\$1,584,290	\$2,067,478
2041		\$226,471	\$231,562	\$19,576			\$477,609	\$1,118,323	\$1,595,932
2042		\$228,884	\$229,649	\$10,263			\$468,796	\$610,935	\$1,079,731
2043		\$231,824	\$228,095	\$9,442			\$469,361	\$51,774	\$521,135
2044			\$226,894	\$8,703			\$235,597		\$235,597
2045									\$0
TOTALS	\$1,726,508	\$10,708,668	\$10,486,444	\$6,120,855	\$5,600,000	\$524,298	\$35,152,475	\$117,116,871	\$152,269,346

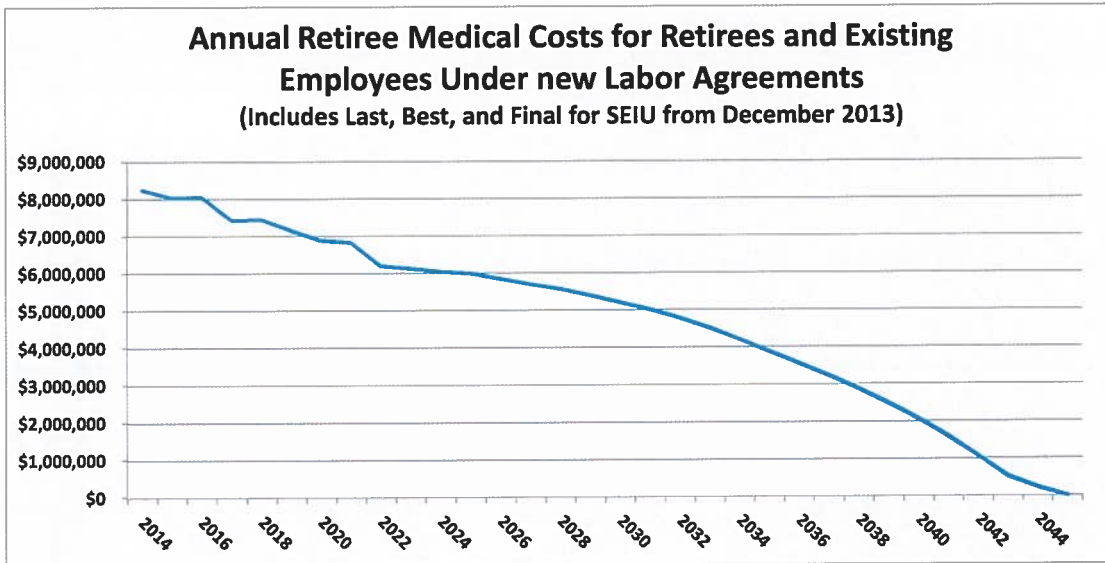
NOTES:

- 1 Assumes City's Final, Last, and Best Proposal if imposed for SEIU after Fact Finding.
- 2 Doesn't take into account costs associated with departures such as accrued sick and vacation payouts.
- 3 Doesn't include the 37 employees who retired at the end of the year as far as retiree medical.

Total Estimated Cost of Implementation is **\$35,152,475**

This represents a reduction in unfunded liability of approximately **\$164,847,525** over 30 years.

Exhibit B



1 Resolution No. _____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 INGLEWOOD, CALIFORNIA APPROVING AND EFFECTUATING THE
5 UNDERSTANDING REACHED WITH REPRESENTATIVE FROM THE
6 INGLEWOOD EXECUTIVE ORGANIZATION PURSUANT TO THE STATE
7 MEET AND CONFER LAWS.

8
9 WHEREAS, the City has reached a Memorandum of Understanding with
10 the Inglewood Executive Organization (IEO) embracing the period
11 beginning January 1, 2014, through December 31, 2015;

12
13 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INGLEWOOD,
14 CALIFORNIA DOES RESOLVE AS FOLLOWS:

15
16 SECTION 1. INGLEWOOD EXECUTIVE ORGANIZATION

17 That insofar as is legally possible, all provisions of the Memorandum
18 of Understanding between the City of Inglewood and the Inglewood
19 Executive Organization(attached hereto as Exhibit A) are approved and
20 shall be implemented and made effective for the period beginning
21 January 1, 2014, through December 31, 2015.

22
23 SECTION 2. PREVIOUS BENEFITS CARRY OVER

24 All previous monetary and non-monetary benefits accorded to employees
25 designated in this resolution shall be carried over and continued to
26 be paid and accorded in addition to the benefits referred to herein
27 except only to the extent this resolution amends or modifies such
28 preexisting benefits.

Resolution No. _____

SECTION 3. CERTIFICATION

The City Clerk shall certify to the adoption of this resolution and the same shall be in full force and effect immediately upon adoption.

PASSED, APPROVED, AND ADOPTED THIS ____ DAY OF MARCH 2014.

JAMES T. BUTTS, JR., MAYOR

ATTEST:

YVONNE HORTON, CITY CLERK

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CITY OF INGLEWOOD

Human Resources Department



MEMORANDUM OF UNDERSTANDING

Between

**City of Inglewood and
Inglewood Executive Organization (IEO)**

January 1, 2014 through December 31, 2015 (2 years)

TABLE OF CONTENTS

ARTICLE ONE – MEMORANDUM OF UNDERSTANDING	6
SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING	6
SECTION II – RECOGNITION RIGHTS	6
SECTION III – RECOGNITION CLAUSE	6
A. Inglewood Executive Organization (IEO)	6
B. Executive Designated Classes.....	6
C. Employee Relations - Confidential Executive Classes.....	6
D. Non-Represented Executive Classes	6
SECTION IV – MANAGEMENT RIGHTS AND RESPONSIBILITIES.....	7
A. Management Rights	7
B. Authority of Third-Party Neutral.....	8
C. Impact of Management Rights	8
D. Americans with Disabilities Act (ADA) Provision.....	8
ARTICLE TWO – SALARIES AND COMPENSATION	9
SECTION I – SALARIES ADJUSTMENTS and CalPERS and EMPLOYER RATE PAYMENTS	9
A. Employee-Paid CalPERS Contributions	9
B. Salary Range Increases.....	9
SECTION II – SALARIES SCHEDULE FOR EXECUTIVE UNIT EMPLOYEES—APPENDIX TWO	9
SECTION III – SALARY ADJUSTMENT CRITERIA FOR EXECUTIVES	9
A. Appointment.....	9
B. Merit Salary Increases	10
SECTION IV – CITY CLERK	10
SECTION V – ACTING APPOINTMENTS	11
A. Definition	11
B. Policies and Procedures	11
SECTION VI – SPECIAL ASSIGNMENT PAY	12
A. Compensation	12
B. Limitations.....	12
SECTION VII – Voluntary Deferred Compensation (457 Plan)	13
SECTION VIII - Retention Incentive – Safety Executives.....	13
SECTION IX – Automobile Allowance	13
A. Compensation.....	13
B. Payment In-Lieu of Reimbursement.....	13
C. City Vehicle In-Lieu of Reimbursement or Mileage Reimbursement.....	13
ARTICLE THREE – FRINGE BENEFITS	14
SECTION I - FRINGE BENEFITS ADMINISTRATION PROVISION.....	14
A. Administration	14
B. Selection and Funding	14
C. Changes.....	14
SECTION II – SUPPLEMENTAL EXECUTIVE COMPENSATION AND FRINGE BENEFITS.....	14
A. Annual Physical Examination.....	14
B. Optical Vision Insurance Plan	14
C. Short-Term Disability Income Insurance (Payroll Protection)	14
D. Long-Term Disability Income Insurance (Payroll Protection)	15
E. Dental Plan.....	15
F. Life Insurance Plan	15
SECTION III – MEDICAL INSURANCE BENEFITS (ACTIVE EXECUTIVE EMPLOYEES)	16

A.	Medical Insurance – Executive Employees Hired Before December 14, 2010.....	16
B.	Medical Insurance – Executive Employees Hired on or After December 14, 2010.....	16
C.	Medical Insurance Waiver Payment.....	17
SECTION IV –	Retiree Medical Insurance for Retired Employees.....	17
A.	Retiree Medical: Executive Employees Hired Prior to October 1, 2012.....	17
B.	Effective January 1, 2014, Retiree Health Benefit Plan – Eliminated.....	17
C.	Modified Retiree Health Benefit Plan – Effective January 1, 2014.....	18
SECTION V –	Benefits Payable on Retirement, Termination, or Death.....	21
A.	PTO Cash Out at Retirement.....	21
SECTION VI –	RETIREMENT.....	21
A.	CalPERS Benefits.....	21
B.	Public Employee Pension Reform Act of 2013 (PEPRA).....	22
SECTION VII –	TRAVEL INSURANCE.....	23
SECTION VIII –	REPLACING OR REPAIRING PROPERTY OF EMPLOYEES.....	23
A.	Policy and Procedures.....	23
B.	Reimbursement Schedule.....	23
C.	Maximum on Watches.....	23
SECTION IX –	PROFESSIONAL DEVELOPMENT – Suspended effective October 1, 2003.....	23
SECTION X –	EDUCATION REIMBURSEMENT.....	23
A.	PURPOSE.....	23
SECTION XI –	LIBRARY PRIVILEGE.....	24
SECTION XII –	RESIDENCY INCENTIVE.....	24
A.	Loan Terms.....	24
B.	Loan Specifications.....	25
C.	Other Requirements.....	25
D.	Loan Availability.....	25
ARTICLE FOUR –	LEAVES.....	26
SECTION I –	HOLIDAYS RECOGNIZED.....	26
A.	Eligible Holidays.....	26
B.	Monday – Friday Holidays.....	26
C.	Floating Holiday – Eliminated.....	26
D.	Weekend Holiday.....	26
E.	Two Consecutive Holidays Policy.....	26
F.	Holiday Schedule for 2014-2015 and 2015-2016.....	27
SECTION II –	ADMINISTRATIVE LEAVE TIME.....	27
A.	Existing Administrative Leave Time.....	27
B.	Administrative Leave Time Conversion to Paid Time Off (PTO).....	27
SECTION III –	INGLEWOOD EXECUTIVE ORGANIZATION PAID TIME OFF (PTO) PLAN.....	27
A.	Old Leave Bank.....	27
B.	Accrual of Paid Time Off (PTO).....	28
C.	Paid Time Off (PTO) Replaces Sick Leave/Vacation Leave.....	28
D.	Maximum Accumulation of PTO—Handling of Excess Hours.....	28
SECTION IV –	VACATION LEAVE ACCRUAL.....	29
A.	Vacation Accrual Schedule – Executives hired before July 1, 1996.....	29
B.	Vacation Accrual Schedule – Executives hired after July 1, 1996—Discontinued July 18, 2014.....	29
SECTION V –	SICK LEAVE—DISCONTINUED EFFECTIVE July 18, 2014.....	29
A.	Sick Leave Accrual Rate.....	29
B.	Sick Leave Redemption—Effective Through July 18, 2014.....	30
C.	Paid Time Off (PTO) Hour Donation Program.....	30
D.	Cash Out of Paid Time Off (PTO) at Retirement, Resignation, Termination, or Death.....	31
SECTION VI –	BEREAVEMENT LEAVE.....	31
A.	Up to Three (3) Days.....	31

B. Immediate Family.....	31
C. Use of Accrued PTO Leave or “Old Leave Bank” Hours.....	31
SECTION VII – JURY DUTY	31
SECTION VIII – MATERNITY LEAVE	31
A. Perform Duties of Classification	31
B. Length of Maternity Leave.....	31
C. Use of Accumulated PTO Leave.....	32
SECTION IX – FAMILY AND MEDICAL CARE LEAVE POLICY	32
A. State & Federal Law.....	32
B. Eligibility	32
SECTION X – SABBATICAL LEAVE.....	32
SECTION XI – NON-SAFETY JOB RELATED INJURY LEAVE WITH PAY.....	33
A. Injury on Duty Leave Time	33
B. Leave of Absence Beyond Six (6) Months	33
C. Supersedes Civil Service Rules	33
ARTICLE FIVE – LAYOFFS	34
SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES	34
A. Job Elimination Policy	34
SECTION II – LAYOFF PROCEDURE	34
A. Layoff Procedure.....	34
ARTICLE SIX – GRIEVANCE PROCEDURE.....	35
SECTION I – GRIEVANCE PROCEDURE.....	35
A. Matters Subject to Grievance Procedure	35
SECTION II – GRIEVANCE PROCEDURE STEPS.....	35
A. Step One – Informal Process	35
B. Step Two - Advisory Arbitration.....	35
C. Step Three – Final Process/City Manager (Administrative Officer).....	37
ARTICLE SEVEN – WORKING CONDITIONS	38
SECTION I – AMERICANS WITH DISABILITIES ACT	38
SECTION II – EMPLOYMENT OF RELATIVES.....	38
A. Purpose of Policy	38
B. Relatives Defined.....	38
ARTICLE EIGHT – GENERAL PROVISION	39
SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT	39
SECTION II - EMERGENCY WAIVER PROVISION	39
SECTION III - SEVERABILITY PROVISION	39
SECTION IV - LAWS, RULES, REGULATIONS, AND AMENDMENTS	39
A. Sole and Entire Memorandum of Understanding.....	39
B. Civil Service and Departmental Rules and Regulations.....	39
SECTION V - IMPASSE PROVISIONS.....	39
SECTION VI - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING	40
SECTION VII - TERM OF THIS AGREEMENT	40
SECTION VIII - RATIFICATION AND EXECUTION.....	40
PARTIES TO AGREEMENT.....	41
EXECUTION OF AGREEMENT	41
APPENDIX ONE — Holiday Schedule for 2014-2015 and 2015-2016.....	42
Holiday Schedule for 2014-2015	42
Christmas and New Year’s Holidays	42

Limitations.....	42
Permanent Part-Time	42
Holiday Schedule for 2015-2016	43
Christmas and New Year’s Holidays	43
Limitations.....	43
Permanent Part-Time	43
APPENDIX TWO — Salary Ordinance.....	44
APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts	45

ARTICLE ONE – MEMORANDUM OF UNDERSTANDING

SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as “MOU” or “Agreement,” interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as “City”) and Inglewood Executive Organization (hereinafter referred to as IEO) pursuant to Government Code Section 3500, et seq.

SECTION II – RECOGNITION RIGHTS

The City’s rules and regulations governing the City’s Employer-Employee Relations pursuant to Government Code 3500, as amended, et seq., are set forth in the City’s Employer-Employee Resolution #7177.

SECTION III – RECOGNITION CLAUSE

A. Inglewood Executive Organization (IEO)

The City recognizes the Inglewood Executive Organization (IEO) as the recognized representative organization for all fulltime executive classifications as follows.

B. Executive Designated Classes

The following executive classes are not confidential for employee relations matters, which means they can represent IEO members in employee-relations issues:

1. Public Works Director
2. Parks, Recreation, and Library Services Director
3. Economic and Community Development Director
4. Planning and Building Director
5. Residential Sound Insulation Program Director
6. Executive Assistant to the Mayor

C. Employee Relations - Confidential Executive Classes

The following executive classes are designated as confidential for the purposes of employee relations matters, which means they cannot represent IEO members in employee-relations issues:

1. Assistant City Manager (Administrative Officer)
2. Assistant City Manager (Administrative Officer) – CFO
3. Police Chief
4. Chief Assistant City Attorney
5. Finance Director
6. Human Resources Director
7. Information, Technology and Communications Director
8. Deputy City Manager (Administrative Officer)
9. Executive Assistant to the City Manager (Administrative Officer)

D. Non-Represented Executive Classes

The following executive classes are not represented executive classes:

1. City Manager (Administrative Officer)

2. City Attorney
3. City Clerk
4. City Treasurer

SECTION IV – MANAGEMENT RIGHTS AND RESPONSIBILITIES

A. Management Rights

The City reserves, retains, and is vested with, solely and exclusively, all rights of Management that have not been expressly abridged by specific provisions of this Memorandum of Understanding or by law to manage the City, as such rights existed prior to the execution of this MOU. The sole and exclusive rights of management, as they are not abridged by this agreement or by law, shall include but not be limited to the following:

1. To manage the City generally and to determine the issues of policy.
2. To determine the existence or nonexistence of facts that are the basis of a Management decision.
3. To determine the necessity and organization of any service or activity conducted by the City and to expand or diminish services.
4. To determine the nature, manner, means, technology, and extent of services to be provided to the public.
5. To determine types of equipment or technology to be used.
6. To determine and/or change the facilities, methods, technology, means, organizational structure, and size and composition of the work force, and to allocate and assign work by which the City's operations are to be conducted.
7. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions including, but not limited to, the right to contract for or subcontract any work or operation of the City.
8. To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice.
9. To lay off employees from duties because of the lack of work or funds or under conditions where continued work would be ineffective or non-productive.
10. To establish and modify productivity and performance programs and standards.
11. To discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees for cause.
12. To determine minimum qualifications, skills, abilities, knowledge, selection procedures and standards, and job classifications, and to reclassify employees in accordance with this MOU and applicable resolutions and codes of the City.
13. To hire, transfer, promote, and demote employees for non-disciplinary reasons in accordance with this MOU and applicable resolutions and codes of the City.

14. To determine policies, procedures, and standards for selection, training, and promotion of employees in accordance with this MOU and applicable resolutions and codes of the City.
15. To establish reasonable employee performance standards, including but not limited to qualitative and quantitative measures, and to require compliance therewith.
16. To maintain order and efficiency in its facilities and operations.
17. To establish and promulgate and/or modify rules and regulations to maintain order, safety, and health in the City, which are not in contravention with this MOU.
18. To restrict the activity of an employee organization on municipal property and on municipal time except as set forth in this MOU and other applicable laws.
19. To take any and all necessary action to carry out the mission of the City in emergencies.

B. Authority of Third-Party Neutral

All management rights, powers, authority, and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third-party neutral shall have the authority to diminish any of the management rights, which are included in this section.

C. Impact of Management Rights

Where required by law, the City agrees prior to implementation to meet and confer with the IEO over the impact of the exercise of a management right upon wages, hours, and other terms and conditions of employment of its members unless the impact consequences of the exercise of a management right upon the IEO's members is provided for in this MOU, Civil Service Rules, and Regulations or department rules and regulations.

D. Americans with Disabilities Act (ADA) Provision

In recognition of the parties' joint responsibility under the ADA, it is agreed that the City shall be permitted to implement reasonable accommodations and take such other actions necessary to comply with the Act.

ARTICLE TWO – SALARIES AND COMPENSATION

SECTION I – SALARIES ADJUSTMENTS and CalPERS and EMPLOYER RATE PAYMENTS

A. Employee-Paid CalPERS Contributions

1. Effective the pay period beginning on or about July 18, 2014, all “Classic Members of CalPERS” as defined in Article Three, Section VI – Retirement, A. CalPERS Benefits, Paragraph 8 who are in employee classifications set forth in the City’s Salary Ordinance attached as Appendix One shall pay eight percent (8%) of the CalPERS employee rate, which is the full 100% CalPERS employee rate plus an additional two percent (2%) or two (2) points of the City’s CalPERS employer rate.
2. All “New Members of CalPERS” as defined by Article Three, Section VI – Retirement, A. CalPERS Benefits, Paragraph 8, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees, plus three and three-fourths percent (3.75%) of the employer rate (for a total of ten percent [10%]).
3. All payments to CalPERS by unit employees are on a pre-tax basis.
4. This provision eliminates the Employer Paid Member Contribution (EPMC) premiums paid by the City.

B. Salary Range Increases

1. Effective the pay period beginning on or about July 18, 2014, the salary ranges for all unit employees shall increase by ten (10) range points (e.g., twenty [20] half-points) on the salary range scale meaning all unit employees will move up in salary by remaining at the same step within their range. See Appendix Three for a complete list of all ranges and corresponding pay rates. This provision eliminates the Employer Paid Member Contribution (EPMC) premiums paid by the City.
2. Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent to determine pensionable compensation for employees and to comport with CalPERS guidelines. This clarification is made retroactive to January 1, 2010.

SECTION II – SALARIES SCHEDULE FOR EXECUTIVE UNIT EMPLOYEES—APPENDIX TWO

The assigned salary schedule for each unit executive employee, which incorporates the ten (10) range point (e.g., twenty [20] half-point) salary adjustment set forth in Section I A above, is located in Appendix Two.

SECTION III – SALARY ADJUSTMENT CRITERIA FOR EXECUTIVES

The following criteria shall be considered for executive salary adjustments:

A. Appointment

The minimum salary of each range will normally be considered the starting salary for new executives when hired.

B. Merit Salary Increases**1. Merit Salary Adjustment**

Each executive unit employee may receive a merit salary adjustment within the salary range for their classification as set forth in the Salary Ordinance, see Appendix Two. These merit salary adjustments shall be in accordance with standards set forth by City Council and City Manager and based upon the executive's merit and job performance.

2. Criteria for Salary Increases

The City Manager (Administrative Officer) may budget a lump sum to be utilized in considering compensation increases for each executive, to be given the first day of each fiscal year. Criteria for granting merit salary increases for executives shall include, but not limited to, the following:

- a) Present salary and total compensation.
- b) Length of service with the City as an executive.
- c) Total Compensation Comparisons to Labor Market Cities.
- d) Competency and Job Performance meeting and/or exceeding job duties and responsibilities.
- e) Loyalty to the City and Community in the performance of job duties and responsibilities.
- f) Attitude and integrity in the performance of their job duties and responsibilities.
- g) Specific actions taken for self-improvement in professional development.
- h) Recognition of excellence in the accomplishments of significant goals, objectives, and projects.

3. Salary Increase Increments

All salary increases will be calculated and granted in one (1) range point (e.g., two [2] half-point) increments but shall not exceed the maximum salary range as specified by the City's Salary Ordinance for any given position.

4. Approval of Merit Salary Increases

- a. With the exception of the City Manager (Administrative Officer), Police Chief, and City Attorney (all of whose performance is reviewed by the City Council), the salary and total compensation and job performance of executive employees shall be periodically reviewed and adjusted by the City Manager (Administrative Officer) in accordance with the same guidelines and procedures applicable to positions included in the City's Salary Ordinance (see Appendix Two).
- b. The City Manager (Administrative Officer) with the City Council's approval may grant a special "one-time" per fiscal year merit bonus, which shall not be subject to CalPERS compensation, if the executive has continuously exceeded the criteria set forth in the Criteria for Salary Increases above.

5. Salary and Total Compensation Analysis

All executive employees' salaries should be reviewed by the Human Resources Department so that total compensation changes in the labor market and cost of living increases can be reported to the City Manager (Administrative Officer) for his/her analysis and evaluation.

SECTION IV – CITY CLERK

The additional duties and compensation of the City Clerk are set forth in the Salary Ordinance.

SECTION V – ACTING APPOINTMENTS**A. Definition**

An acting status executive unit employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly-created fulltime position of a higher level than that currently held by the executive unit employee. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated employment with the City.

B. Policies and Procedures**1. Authority for Appointments**

The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designee.

2. Types of Appointments

Acting appointments may be made only to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as incumbent has returned to duty.

3. Extension of Appointments

Acting appointments may not be extended for a period greater than ninety (90) days without written approval of the City Manager (Administrative Officer).

4. Limitation on Appointments

Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the Mayor and City Council Members.

5. Appointment Pay

Upon assignment of acting duty status, an executive unit employee will begin to earn a salary which is equal to Step A of the salary assigned to the acting position; but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the employee's permanent position or at least five (5) range points (e.g., ten [10] half-points) above the salary of any employee he/she supervises while in the acting position, whichever is greater.

6. Benefit Accrual

- a. While working in an acting capacity, executive unit employees will continue to accrue and have recorded general, special, or normal salary step increases in the employee's permanent position.
- b. However, such salary increases will be paid only to maintain a minimum of a five (5) range points (e.g., ten [10] half-points) differential above the salary to which an employee is entitled in his/her permanent position.

7. Appointments While Maintaining Current Responsibilities

Executive unit employees who are appointed to a higher level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary that is at least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.

8. Department Head Temporary Appointment Authority

With approval from the City Manager (Administrative Officer), a department head may appoint an employee to a vacant position in his/her department for a period not to exceed ninety (90) days, except as provided in Subsection 3, of this section. In conjunction with the appointment, the department head shall initiate a recruitment process to permanently fill the position.

SECTION VI – SPECIAL ASSIGNMENT PAY**A. Compensation**

1. An executive unit employee may volunteer, or otherwise agree, to perform special projects or other additional duties outside the scope of his/her duties and responsibilities.
2. In the event that these duties do not result in an acting appointment, the City Manager (Administrative Officer) or his/her assigned designee, shall have the authority to grant Special Assignment Pay as compensation if the executive employee performs these duties consistently for more than twenty (20) consecutive days.
3. The Special Assignment Pay can be requested in one (1) range point (e.g., two [2] half-point) to ten (10) range point (e.g., twenty [20] half-point) increments, not to exceed ten (10) range points (e.g., twenty [20] half-points) for additional responsibilities for a period up to twelve (12) months.
4. The written request for special assignment pay shall clearly define the nature of the additional duties and the start and end date for the special assignment pay. In the event an assignment warrants an extension beyond the twelve (12) month period set forth above, a new written request must be provided to and approved by the City Manager (Administrative Officer) or his/her assigned designee.
5. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5).

B. Limitations

1. Executive employees shall not be eligible for “acting” appointments or supervisory differential compensation during the time they receive special assignment pay. This special assignment pay is not available to executive employees whose duties have changed as a result of an increase in duties.
2. Nothing in this provision, however, shall be construed to prevent an employee or the City Manager (Administrative Officer) from pursuing a request for reclassification, provided the request is in compliance with City’s rules regarding reclassification.

SECTION VII – Voluntary Deferred Compensation (457 Plan)

The City provides a voluntary deferred compensation 457 plan as per standards approved for all employees who elect to participate.

SECTION VIII - Retention Incentive – Safety Executives

The general employee retention incentive plan provided for in Ordinance No. 2005 (Schedule 2A) shall be paid only to executive employees in the “safety” member category who are eligible based on years of fulltime consecutive years of service with the City.

SECTION IX – Automobile Allowance

A. Compensation

The car allowance for executive employees shall be two hundred fifty two dollars and fifty cents (\$252.50) per month.

B. Payment In-Lieu of Reimbursement

Said payment shall be in lieu of payment of any mileage reimbursement of any other automobile-related compensation.

C. City Vehicle In-Lieu of Reimbursement or Mileage Reimbursement

The City Manager may authorize the use of an assigned City vehicle including fuel and applicable insurance coverage to an executive unit employee. Such authorization, however, is only for the purposes of commuting to/from the City and for City-related business.

ARTICLE THREE – FRINGE BENEFITS

SECTION I - FRINGE BENEFITS ADMINISTRATION PROVISION

A. Administration

The City reserves the right to select, change, administer, or fund any fringe benefits programs involving insurance that now exists or may exist in the future during the term of this MOU.

B. Selection and Funding

In the administration of fringe benefits programs involving insurance, the City shall have the right to select any insurance carrier or other method providing coverage to fund the benefits provided in this Article 3, Section II during the term of this MOU.

C. Changes

The City shall consult with the IEO Representatives prior to any change of insurance carrier or method of funding coverage for any fringe benefits provided in this Article Three, Section II during the term of this MOU. No changes in insurance carrier or methods of funding coverage shall result in the reduction of benefits to any employee covered by this Agreement.

SECTION II – SUPPLEMENTAL EXECUTIVE COMPENSATION AND FRINGE BENEFITS

In addition to the benefits granted general and safety bi-weekly employees and management/professional employees, executive employees shall be entitled to the following benefits set forth in this article and which shall cease upon the employee's termination from the City.

A. Annual Physical Examination

1. The City provides an annual physical examination for all executive employees. Employees will be contacted by Human Resources Department regarding their intent to utilize the City's medical services for their annual physicals.
2. Employees wishing to obtain their own annual physical may present the Human Resources Department with a bill from their physician for such service. The City will pay up to four hundred fifty dollars (\$450) annually.

B. Optical Vision Insurance Plan

The City shall provide executive employees a pre-paid vision care insurance program with premiums paid by the City.

C. Short-Term Disability Income Insurance (Payroll Protection)

1. The short-term disability plan provided by the City (through the City's authorized vendor) includes coverage for executive employee's non-occupational injury or illness of up to sixty percent (60%) of total weekly earnings up to a maximum weekly benefit of \$3,462.
2. Short-term disability benefit payments begin on the 30th day following the date of the non-occupational injury or illness.

3. The maximum benefit period is nine (9) weeks.

D. Long-Term Disability Income Insurance (Payroll Protection)

1. The long-term disability plan provided by the City (through the City’s authorized vendor) includes coverage for executive employees non-occupational injury or illness of up to sixty percent (60%) of base salary to the maximum monthly policy benefit payable of \$15,000 for those unit employees hired on or before December 31, 2012, and \$10,000 for those unit employees hired on or after January 1, 2013.
2. Benefit payments begin after ninety (90) days or the end of the executive employee’s Short Term Disability Maximum Benefit Period, whichever is later. Executive employees may elect to utilize accrued leave time or Paid Time Off (PTO) prior to receiving their long-term disability benefits.
3. The following table illustrates the executive employee’s Maximum Benefit Period or the employee’s Normal Retirement Age under the 1983 amendments to the Federal Social Security Act, whichever is longer:

Age at Disability	Maximum Benefit Period
Less than age 60	To age 65, but not less than 60 months
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

E. Dental Plan

1. Dental non-orthodontia benefits for executive employees shall be a maximum of twelve hundred dollars (\$1,200) per calendar year.
2. The City shall provide a one-time orthodontics benefit for executive employees with no deductible, one hundred percent (100%) coverage up to two thousand dollars (\$2,000) for each eligible dependent.
3. Dental plan premiums shall be paid by the City.

F. Life Insurance Plan

The City pays the premiums for the following Life Insurance policies for each executive employee:

1. A five thousand dollar (\$5,000) whole life policy, effective upon the completion of one (1) year of uninterrupted service.
2. A term life policy equal to one-and-one-half (1½) times the employee’s annual base salary including applicable POST and longevity pay (e.g., Police Chief) salary rounded off to the nearest five hundred dollars (\$500) up to a maximum benefit of four hundred fifty thousand dollars (\$450,000). Executive employees may purchase additional supplemental term life insurance to the extent available at their

own expense through payroll deduction, and any supplemental term life insurance shall not impact the term life maximum provided by the City and shall serve to be additional coverage.

3. Terminating and/or retiring executive employees have the option to continue their term and/or whole life insurance policies at their own expense after leaving employment with City.
4. Necessary arrangements must be made with the City and the insurance company within thirty (30) calendar days of termination/retirement to convert term and/or whole life policies to individual life insurance policies.
5. In the event an executive employee dies as a result of an accidental injury or experiences a form of dismemberment as defined by the City's policy, the AD&D (Accidental Death & Dismemberment) life insurance benefit shall be equal to one-and-one-half (1½) times the employee's annual base salary including applicable POST and longevity pay (e.g., Police Chief) rounded off to the nearest five hundred dollars (\$500) up to a maximum benefit of four hundred fifty thousand dollars (\$450,000). The AD&D coverage is in addition to the term life insurance policy defined in item 2 above, which brings the maximum benefit of the combined coverages to nine hundred thousand dollars (\$900,000).
6. In addition, the City will pay a benefit of twenty-five hundred dollars (\$2,500) per child for the education of the surviving dependent children under twenty-one (21) years of age.

SECTION III – MEDICAL INSURANCE BENEFITS (ACTIVE EXECUTIVE EMPLOYEES)

A. Medical Insurance – Executive Employees Hired Before December 14, 2010

1. Effective October 2008, all executive employees are grandfathered into the medical plan of their current enrollment regardless of the plan.
2. Executive employees in a medical plan who experience a qualifying event for a change in insurance coverage (e.g., marriage, birth, adoption, etc.) shall be permitted to retain their current medical plan with no additional out-of-pocket cost for the cost of insurance coverage based upon the unit employee's new status.
3. Employees entering the executive unit after October 2008 shall receive a monthly City contribution up to the cost of the Kaiser HMO Employee-Plus-Family Plan.
4. Executive employees shall not receive the difference in rate cost in the event he/she chooses a plan less than the cost of the Kaiser HMO Employee-Plus-Family Plan.
5. Any executive employee may purchase a higher costing plan than the Kaiser HMO Employee-Plus-Family Plan, except for the Aetna 90/60 Plan, during the annual open enrollment period (the executive employee shall pay the difference in cost between the Kaiser HMO Employee-Plus-Plan and the selected plan if it is higher in premiums).

B. Medical Insurance – Executive Employees Hired on or After December 14, 2010

1. Executive employees hired by the City on or after December 14, 2010 (e.g., not existing City employees promoted into an executive position), shall pay five percent (5%) of the monthly medical premium and the City shall pay ninety five percent (95%) of the total monthly medical insurance premium for eligible executive employees based on their enrollment eligibility up to the Kaiser HMO

Employee-Plus-Family Plan rate (based on number of dependents enrolled if any which was in effect December 1, 2010).

2. Executive employees who chose to participate in another City medical plan shall pay the difference in the monthly premium costs if they are higher than the Kaiser HMO Employee-Plus-Family Plan.

C. Medical Insurance Waiver Payment

The monthly stipend to an executive employee who waives his/her City medical plan coverage shall be two hundred dollars (\$200) per month.

SECTION IV – Retiree Medical Insurance for Retired Employees

The following retiree medical insurance benefits “shall only be available” for executive employees who retired on a non-industrial, service-related retirement from the City on or before December 31, 2013.

A. Retiree Medical: Executive Employees Hired Prior to October 1, 2012

1. Executive Employees with 25 or More Years of City Service—300 Hours

Employees with 25 years of City service who retire after July 1, 2000, and prior to January 1, 2014, with accumulated unused sick leave and/or vacation leave of three hundred (300) hours or more may, in lieu of receiving payment for such three hundred (300) hours as provided in this section, may utilize three hundred (300) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under the City plan as described in this Section II, for the lifetimes of the retiring employee and dependent. The retiring employee may add or substitute dependents after retirement at the retiring employee’s expense.

2. Executive Employees with Less Than 25 Years of City Service—500 Hours

Employees with less than 25 years of City service who retire after July 1, 2000, and prior to January 1, 2014, with accumulated unused sick leave and/or vacation leave of five hundred (500) hours or more may, in lieu of receiving payment for such five hundred (500) hours as provided in this section, may utilize five hundred (500) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under the City plan as described in this Section II, for the lifetime of the retiring employee and dependent. Retiring employees may add or substitute dependents after retirement at the retiring employee’s expense.

3. Medicare: Retired employees must enroll in Medicare at age 65.
4. Vacation and Sick Leave Cashed Out: Any accumulated unused vacation and/or sick leave hours not so utilized were paid to the retiring employees as provided herein.

B. Effective January 1, 2014, Retiree Health Benefit Plan – Eliminated

1. Due to the overwhelming unfunded liability of the City’s Retiree Health Benefit Plan, which was available for eligible unit employees prior to January 1, 2014, the retiree health benefit plan was eliminated effective January 1, 2014, for all current and future eligible fulltime executive employees who retire from the City.
2. The Retiree Health Benefit Plan shall be replaced by the following new modified Retiree Health Benefit Plan for all executive unit employees as set forth below. (NOTE: *The Police Chief may make an*

irrevocable election to opt into the Modified Retiree Health Benefit Plan by providing written notice of such within fifteen (15) days after MOU adoption. Should the Police Chief decide not to opt into the Modified Retiree Health Benefit Plan, modifications to Administrative Leave, conversion of vacation and sick leave to PTO, etc., will not be applicable.)

C. Modified Retiree Health Benefit Plan – Effective January 1, 2014

1. In exchange for the elimination of the previous Retiree Health Benefit Plan, effective January 1, 2014, a new modified Retired Employee Health Benefit Plan for all eligible fulltime executive employees who retire from the City on or after January 1, 2014, has been implemented.
2. The City shall create and implement a Retiree Health Savings (RHS) Plan for all executive employees within thirty (30) to sixty (60) days after the adoption of this MOU.
3. Sick Leave Hours Conversion to RHS (One-Time)

All executive employees hired on or before October 1, 2012, shall have their existing accumulated sick leave up to one thousand (1,000) hours cashed out at 100% value (e.g., each hour multiplied by the employee’s base hourly rate at the time the RHS Plan is implemented) and deposited tax-free into the employee’s RHS Plan as a one-time contribution to be made when the RHS Plan has been implemented.

4. One-Time, Lump Sum Contribution to RHS by City (Upon Implementation of the RHS Plan)

All executive employees hired on or before October 1, 2012, shall receive a one-time, lump sum contribution to each existing unit employee’s RHS Plan in an amount specified in the table below, which is based upon years of service to the City at the time the MOU is adopted:

Years of Service (as of December 31, 2013)	Percent of Annual Base Salary
Less than 10 Years (< 120 months)	3%
Greater than 10 years but less than 15 years (> 120 months and < 180 months)	5%
Greater than 15 years but less than 20 years (> 180 months and < 240 months)	10%
Greater than 20 years (> 240 months)	15%

5. Unit Employee Contribution to Employee RHS Plan

Each unit employee shall make an annual contribution of two percent (2%) of his/her salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.

6. Matching Contribution by City to Employee RHS Plan (Per Pay Period—24 per year)

The City shall make a matching annual contribution to each unit employee’s RHS Plan of two percent (2%) of salary. This contribution will be made in twenty-four (24) increments to coincide

with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall coincide with the employee contribution defined in Item 5 above and begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.

7. One-Time, Lump Sum Contribution to RHS by City (Upon Separation)

All unit employees shall receive a one-time, lump sum contribution to each existing unit employee’s RHS Plan in an amount specified in the table below, which is based upon years of service to the City at the time of separation (Note: Newly hired unit employees or existing fulltime City employees that become executives after January 1, 2014, must pass probation in their respective executive classification and satisfy Item 9. Vesting Requirements set forth below to be eligible for this RHS Plan separation payment):

Years of Service (at the Time of Separation)	Percent of Annual Base Salary
Less than 10 Years (< 120 months)	3%
Greater than 10 years but less than 15 years (> 120 months and < 180 months)	5%
Greater than 15 years but less than 20 years (> 180 months and < 240 months)	10%
Greater than 20 years (> 240 months)	15%

8. Retiree Medical Stipend/Allotment

a. Eligible existing fulltime executive employees hired on or before October 1, 2012, shall be eligible to receive a monthly stipend/allotment to be paid on behalf of the unit employee toward continuation of the City’s medical coverage (e.g., the stipend/allotment shall not be paid directly to the employee) as follows:

1) Tier 1: Ten (10) Years or More Consecutive Fulltime Service as of January 1, 2014

Eligible existing fulltime executive employees with ten (10) years or more of consecutive service to the City (e.g., one hundred twenty [120] months or more) as of January 1, 2014, and retire from the City with a non-industrial, service-related retirement shall receive a monthly stipend/allotment from the City for up to fifteen (15) years of up to eight hundred fifty dollars (\$850) per month towards the employee health benefit plan premium beginning from date of retirement.

2) Tier 2: Less Than Ten (10) Years of Consecutive Fulltime Service as of January 1, 2014

Eligible existing fulltime executive employees with less than ten (10) years of consecutive service to the City (e.g., less than one hundred twenty [120] months) as of January 1, 2014, and retire from the City with a non-industrial, service-related retirement shall receive a monthly stipend/allotment from the City for up to fifteen (15) years of up to six hundred fifty dollars (\$650) per month towards the employee health benefit plan premium beginning from date of retirement provided the executive employee has at least five (5) years of fulltime consecutive service with the City at the time of retirement.

b. Irrevocable Conversion Option at Retirement

Should an existing, eligible Tier 1 or Tier 2 executive employee as defined above wish to forego receiving the monthly stipend/allotment, he/she can select a one-time irrevocable conversion at retirement whereby forty percent (40%) of the total value of the stipend/allotment over the fifteen (15) years would be paid out and deposited into the unit employee's Retiree Health Savings (RHS) Plan as a tax-free contribution at retirement.

c. Limitations

- 1) This retiree medical stipend/allotment will be terminated forever if at any time the retiree fails to pay the difference between the stipend/allotment and the cost of the City's monthly medical insurance premium.
- 2) This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth above for the given years of fulltime service to the City at the time of MOU ratification and adoption. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly stipend/allotment based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
- 3) An executive employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.
- 4) If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.

9. Vesting Requirements

- a. To qualify for one hundred percent (100%) of the Lump Sum Contributions, fulltime executive employees must possess five (5) years of fulltime consecutive years of service with the City.
- b. Executive employees with less than five (5) years of fulltime consecutive years of service with the City shall vest in an amount of twenty percent (20%) per year of said one time lump sum up to a maximum of one hundred percent (100%) after five (5) years of total fulltime consecutive years of service with the City.
- c. Executive employees who terminate prior to possessing at least five (5) years of fulltime consecutive years of service to the City will only be eligible to keep the prorated amount of the lump sum plus any earnings on the total amount of the lump sum. Any unvested amount maintained and/or returned to the City will be processed in accordance with the governing RHS Plan documents.

10. Continuation of Medical Coverage Upon Separation

Eligible executive employees who retire, separate, or are laid off from employment with the City on or after January 1, 2014, may continue to participate in the City's group medical plan as long as those employees pay one hundred percent (100%) of their full monthly benefit premiums payable to

the City-defined, third-party, benefit administrator less any stipend/allotment that may be provided as set forth above (if applicable).

SECTION V – Benefits Payable on Retirement, Termination, or Death

A. PTO Cash Out at Retirement

In exchange for the elimination of the former retiree medical insurance plan, the former vacation cash-out at retirement policy has been replaced with a Paid Time off (PTO) plan as set forth in Article Four.

SECTION VI – RETIREMENT

A. CalPERS Benefits

1. The City provides retirement coverage through the California Public Employees' Retirement System (CalPERS).
2. The City's contribution is established by the California Public Employees' Retirement System and varies.
3. Effective April 26, 2002, the employee's contribution is eight percent (8%) and nine percent (9%) for safety executives of the total required reportable contribution to the system. The contribution rate for employees is governed by State legislation.
 - a. Effective April 26, 2002, the City shall provide the 3% @ 60 formula for miscellaneous employees in accordance with Government Code, Section 21354.3 and 3% @ 50 for safety employees in accordance with Government Code, Section 21362.2. These formulas are valid for all employees hired before December 14, 2010.
 - b. The City shall pay eight percent (8%) of the employee's CalPERS contribution rate for miscellaneous employees and nine percent (9%) for safety executives as deferred compensation paid to CalPERS on account of benefits payable under that retirement system to each employee.
 - c. Effective January 1, 2007, the City shall report the value of Employer Paid Member Contributions (EPMC) of eight percent (8%) or nine percent (9%) for safety executives as additional compensation as provided in Government Code Section 20636 (C) 4 in accordance with Government Code Section 20691 for all executive unit employees hired prior to January 1, 2013. This EPMC benefit shall be discontinued effective on or about the pay period beginning July 18, 2014.
 - d. Effective December 14, 2010, all new executive employees hired from outside the City shall receive the 2.5% @ 55 CalPERS formula in accordance with Government Code 21354.4 and 3% @ 55 for safety executives (Police Chief) in accordance with Government Code 21363.1.
 - e. Effective on or about the pay period beginning July 18, 2014, and in conjunction with the implementation of the ten (10) range point (e.g., twenty [20] half-point) salary increase, the executive unit employees shall pay the full eight percent (8%) or nine percent (9%) for safety executives, each of which is one hundred percent (100%) of the employee CalPERS rate and two (2) points of the CalPERS employer rate (or one [1] point for safety executives) for a total CalPERS employee payment of ten percent (10%). This provision supersedes Item 3 b above.

4. The City provides the military service credits provision as specified in Government Code, Section 21024.
5. The City provides for the highest single year of compensation as specified in Government Code, Section 20042 for all executive employees hires prior to January 1, 2013.
6. The City provides the pre-retirement optional settlement (2) death benefit as specified in Government Code, Section 21548.
7. Effective on or about the pay period beginning July 18, 2014, the City will cease reporting EPMC as reportable income to CalPERS for each executive unit employee.
8. New unit employees, who are not classified as "Classic Employees" by CalPERS, hired on or after January 1, 2013, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees. Effective the pay period beginning July 18, 2014, New Members of CalPERS shall begin paying an additional three and three-fourths percent (3.75%) for miscellaneous employees, which coincides with the salary increases described in Article Two, Section I above.
9. The City will provide the 1959 Survivor Allowance Benefit:
 - a. Miscellaneous Group Level 3 in accordance with Government Code Section 21573.
 - b. Safety Group Level 2 (e.g., Police Chief) in accordance with Government Code Section 21572.

B. Public Employee Pension Reform Act of 2013 (PEPRA)

1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

2. PEPRA

- a. This provision affects new members of CalPERS as of January 1, 2013 (or new hires with a break in CalPERS service of more than 6 months).
- b. Effective January 1, 2013, the City will implement a new retirement formula (2% @ 62) for new executive unit members into CalPERS in accordance with Government Code Section 7522.20 and safety executives (2.7% @ 57 [e.g., Police Chief]) in accordance with Government Code Section 7522.25 as required by the Public Employee Pension Reform Act of 2013 (PEPRA).
- c. Final compensation will be based on any thirty-six (36) consecutive months of employment in accordance with Government Code Section 20037.
- d. New member must pay greater of fifty percent (50%) of "Normal Cost" or contribution rate of similarly situated employees.
- e. No EPMC's for new members.
- f. The earliest retirement age shall be 52 with five (5) years of service.

SECTION VII – TRAVEL INSURANCE

The City provides travel insurance for all executives while on City business.

SECTION VIII – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES

A. Policy and Procedures

1. The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee (which are eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the employee) when any such items are lost or damaged in the line of duty without fault or neglect of the employee.
2. If the items are damaged beyond repair, the actual value of such items will be paid within the specifications of this policy.
3. Proof of ownership of such items must be shown in writing or by other reasonable evidence by the employee to the City, and the loss or damage to the items occurring while in the line of assigned duty must be verified by the employee’s immediate supervisor.

B. Reimbursement Schedule

The reimbursement of items damaged within time noted (from the date of original purchase) shall be as follows:

<u>Time Period</u>	<u>Percent of Reimbursement</u>
0 to less than 6 months	100% of present list price
6 to less than 18 months	75% of present list price
18 to less than 36 months	60% of present list price
36 to less than 48 months	50% of present list price
48 months or more	25% of present list price

C. Maximum on Watches

The maximum reimbursement for lost or damaged watches shall not exceed one hundred dollars (\$100).

SECTION IX – PROFESSIONAL DEVELOPMENT – Suspended effective October 1, 2003

Effective October 1, 2003, the fifteen hundred dollar (\$1,500) per fiscal year professional development program for executive employees shall be suspended.

SECTION X – EDUCATION REIMBURSEMENT

A. PURPOSE

1. With approval of the City Manager (Administrative Officer), the City shall provide reimbursement to each executive employee for educational development after the completion of one (1) full year of City service.

2. Payable expenses include one hundred percent (100%) coverage for tuition and books for courses taken at either public or private institutions.
3. The maximum payment per fiscal year is eight-hundred dollars (\$800) per employee.
4. Expenses in excess of eight hundred dollars (\$800) per fiscal year may be reimbursed up to a maximum of eight-hundred dollars (\$800) in subsequent fiscal years as long as the employee remains active in the City's service.

SECTION XI – LIBRARY PRIVILEGE

Employees who are not residents of Inglewood may be allowed the privilege of using the Library services without charge.

SECTION XII – RESIDENCY INCENTIVE

A. Loan Terms

Each executive employee shall be entitled to a loan for the purpose of purchasing a residence in the City of Inglewood. The loan terms shall be as follows:

1. The property must be the executive employee's intended residence within the corporate boundaries of the City of Inglewood.
2. The loan shall be evidenced by a note secured by a First Deed of Trust in a form approved by the City Attorney's office.
3. The loan shall not exceed ninety percent (90%) of the appraised value (or purchase price, whichever is lower) of the property as determined by the Chief Financial Officer (or the City Manager [Administrative Officer]) for a home purchased by the Chief Financial Officer).
4. The loan shall not exceed the sum four (4) times the employee's annual salary, including all forms of compensation normally reportable to the Public Employees' Retirement System.
5. The loan shall be fully amortized thirty (30) year note with monthly payments.
6. For executive employees employed before July 1, 1992, the loan amount may be increased to ninety-five percent (95%) of the appraised value of the property, provided further that if the loan exceeds ninety percent (90%) of the value of the property, the amortization period shall be twenty (20) years.
7. The initial annual interest rate on the loan shall be one-half (½) percentage point greater than the effective yield on investments in the State of California Local Agency Investment Fund for the month immediately preceding execution of the loan agreement.
8. On August 1st, of each year the interest rate shall be reset one-half percentage point above the effective yield on investments in the State of California Local Agency Investment Fund for the month ending the preceding June 30th, provided further that the interest rate shall neither increase nor decrease by more than two percent (2%) during the life of the loan from the initial rate established in accordance with Item 7 above.

B. Loan Specifications

1. The loan shall be payable in full within thirty (30) months of the date employee leaves employment with the City.
2. Notwithstanding the foregoing, an employee who retires while in the employ of the City of Inglewood shall be entitled to continue such loan while he or she remains a permanent resident of Inglewood or for ten (10) years, whichever period is greater.
3. For the purpose of this section the word “retire” shall mean a non-industrial, service-related retirement from the State of California Public Employees’ Retirement System.
4. In any event, the loan shall become due and payable in not more than nine (9) months of the date that employee ceases to reside in the mortgaged residence.
5. In enforcing its rights and collecting any sums due, the City shall have all rights normally possessed by a lien-holder in such a transaction and, in addition shall have the power to collect sums due by payroll deduction or by deduction from other employee benefits payable to employee if that is deemed necessary by the City Manager (Administrative Officer) to protect the interests of the City.

C. Other Requirements

1. Cash expenses to fund the loan, including escrow fees, appraisal fees, and title fees shall be paid by the employee (unless paid by the seller of the property), but may be added to the principal amount of the loan.
2. The employee shall be required to employ an appraiser who meets the approval of the City.

D. Loan Availability

1. The availability of loans for executive employees pursuant to this benefit shall be subject to the availability of sufficient cash reserves as determined by the City Manager (Administrative Officer).
2. Executives who wish to utilize this benefit are required to consult with the City Manager (Administrative Officer) a minimum of ninety (90) days before the desired loan date to determine if adequate cash reserves are available.

ARTICLE FOUR – LEAVES**SECTION I – HOLIDAYS RECOGNIZED****A. Eligible Holidays**

All executive employees are eligible for the following thirteen (13) City recognized holidays:

1. New Year's Day
2. Martin Luther King, Jr. Birthday (third Monday in January)
3. Washington's Birthday (third Monday in February)
4. Cesar Chavez Birthday (March 31st)
5. Memorial Day (last Monday in May)
6. Independence Day
7. Labor Day (first Monday in September)
8. Veteran's Day (November 11)
9. Thanksgiving Day
10. Day following Thanksgiving
11. Christmas Eve Day
12. Christmas Day
13. New Year's Eve Day

B. Monday – Friday Holidays

Effective June 1, 2006, holidays falling on Monday through Thursday will be valued at nine (9) hours, and holidays falling on a Friday will be valued at eight (8) hours.

C. Floating Holiday – Eliminated

Effective upon adoption of this MOU, the one (1) floating holiday for each executive unit employee shall be eliminated.

D. Weekend Holiday

1. Friday is a holiday when a regular holiday falls on Saturday.
2. Monday is a holiday when a regular holiday falls on Sunday.

E. Two Consecutive Holidays Policy

1. In instances of two (2) consecutive holidays where the first day of the regular holiday is Friday, and the second day of the regular holiday is Saturday, employees shall receive holiday time for either the preceding Thursday or the following Monday.
2. In instances of two (2) consecutive holidays where the first day of the regular holiday is Sunday, and the second day of the regular holiday is Monday, employees shall receive holiday time off on either the preceding Friday or the following Tuesday.
3. In instances of two (2) consecutive holidays falling on Saturday and Sunday, one-half (½) of the employees shall observe the holiday on the preceding Friday and one-half (½) of the employees shall observe the holiday on the following Tuesday and one-half (½) of the employees shall observe Monday as a holiday.

- a. The scheduling of holiday time shall be the obligation and responsibility of the employee's supervisor in accordance with the operational needs of the department and the City and the desires or needs of the employees.
- b. Written notice of holiday scheduling shall be posted thirty (30) days in advance of the first applicable day off. Scheduling may be modified in cases of emergencies or unforeseen staffing needs.

F. Holiday Schedule for 2014-2015 and 2015-2016

The holiday schedules for 2014-2015 and 2015-2016 are attached in Appendix One.

SECTION II – ADMINISTRATIVE LEAVE TIME

A. Existing Administrative Leave Time

1. Effective October 1, 2010, executive employees shall receive administrative leave time in the total amount of one hundred twenty-three (123) hours at the beginning of each fiscal year.
2. Any unused administrative leave shall be lost if not used by September 30th of each fiscal year.

B. Administrative Leave Time Conversion to Paid Time Off (PTO)

1. Effective July 18, 2014, any unused administrative leave time shall be converted to PTO leave and added to each respective executive employee's PTO Bank.
2. Effective October 1, 2014, executive employees shall receive PTO leave in lieu of administrative leave at the beginning of each fiscal year in the total amount of one hundred twenty-three (123) hours.

SECTION III – INGLEWOOD EXECUTIVE ORGANIZATION PAID TIME OFF (PTO) PLAN

In exchange for the elimination of the current retiree medical benefit plan, effective on or about the pay period beginning July 18, 2014, a new Paid Time Off (PTO) Plan shall be implemented that replaces the accrual of sick leave and vacation leave as follows:

A. Old Leave Bank

1. All unit employees hired on or before October 1, 2012, shall have their existing sick leave and vacation leave banks merged at full value and placed in a leave bank entitled "Old Leave Bank."
2. The value of this leave bank will be frozen at the base hourly rate in effect on or about July 18, 2014, of each respective unit employee for the purposes of cash out or upon retirement, termination, or death of the employee.
3. Unit employees may, however, at any time use the leave within the "Old Leave Bank" in an hour-for-hour exchange (e.g., if an employee wishes to take nine [9] hours of leave from his/her "Old Leave Bank," nine [9] hours will be deducted from the "Old Leave Bank").
4. In August following the implementation of the MOU and every August thereafter, one hundred fifty (150) hours from the "Old Leave Bank" (or the total number of hours in the unit employee's bank if less than one hundred fifty [150] hours are available) shall be deferred at the unit employee's base

hourly rate that was in effect on or about July 18, 2014 (“Annual Contribution Amount”) to the unit employee’s 457 Plan and any portion of the Annual Contribution Amount remaining shall be contributed to the unit employee’s 401(a) Plan.

5. At retirement, resignation, termination, or death, executive unit employees shall cash out one hundred percent (100%) of their accumulated “Old Leave Bank,” paid at the employee’s base hourly rate in effect on or about July 18, 2014, exclusive of retention incentive, specialty pay, deferred compensation, or any other bonus or assignment differential.

B. Accrual of Paid Time Off (PTO)

Effective on or about the pay period beginning on July 18, 2014, all unit employees shall begin to accrue PTO leave in an amount as follows (this replaces all vacation leave accrual and sick leave accrual that was in effect prior to the implementation of the PTO Plan):

<u>Years of Service</u>	<u>Hourly Accrual Rate of Vacation Per Pay Period</u>	<u>Hourly Accrual of Sick Leave Per Pay Period (75% of Original Amount of 4.15 hours)</u>	<u>NEW HOURLY ACCRUAL OF PTO (Total of Vacation Plus New Sick Accrual)</u>
0 to 1 (0 to 12 months)	4.308	3.113	7.421
1 to 2 (13 to 24 months)	4.923	3.113	8.036
2 to 3 (25 to 36 months)	5.538	3.113	8.651
3 to 8 (37 to 96 months)	6.154	3.113	9.267
8 to 14 (97 to 168 months)	6.769	3.113	9.882
14 to 16 (169 to 192 months)	7.384	3.113	10.497
16 to 20+ (193 to more than 240 months)	8.000	3.113	11.113

C. Paid Time Off (PTO) Replaces Sick Leave/Vacation Leave

Effective on or about July 18, 2014, all future reference to accumulated leave for vacation leave and/or sick leave shall now be called Paid Time Off (PTO), and there shall be no future use of the term vacation leave or sick leave except in reference to the “Old Leave Bank.”

D. Maximum Accumulation of PTO—Handling of Excess Hours

1. PTO leave will accrue to a maximum of four hundred (400) hours (e.g., the PTO Cap).
2. Beginning the first pay period following the end of the fiscal year and every twelve (12) months after the implementation of this MOU, all PTO hours above the PTO Cap shall be handled in the following manner:
 - a. The first 50% of any excess PTO hours above the PTO Cap shall be deferred at the unit employee’s base hourly rate in effect at the time of deferral to the unit employee’s 401(a) Plan.
 - b. The second 50% of any excess PTO hours above the PTO Cap shall be deferred at the unit employee’s base hourly rate in effect at the time of deferral to the unit employee’s 457 Plan with any amount remaining paid in cash.

SECTION IV – VACATION LEAVE ACCRUAL**A. Vacation Accrual Schedule – Executives hired before July 1, 1996**

1. The vacation accumulation schedule for executive employees hired before July 1, 1996, was as follows:

<u>Years of Service</u>	<u>Vacation Days Earned</u>	<u>Hourly Accrual Rate Per Pay Period</u>
1	14	4.308
2	16	4.923
3	18	5.538
4 to 8	20	6.154
9 to 14	22	6.769
15 to 16	24	7.384
17 or more	26	8.000

2. This vacation accrual schedule terminated July 18, 2014, and it was replaced by the new Paid Time Off (PTO) Plan as specified in Section III above. *(Note: This schedule shall still apply to the Police Chief should he choose to remain in the existing retiree medical plan.)*

B. Vacation Accrual Schedule – Executives hired after July 1, 1996—Discontinued July 18, 2014

1. The vacation accumulation schedule for executive employees hired before July 1, 1996, which was effective through July 18, 2014, was as follows:

<u>Years of Service</u>	<u>Vacation Days Earned</u>	<u>Hourly Accrual Rate Per Pay Period</u>
1 to 4	15	4.615
5 to 8	16	4.923
9 to 14	17	5.231
15 to 19	18	5.534
20 or more	20	6.154

2. This vacation accrual schedule terminated July 18, 2014, and it was replaced by the new Paid Time Off (PTO) Plan as specified in Section III above.

SECTION V – SICK LEAVE—DISCONTINUED EFFECTIVE July 18, 2014**A. Sick Leave Accrual Rate**

1. Effective April 1, 2005, through July 18, 2014, all executives shall earn sick leave at the rate of nine (9) hours per month, which is 4.15 hours per pay period.
2. This sick leave accrual schedule terminated July 18, 2014, and it was replaced by the new Paid Time Off (PTO) Plan as specified in Section III above. *(Note: This schedule shall still apply to the Police Chief should he choose to remain in the existing retiree medical plan.)*

B. Sick Leave Redemption—Effective Through July 18, 2014

Effective June 1, 2006, through July 18, 2014, once annually during the fiscal year, an executive employee shall be granted the option of cashing out up to five hundred (500) hours of accumulated sick leave at his/her base hourly rate in effect at the time of cash out according to the following schedule:

- Twenty five percent (25%) of value in excess of two hundred forty (240) hours at five (5) years (e.g., 60 months)
- Forty percent (40%) of value in excess of two hundred forty (240) hours at eight (8) years (e.g., 96 months)
- Fifty percent (50%) of value in excess of two hundred forty (240) hours at ten (10) years (e.g., 120 months)

(Note: This redemption policy shall still apply to the Police Chief should he choose to remain in the existing retiree medical plan.)

C. Paid Time Off (PTO) Hour Donation Program

1. Executive employees (donors) will be permitted to transfer their accumulated PTO hours only, to any employee's (recipient) sick leave account or executive PTO account if applicable subject to the following conditions:
2. The recipient or his/her spouse, children, or step-children have sustained a life threatening or debilitating illness, injury, or condition.
3. The recipient has exhausted all accumulated sick leave or PTO time.
4. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
5. The recipient shall continue to accrue sick leave or PTO time as set forth in their respective MOU.
6. The total leave credits received by the recipient shall not exceed seven hundred fifty (750) hours. If the recipient exhausts all of the donated leave credits due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
7. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.
8. Any donated hours remaining in the recipient's accrued leave account at the time of retirement or separation from the City shall be subject to the provisions of the respective cash out provisions of the governing MOU but may not be used to obtain any retiree health insurance as set forth within any MOU.
9. A donor offering the transfer must maintain a minimum accrued PTO leave balance of forty (40) hours after any transfer.
10. A form exercising this elected donation shall be completed prior to the transfer.
11. The names of all donors shall remain confidential.

D. Cash Out of Paid Time Off (PTO) at Retirement, Resignation, Termination, or Death

At retirement, resignation, termination, or death, executive unit employees shall cash out one hundred percent (100%) of their accumulated unused PTO time, paid at the employee's current base hourly rate exclusive of retention incentive, specialty pay, deferred compensation, or any other bonus or assignment differential.

SECTION VI– BEREAVEMENT LEAVE**A. Up to Three (3) Days**

All fulltime executive employees may have up to three (3) work days of bereavement leave with pay when a death occurs in their immediate family.

B. Immediate Family

Immediate family shall be defined as that group of individuals including the employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse, child(ren), step-child(ren), step-grandchild(ren), and all degree of relatives not listed but living within the household of the employee.

C. Use of Accrued PTO Leave or "Old Leave Bank" Hours

Only two (2) days of accrued PTO leave or "Old Leave Bank" Hours may be used for bereavement travel time per occurrence, and four (4) days of PTO leave or "Old Leave Bank" Hours may be used for this purpose in any one fiscal year.

SECTION VII – JURY DUTY

Full pay for jury duty will be limited to ten (10) calendar days in any one calendar year. The employee must give the City and fees received as a juror, excluding mileage fees, in exchange for their regular pay check;

SECTION VIII – MATERNITY LEAVE**A. Perform Duties of Classification**

A pregnant employee may work as long as she is able to perform the duties assigned to her classification. The employee will be required to submit a report from her personal physician stating:

1. How long she may continue to perform her assigned duties without risk of injury to herself, others, or the unborn child.
2. When she may return to work after the termination of her pregnancy.

B. Length of Maternity Leave

The City will grant a six (6) month maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums for the employee.

C. Use of Accumulated PTO Leave

The employee has the option to use her accumulated PTO leave or “Old Leave Bank” hours before or after her maternity leave of absence.

SECTION IX – FAMILY AND MEDICAL CARE LEAVE POLICY**A. State & Federal Law**

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible employees as required by State and Federal law. The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and medical Leave Act of 1994 (“FMLA”) and the regulations of the California Family Rights Act (“CFRA”) (Government Code § 12945.2). Unless otherwise provided by this article, “Leave” under this article shall mean leave pursuant to the FMLA and CFRA.

B. Eligibility

1. An employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least twelve hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible employees are entitled to a total of twelve (12) work weeks of leave during and twelve (12) month period measured forward from the date an employee’s leave first begins.
3. An employee’s entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.
4. If any employee request leave for any reason permitted under the law, he/she must exhaust all accrued leaves in connection with the leave.
 - a. The exhaustion of accrued leave will run concurrently with the leave.
 - b. If any employee requests leave for his/her own serious health condition, the employee shall also exhaust all accrued leave including PTO leave.

SECTION X – SABBATICAL LEAVE

Executive employees shall be allowed, if approved by the City Manager (Administrative Officer), one (1) week sabbatical leave of absence with pay per fiscal year for attendance at an educational course for credit (not to exceed three [3] weeks per fiscal year), which course shall be applicable to the executive position with the City. The executive employee may use PTO leave, “Old Leave Bank” hours, or administrative leave for any additional time necessary.

SECTION XI – NON-SAFETY JOB RELATED INJURY LEAVE WITH PAY

A. Injury on Duty Leave Time

Effective June 17, 2014, all non-safety executive employees who are absent from job duty because of an injury or illness arising out of and in the course of their employment with the City shall eligible to receive up to six (6) months of full pay.

B. Leave of Absence Beyond Six (6) Months

If the unit employee remains on worker's compensation leave after six (6) months, he/she may elect to supplement their temporary disability payments with accumulated PTO leave, "Old Leave Bank" hours, and administrative leave to equal their full pay.

C. Supersedes Civil Service Rules

It is understood that this adjustment of non-safety employee job-related injury leave with pay to a maximum of six (6) months shall supersede any higher non-safety job-related injury or illness leave set forth in the City's Civil Service Rules and Regulations in effect as of the date of the adoption of this MOU by City Council.

ARTICLE FIVE – LAYOFFS

SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES

A. Job Elimination Policy

1. Any fulltime unit employee with less than ten (10) years of fulltime service and satisfactory or above performance ratings whose job is eliminated and employment terminated involuntarily shall receive two (2) weeks' notice plus base compensation for two (2) additional pay periods (e.g., one [1] month) as severance pay.
2. Any fulltime unit employee with more than ten (10) years of fulltime service and satisfactory or above performance ratings whose job is eliminated and employment terminated involuntarily shall receive two (2) weeks' notice plus base compensation for four (4) additional pay periods (e.g., two [2] months) as severance pay.

SECTION II – LAYOFF PROCEDURE

A. Layoff Procedure

1. The City Council or City Manager (Administrative Officer) may separate any employee or class or position without prejudice because of financial economy, reduction of work, or abandonment of activities, after giving reasonable advanced notice of separation and reasons to such employee.
2. However, no permanent fulltime employee shall be separated from any department while there are emergency, seasonal, probationary, part-time, or temporary employees serving in the same class of positions in any department.
3. The conditions of reduction in force layoffs shall be as follows:
 - a. **Order of Separation**
Preference for retention shall be based equally upon performance as determined and supported in writing by each supervisory level involved, and upon seniority or service.
 - b. **Offer of Reassignment**
An employee's appointment shall not be terminated as a result of a reduction in force procedure before he/she has been made a reasonable offer of reassignment, if such offer is immediately possible.
 - c. **Laid-Off Employees – Re-employment Register**
The names of permanent employees who have been laid off due to reduction in force shall be placed on appropriate layoff re-employment list according to date separated and shall be eligible for re-employment. Such re-employment shall be based on the last employee laid off is the first employee on the list, with other employees being eligible in sequential order thereafter. Each employee on a layoff list shall remain on that list for one year. The City Manager (Administrative Officer) can extend the active period or re-employment lists or an individual employee's eligibility on such lists for a two (2) year period as he determines to be the best interest of the City.
 - d. **Appointment of Laid-Off Employees to Lower Class**
The City Manager (Administrative Officer) may approve the appointment of an employee who is to be laid off to an existing vacancy in a lower or equal class for which he/she is qualified without requiring an examination.

ARTICLE SIX – GRIEVANCE PROCEDURE**SECTION I – GRIEVANCE PROCEDURE****A. Matters Subject to Grievance Procedure**

Fulltime employees having probationary or permanent status may process a personal grievance on one or more than one of the following grounds:

1. Improper application of rules, regulations, and procedures.
2. Unfair treatment, including coercion, restraint, or reprisal.
3. Reduction in force action – layoffs.
4. Promotion procedures implemented unfairly.
5. Classification of position.
6. Non-selection for training opportunities.
7. Discrimination because of race, religion, color, creed, or national origin.
8. Any of the following which personally affect an employee to include: holidays, vacation, sick leave, retirement, fringe benefits, salary, performance rating, classification, working schedule.

SECTION II – GRIEVANCE PROCEDURE STEPS**A. Step One – Informal Process**

1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis, unless the employee's immediate supervisor is the City Manager (Administrative Officer). In this case, the City Manager (Administrative Officer) shall appoint an independent party to hear and attempt to resolve the grievance during the informal Step One process.
2. If after such discussion the employee does not believe the problem has been satisfactorily resolved, he/she shall have the right and obligation to discuss it with his/her supervisor's immediate superior unless said supervisor is the City Manager (Administrative Officer) wherein the employee would move to Step Three unless the grievance is subject to advisory arbitration, in which case it would move to Step Two.
3. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision. At no time may the informal process go beyond the department head concerned. In order that this informal procedure may be responsive, all parties involved shall expedite this process. In no case may more than twenty one (21) calendar days elapse from the date of the alleged incident or action and the resolution of the grievance or completion of the informal process.

B. Step Two - Advisory Arbitration

1. If the grievance is not resolved in Step One, or if no answer has been received within the time limits established in Step One, the employee may within seven (7) calendar days present the grievance in

writing to the Human Resources Director for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.

2. The scope of advisory arbitration of grievances shall be limited to discharges, demotions, or suspensions without pay. All other grievances shall bypass Step One of the grievance procedures and advance to Step Two. A grievant that chooses advisory arbitration shall be deemed to have made a choice for arbitration and shall be deemed to have waived his/her rights of appeal under the Civil Service Board of Review.
3. The Human Resources Director will process the grievance by invoking the advisory arbitration process with said impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) calendar days from the date the grievant submitted the written grievance to the Human Resources Director for processing in Step Four, unless external constraints prohibit compliance, whereupon the earliest date available shall apply.
4. Arbitrator shall be selected from a list provided by the State of California Conciliation and Mediation Services within five (5) calendar days after receipt of said list by both parties. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become the arbitrator. The party to have the first opportunity to strike a name from the list of arbitrators shall be determined by lot. The priority of striking names shall alternate from one party to the other each time advisory arbitration is invoked by the same parties. The appointment of an arbitrator shall be on a case-by-case basis.
5. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party. The arbitrator shall be bound by the express terms and conditions of the MOU, as well as the Civil Service Rules and Regulations, and departmental rules and regulations in determining the validity of the discharge, demotions, or suspension without pay, and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules or Regulations, or departmental rules, regulations, and procedures. Moreover, the arbitrator shall be limited to ascertaining whether or not the individual grievant was discharged, demoted, or suspended without pay in violation of this MOU, Civil Service Rules and Regulations, or departmental rules and regulations. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.
6. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings. So that arrangements can be made for employees to be released from duty without causing interference with the normal operations and efficiency of the department, the grievant must submit a list of witnesses, the estimated time that their testimonies will take, and the hearing date to the Employee Relations/Human Resources Director with a copy to the department head five days prior to the scheduled arbitration date.
7. The findings of fact and the recommendations of the arbitrator shall be transmitted to the involved parties and the City Manager (Administrative Officer).
8. The arbitrator's fee and any mutually agreed upon expenses shall be borne one-half (½) by the grieving employee and one-half by the City. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

C. Step Three – Final Process/City Manager (Administrative Officer)

1. If a grievance is submitted to the City Manager (Administrative Officer) for review and settlement, the City Manager (Administrative Officer), in non-arbitral cases, may elect the methods he/she considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen calendar days.
2. For all cases involving advisory arbitration recommendations, the City Manager (Administrative Officer) shall review the entire matter within ten calendar days after receipt of arbitrator's recommendations and render his decision.
3. The decision of the City Manager (Administrative Officer) shall be final, subject to review by a court of competent jurisdiction.

ARTICLE SEVEN – WORKING CONDITIONS**SECTION I – AMERICANS WITH DISABILITIES ACT**

The City shall take all actions necessary to comply with the ADA.

SECTION II – EMPLOYMENT OF RELATIVES**A. Purpose of Policy**

1. In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore applicants will not be hired and employees will not be placed into positions if the result would be that one person would:
 - a. Be supervised by or be in the chain of command of a relative;
 - b. Participate in making, or advising on, employment decisions concerning a relative.
 - c. Be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives;
2. Employees who are working for the City prior to the effective date of this Policy under circumstances which would violate the provisions of Section II A. above, will not have their employment circumstances modified on account of this policy provided these circumstances do not, in the judgment of the City, create a problem of supervision, morale, safety, or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in the circumstances which would create a violation of Paragraph A.
3. Employees of the City who become relatives after the effective date of this policy and work in circumstances which violate the provisions of Section II, A.1., above will be subject to this Regulation. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security or morale.
4. If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected.

B. Relatives Defined

1. For purposes of this policy “relatives” includes: spouse, a spouse type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.
2. Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council Member.

ARTICLE EIGHT – GENERAL PROVISION**SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT**

Except as specifically provided for in this agreement or by mutual agreement in writing during the term of this Memorandum of Understanding, the parties hereto mutually agree not to seek to negotiate or bargain with respect to any matters pertaining to rates, wages, hours, and terms and conditions of employment, whether or not covered by this MOU or in the negotiations leading thereto, and irrespective of whether or not matters were discussed or were even within the contemplation of the parties hereto during negotiations leading to this MOU, and any rights in that respect are hereby expressly waived during the term of this agreement.

SECTION II - EMERGENCY WAIVER PROVISION

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, the provisions of this MOU, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the IEO shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the MOU.

SECTION III - SEVERABILITY PROVISION

Should any provision of this MOU be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this MOU shall remain in full force and effect for the duration of this MOU.

SECTION IV - LAWS, RULES, REGULATIONS, AND AMENDMENTS**A. Sole and Entire Memorandum of Understanding**

It is the intent of the parties hereto that the provisions of this MOU shall supersede all prior agreements and MOU's, oral or written, expressed or implied, between the parties; and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise. This MOU is not intended to cover any matters preempted by Federal or State Law or City Charter.

B. Civil Service and Departmental Rules and Regulations

It is understood and agreed that there exist within the City, in written form, Civil Service Rules and Regulations, and departmental rules, regulations, and procedures. Except as specifically modified by this MOU, these rules and regulations and any subsequent amendments thereto shall be in full force and effect during the term of this MOU. Before any new or subsequent amendments to these Civil Service Rules and Regulations and/or departmental rules, regulations, and procedures directly affecting wages, hours, and/or terms and conditions of employment are implemented, the City shall meet and confer with the IEO over the impact of such changes in accordance with Government Code Section 3500 et seq. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IEO as required by law.

SECTION V - IMPASSE PROVISIONS

The impasse procedure to be utilized for resolving impasses between the City and the IEO evolving from meet and confer sessions, for a new MOU or over the interpretation or the application of a currently existing MOU, or as relating to matters within the scope of representation and evolving from meet and confer sessions for a new MOU shall be the impasse procedure set forth in the City of Inglewood's Employer-Employee Relations

Resolution #7177, Article III, Sections 12 and 13 and as further modified in State Law, Government Code Section 3500, et. seq.

SECTION VI - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

The provisions of this MOU can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing, hereafter signed by the designated representatives of the City, IEO and the City Manager, unless said amendments are required to be adopted by the City Council of the City of Inglewood.

SECTION VII - TERM OF THIS AGREEMENT

The term of this new Memorandum of Understanding shall be from January 1, 2014, through December 31, 2015.

SECTION VIII - RATIFICATION AND EXECUTION

The City and the IEO acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and the Union and entered into this ____ day of April 2014.

PARTIES TO AGREEMENT

INGLEWOOD EXECUTIVE ORGANIZATION (IEO)

CITY OF INGLEWOOD

Sabrina Barnes, IEO President, Chief Negotiator

John F. Hoffman, Chief Negotiator

Louis Atwell, IEO Vice President

Michael D. Falkow, Assistant City Manager

David L. Esparza, Assistant City Manager/CFO

Jose Cortes, Assistant Human Resources Manager

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this ____ day of June 2014.

IEO EXECUTIVE EMPLOYEES

CITY OF INGLEWOOD, CALIFORNIA

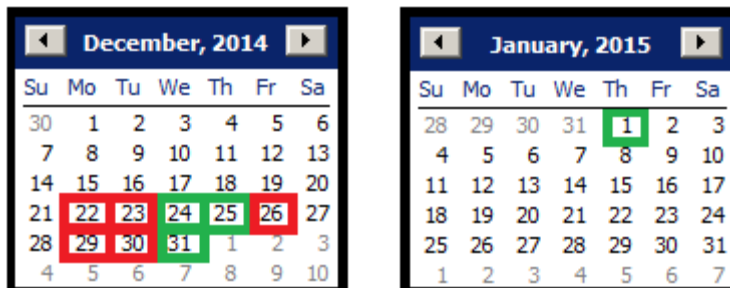
Sabrina Barnes, IEO President

Artie Fields, City Manager

APPENDIX ONE — Holiday Schedule for 2014-2015 and 2015-2016

Holiday Schedule for 2014-2015

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 22, 2014, through Thursday, January 1, 2015, with staff returning to work on Monday, January 5, 2015.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 22, 2014, through Friday, January 2, 2015.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Wednesday, December 24, 2014) and Christmas Day (Thursday, December 25, 2014) along with New Year’s Eve (Wednesday, December 31, 2014) and New Year’s Day (Thursday, January 1, 2015).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, four (4) days of this two-week period will be holidays resulting in two weeks with only Monday and Tuesday workdays with one Friday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the five (5) work days as shown above with red boxes.

Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure (e.g., the Wednesdays or Thursdays).

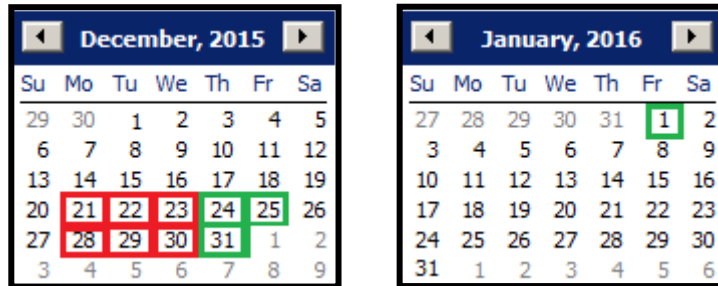
In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday, November 28, 2014) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.

Holiday Schedule for 2015-2016

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 21, 2015, through Friday, January 1, 2016, with staff returning to work on Monday, January 4, 2016.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 21, 2015, through Friday, January 1, 2016.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Thursday, December 24, 2015) and Christmas Day (Friday, December 25, 2015) along with New Year’s Eve (Thursday, December 31, 2015) and New Year’s Day (Friday, January 1, 2016).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, three (3) days of this two-week period will be holidays with one holiday falling on a Friday when City Hall is scheduled to be closed (e.g., Friday, January 1, 2016). Therefore, civilian staff will receive eight (8) hours of compensatory time for that holiday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the six (6) work days as shown above with red boxes.

Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure.

In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday November 27, 2015) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.

APPENDIX TWO — Salary Ordinance

Executive Job Classifications

FY 2013 – 2014 (Amended June 17, 2014, to show the ten [10] range point increase across the board in exchange for unit employees paying ten percent [10%] of the cost of CalPERS)

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
914	City Manager		CONTRACT ASSIGNMENT		\$20,000.00
934	Assistant City Manager	368.0	\$ 10,984.72	423.0	\$18,987.36
931	Assistant City Manager - Chief Financial Officer	368.0	\$ 10,984.72	423.0	\$18,987.36
940	Chief Assistant City Attorney	346.0	\$ 8,825.08	386.0	\$13,139.35
916	City Attorney	368.0	\$ 10,984.72	423.0	\$18,987.36
930	Deputy City Manager	330.0	\$ 7,526.22	370.0	\$11,205.51
942	Executive Assistant to the City Manager	312.5	\$ 6,323.57	352.5	\$ 9,414.94
918	Finance Director	344.0	\$ 8,651.19	399.0	\$14,953.80
928	Human Resources Director	344.0	\$ 8,651.19	399.0	\$14,953.80
948	Parks, Recreation & Library Services Director	344.0	\$ 8,651.19	399.0	\$14,953.80
932	Police Chief	394.5	\$ 14,299.31	409.0	\$16,518.30
922	Public Works Director	358.0	\$ 9,944.32	413.0	\$17,189.01
919	Residential Sound Insulation Program Director	344.0	\$ 8,651.19	399.0	\$14,953.80

APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ($\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you’d obtain 12.96.

If you add that back to the 108, you’d obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following is an Excel-based formula that can be used to determine the corresponding salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5,0))-1}) * ((1.001)^{(\text{RangePoint}-\text{ROUND}(\text{RangePoint}-0.5,0))/0.1}))$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

1 Resolution No. _____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 INGLEWOOD, CALIFORNIA APPROVING AND EFFECTUATING THE
5 UNDERSTANDING REACHED WITH REPRESENTATIVES FROM THE
6 INGLEWOOD POLICE MANAGEMENT ASSOCIATION PURSUANT TO
7 THE STATE MEET AND CONFER LAWS.

8
9 WHEREAS, the City has reached a Memorandum of Understanding with
10 the Inglewood Police Management Association embracing the period
11 beginning January 1, 2014, through June 30, 2017;

12
13 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INGLEWOOD,
14 CALIFORNIA DOES RESOLVE AS FOLLOWS:

15
16 SECTION 1. INGLEWOOD POLICE MANAGEMENT ASSOCIATION

17 That insofar as is legally possible, all provisions of the Memorandum
18 of Understanding between the City of Inglewood and the Inglewood
19 Police Management Association (attached hereto as Exhibit A) are
20 approved and shall be implemented and made effective for the period
21 beginning January 1, 2014, through June 30, 2017.

22
23 SECTION 2. PREVIOUS BENEFITS CARRY OVER

24 All previous monetary and non-monetary benefits accorded to employees
25 designated in this resolution shall be carried over and continued to
26 be paid and accorded in addition to the benefits referred to herein
27 except only to the extent this resolution amends or modifies such
28 preexisting benefits.

Resolution No. _____

SECTION 3. CERTIFICATION

The City Clerk shall certify to the adoption of this resolution and the same shall be in full force and effect immediately upon adoption.

PASSED, APPROVED, AND ADOPTED THIS ____ DAY OF _____ 2014.

JAMES T. BUTTS, JR., MAYOR

ATTEST:

YVONNE HORTON, CITY CLERK

//

//

CITY OF INGLEWOOD

Human Resources Department



MEMORANDUM OF UNDERSTANDING

Between

**City of Inglewood
and**

Inglewood Police Management Association (IPMA)

**JANUARY 1, 2014 through JUNE 30, 2017
Three-and-one-half years (42 months) Agreement**

TABLE OF CONTENTS

ARTICLE ONE—MEMORANDUM OF UNDERSTANDING.....	6
SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING	6
SECTION II – EMPLOYER – EMPLOYEE RELATIONS RESOLUTION	6
SECTION III – RECOGNITION CLAUSE	6
SECTION IV- DUES DEDUCTIONS	6
A. City Deduct Dues	6
B. Remit Dues to IPMA.....	6
C. Indemnification	6
SECTION V – TIME OFF FOR MEETING AND CONFERRING	6
A. Release Time Off	6
B. Full Pay Defined.....	7
C. IPMA Provide List of Employer – Employee Relations Team	7
SECTION VI – TIME OFF FOR GRIEVANCE PROCESSING	7
A. Release Time for Grievance Representation	7
B. Provide Names of IPMA Representatives for Grievances	7
C. IPMA Representation Responsibilities	8
D. Permission to Leave Job Site.....	8
SECTION VII – TIME OFF FOR ASSOCIATION BOARD MEETINGS	8
A. Not to Exceed Five Hundred (500) Hours	8
B. IPMA President’s Hours for Association Business.....	8
ARTICLE TWO—GRIEVANCE PROCEDURE	9
SECTION I – PURPOSE OF GRIEVANCE PROCEDURES	9
A. Improve Employer – Employee Relations	9
B. Settled As Informally As Possible	9
C. Settled As Promptly As Possible.....	9
D. Consideration on Questions and Disputes.....	9
SECTION II – CONDUCT OF GRIEVANCE PROCEDURES	9
A. Request Assistance	9
B. Reasonable Amount of Work Time	9
C. Retroactivity	9
D. Time Limits.....	9
E. Free From Reprisal	10
SECTION III – MATTERS SUBJECT TO GRIEVANCE PROCEDURE	10
A. Grievances Defined.....	10
B. Probationary Unit Employees.....	10
SECTION IV – GRIEVANCE PROCEDURE STEPS	10
A. Step One – Informal Process	11
B. Step Two – Formal Process – Management Supervisor.....	11
C. Step Three – Formal Process – Commanding Officer	11
D. Step Four – Formal Process – Police Chief	11
E. Step Five – Formal Process – Advisory Arbitration.....	12
F. Step Six – Final Process	13
ARTICLE THREE—SALARIES AND COMPENSATION	14
SECTION I – SALARIES	14
A. Salary Adjustment Criteria	14
B. Salary Ranges.....	14

C.	Salary Increases with Corresponding CalPERS Contributions	14
D.	Salary Compaction.....	15
SECTION II – MERIT PAY PLAN		16
A.	Appointment and Probationary Status	16
B.	Merit Increases.....	16
C.	Performance Evaluations	17
D.	Reduction in Pay	17
E.	Administration of Merit Pay Plan	17
F.	Base Salary.....	17
G.	Supervisory Differential	17
SECTION III – SUPPLEMENTAL COMPENSATION.....		18
A.	Bilingual Interpretation Assignment Pay	18
B.	POST Certificate Incentive Pay.....	18
C.	Overtime.....	19
D.	Standby Pay.....	20
E.	Longevity Pay Program (See Appendix One for More Information).....	20
F.	Uniform Allowance	20
G.	Voluntary Deferred Compensation.....	20
H.	Lateral Hire Incentive Program	21
I.	Educational Incentive	21
SECTION IV – RETIREMENT		21
A.	Retirement System.....	21
B.	Contributions.....	21
C.	Additional Retirement Benefits—“Classic Members”	22
D.	PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA) —“New Members”	22
SECTION V – ACTING SUPERVISOR APPOINTMENTS.....		23
A.	Definition	23
B.	Policies and Procedures	23
C.	Ineligibility for Supervisory Differential	24
ARTICLE FOUR—FRINGE BENEFITS		25
SECTION I – FRINGE BENEFITS ADMINISTRATION PROVISION		25
A.	Administration	25
B.	Selection and Funding	25
C.	Changes.....	25
SECTION II –BENEFITS		25
A.	Medical Insurance Plan – All Active Unit Employees	25
B.	Medical Insurance Plan – Active Unit Employees Hired Before August 1, 2007	25
C.	Medical Insurance Plan – Active Employees Hired after 8/1/07 and before 1/7/11	26
C.	Medical Premiums – New Employees Hired on or after January 7, 2011	26
D.	Options Fund /Waiver of Medical Insurance Coverage.....	26
E.	Medical Insurance Plan – Retired and Grandfathered Unit Employees.....	26
F.	Retiree Medical Plan Effective May 1, 2014	29
ARTICLE FIVE—LEAVES		38
SECTION I – HOLIDAYS.....		38
A.	Holidays Recognized	38
B.	Holiday In-Lieu Pay.....	38
SECTION II – VACATION		38
A.	Accumulation.....	38
B.	Vacation Cash-Out.....	39
C.	Vacation Accrual Schedule	39

SECTION III – SICK LEAVE	40
A. Sick Leave Accrual Rate	40
B. Cash-Out at Retirement/Termination or Death	40
C. Serious Illness or Injury	40
D. Sick Leave Cash-Out	40
SECTION IV – ADMINISTRATIVE TIME	40
SECTION V – OTHER LEAVES	40
A. Bereavement Leave	40
B. Maternity Leave	41
C. Jury Duty	41
G. Personal Leave	41
SECTION VI – FAMILY AND MEDICAL CARE LEAVE POLICY	42
A. Required By State and Federal Laws	42
B. Eligibility	42
C. Request For Medical Leave	42
ARTICLE SIX—WORKING CONDITIONS	43
SECTION I – WORK SCHEDULE	43
SECTION II – PATROL SHIFT ASSIGNMENT	43
SECTION III – AMERICANS WITH DISABILITIES ACT	43
SECTION IV – EMPLOYMENT OF RELATIVES	43
A. Purpose	43
B. Violation of Policy	43
C. Reasonable Effort to Reassign	43
D. Affected Unit Employees	44
E. Relatives Defined	44
F. Advising Immediate Supervisors	44
SECTION V – LAYOFF AND RE-EMPLOYMENT POLICIES	44
A. Job Elimination Policy	44
B. Layoff Procedure	44
SECTION VI – REINSTATEMENT	45
A. Employee Reinstatement within Six (6) Months	45
B. Employee Reinstatement within Six (6) Months	46
ARTICLE SEVEN—GENERAL PROVISIONS	47
SECTION I – WAIVER OF BARGAINING DURING TERM OF AGREEMENT	47
SECTION II – EMERGENCY WAIVER PROVISION	47
SECTION III – SEVERABILITY PROVISION	47
SECTION IV – LAW, RULES, REGULATIONS, AND AMENDMENTS	47
A. Sole and Entire Memorandum of Understanding	47
B. Civil Service and Departmental Rules and Regulations	47
SECTION V – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING	48
SECTION VI – TERM OF THIS AGREEMENT	48
SECTION VII – RATIFICATION AND EXECUTION	48
PARTNERS TO AGREEMENT	49
APPENDIX ONE— Salary Range Points and Corresponding Pay Amounts	50
APPENDIX TWO— New Arbitration Provision	66
A. Step Five – Arbitration	66
B. All Proposed Disciplinary Actions – <i>Skelly</i> Process Required	67
C. Cost of Arbitrator	68

SECTION III – ARBITRATION TERMINATION CLAUSE	68
APPENDIX THREE— Grandfathered Employees	69

ARTICLE ONE—MEMORANDUM OF UNDERSTANDING

SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "MOU" or "Agreement", interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as "City") and the Inglewood Police Management Association (IPMA), (hereinafter referred to as "IPMA") pursuant to Government Code Section 3500, et seq.

SECTION II – EMPLOYER – EMPLOYEE RELATIONS RESOLUTION

The Rules and Regulations governing the City's Employer-Employee Relations program pursuant to Government Code Section 3500, et seq., is set forth in the City's Employer-Employee Relations Resolution # 7177, and incorporated herein by reference.

SECTION III – RECOGNITION CLAUSE

The City recognizes the Inglewood Police Management Association, Incorporated (IPMA) as the recognized exclusive representative organization for the classifications of Deputy Police Chief, Police Captain, Police Lieutenant, and Police Sergeant.

SECTION IV- DUES DEDUCTIONS

A. City Deduct Dues

The City shall deduct dues on a regular basis from the pay of all classifications and positions recognized to be represented by IPMA and who voluntarily authorize such deductions in writing on a form provided for this purpose by the City.

B. Remit Dues to IPMA

The City shall remit such funds to IPMA within thirty (30) calendar days or sooner when practicable following the deductions.

C. Indemnification

The IPMA agrees to hold the City harmless and indemnify the City against claims, causes of action, or lawsuits arising out of the dues deductions or transmittal of such funds to IPMA.

SECTION V – TIME OFF FOR MEETING AND CONFERRING

A. Release Time Off

The City recognizes that due to the unique nature of the services performed by peace officers it is of benefit both to the City and IPMA that the City permit an IPMA employer-employee relations committee to be granted leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions as requested by the parties.

When unit employees participate in meet and confer session(s) during non-scheduled work hours, the unit employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s).

In no event shall the number of committee-persons exceed five (5).

B. Full Pay Defined

1. Full pay, as used above, shall mean the unit employee's current base salary, benefits, and any assigned bonus.
2. Full pay shall not include any overtime or compensatory time when meet and confer session(s) are held at times which would if worked, constitute time worked for which unit employees would receive overtime and/or compensatory time off.

C. IPMA Provide List of Employer – Employee Relations Team

1. The IPMA shall provide the Police Chief and the Human Resources Director with a written list of up to five (5) individuals who will serve as the IPMA employer-employee relations' team for the purpose of the meeting and conferring process.
2. Such list shall be provided at least two (2) calendar weeks prior to the date set for meeting and conferring.
3. Such requirement shall be waived by the City should the City request meet and confer session(s) at a time when it would be impractical for the IPMA to meet such requirements.

SECTION VI – TIME OFF FOR GRIEVANCE PROCESSING

A. Release Time for Grievance Representation

1. One of two representatives designated by the IPMA shall be entitled to receive time off upon approval of the Police Chief for the purpose of processing and/or adjusting a grievance for the unit employees covered by this agreement.
2. The Police Chief shall not unreasonably withhold approval of time off without cause.
3. The IPMA representative, as a fulltime sworn management peace officer of the Police Department, shall conduct his/her Association activities in such a manner as to minimize his/her time away from regular police department duties.

B. Provide Names of IPMA Representatives for Grievances

1. Upon execution of this Memorandum of Understanding the IPMA shall notify the Police Chief and the Human Resources Director of the name or names of individuals who are initially authorized by the IPMA to adjust and/or process grievances.
2. If there is any change in persons designated to process and/or adjust grievances, the IPMA shall immediately notify the Police Chief and the Human Resources Director in writing of such changes.

C. IPMA Representation Responsibilities

1. In the performance of his/her duties the IPMA representative who processes and/or adjusts grievances shall not unduly interfere with the work of other members of the Police Department or the normal operations of the Police Department but shall carry out his/her duties so as to minimize other unit employees' lost work time as a result of the processing or adjusting of grievances by the IPMA representative.
2. IPMA representative will notify his/her immediate management supervisor upon his/her return to his/her job site so that the time spent on such Association business can be documented and submitted to the Police Chief.
3. Documentation shall be limited to name of IPMA representative, date and time spent, and general division of department in which grievant is assigned.

D. Permission to Leave Job Site

Permission to leave the job site and approval of time off shall not, considering all circumstances such as emergencies, be arbitrarily withheld by the representative's immediate management supervisor or the Police Chief.

SECTION VII – TIME OFF FOR ASSOCIATION BOARD MEETINGS

A. Not to Exceed Five Hundred (500) Hours

The City shall grant IPMA board members time off not to exceed a total of five hundred (500) hours collectively for all members of the board.

B. IPMA President's Hours for Association Business

1. The president of the Association may take up to twenty five (25) working days off during any fiscal year for Association business and the Association shall reimburse the City for salary paid to the president for these days off.
2. The twenty-five (25) days shall not count in computing the five hundred (500) hours set forth above.

ARTICLE TWO—GRIEVANCE PROCEDURE

The following grievance procedure shall be the sole and exclusive procedure for all fulltime probationary and permanent status Police management employees.

SECTION I – PURPOSE OF GRIEVANCE PROCEDURES

A. Improve Employer – Employee Relations

To promote improved employer-employee relations by establishing grievance procedures on matters for which an appeal, hearing, or process is not provided by other regulations.

B. Settled As Informally As Possible

To provide that grievances shall be heard and settled as informally as possible.

C. Settled As Promptly As Possible

To enable grievances to be settled as promptly and as nearly as possible to the point of origin.

D. Consideration on Questions and Disputes

To afford unit employees individually, or through qualified representation, a systematic means of obtaining considerations on questions and disputes.

SECTION II – CONDUCT OF GRIEVANCE PROCEDURES

A. Request Assistance

A unit employee may request the assistance of another person of his/her own choosing in preparing and presenting his/her grievance at any level of review; or may be represented by a recognized employee organization, or may represent himself/herself.

B. Reasonable Amount of Work Time

The unit employee and his/her representative, if any, may use a reasonable amount of work time, as determined by the appropriate management supervisor, in conferring about and presenting a grievance.

C. Retroactivity

Any retroactivity on monetary grievances shall be limited to the date the grievance was filed in writing, except in cases where it was impossible for the unit employee to have had prior knowledge of an accounting error.

D. Time Limits

The time limits specified may be extended to a definite date by mutual agreement of the unit employee and the reviewer concerned.

E. Free From Reprisal

Unit employees shall be free from reprisal for using the grievance procedure.

SECTION III – MATTERS SUBJECT TO GRIEVANCE PROCEDURE

A. Grievances Defined

1. Grievance shall be defined as a dispute between the City and a unit employee, group of unit employees, the Association on behalf of an individual unit employee or group of unit employees, or the Association on its own behalf, regarding the application or interpretation of specific expressed provisions of this MOU, Civil Service Rules and Regulations, and/or departmental rules and regulations.
2. In addition, fulltime unit employees having probationary or permanent status may process a personal grievance on one (1) or more than one of the following grounds:
 - a. Improper application of rules, regulations, and procedures.
 - b. Unfair treatment, including coercion, restraint, or reprisal.
 - c. Reduction in force action – layoffs.
 - d. Promotion procedures implemented unfairly.
 - e. Classification of position.
 - f. Non-selection for training opportunities.
 - g. Discrimination because of race, religion, color, creed, or national origin.
 - h. Any matter personally affecting a unit employee such as:

Working Schedule	Performance Rating
Fringe Benefits	Retirement
Holidays	Change in Classification
Vacation	Change in Salary
Sick Leave	
3. Appeals of disciplinary action as defined in California Government Code Section 3303.

B. Probationary Unit Employees

Probationary unit employees may file grievance under all of the above, but not as applied to their performance rating or discharge.

SECTION IV – GRIEVANCE PROCEDURE STEPS

A unit employee whose grievance involves the appeal of a disciplinary action that has already been sustained by the Police Chief following a pre-disciplinary (i.e., *Skelly*) hearing shall proceed directly to Step Five – Advisory Arbitration, by filing an appeal within ten calendar days of receiving the Notice of

Disciplinary Action with the Director of Human Resources. If the disciplinary action consists of a dismissal, demotion, punitive reduction in pay, or suspension without pay equal to more than thirty (30) hours of straight time pay, the unit employee may, in lieu of proceeding through the process in this Article, elect to proceed under the arbitration process set forth in Appendix Two of this MOU by so notifying the Director of Human Resources in the notice of appeal. All other grievances, including disciplinary actions not enumerated above and disciplinary actions less than thirty (30) hours would proceed through the process in this Article.

A. Step One – Informal Process

1. A unit employee must attempt first to resolve a grievance through a discussion with his/her immediate supervisor without undue delay on an informal basis.
2. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision.
3. In order that this informal procedure may be responsive, all parties involved shall expedite this process.
4. In no case may more than twenty-one (21) calendar days on all grievance matters elapse from the date of the alleged incident and the filing of a written formal grievance with the Human Resources Director with a copy to the Police Chief.

B. Step Two – Formal Process – Management Supervisor

1. If the grievance is not resolved through the informal process and a written grievance is filed within the time limit set forth above, the grievant shall discuss the grievance with his/her immediate management supervisor.
2. The immediate management supervisor shall render a decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.

C. Step Three – Formal Process – Commanding Officer

1. If the grievance is not resolved in Step Two, or if no answer has been received from his/her immediate management supervisor within seven (7) calendar days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to his/her Commanding Officer.
2. The Commanding Officer shall discuss the grievance with the grievant, render a decision and comment in writing, and return them to the grievant within seven (7) calendar days after receiving the grievance.

D. Step Four – Formal Process – Police Chief

1. If the grievance is not resolved in Step Three, or if no answer has been received within seven (7) calendar days from the presentation of the written grievance, the grievant may, within the next seven (7) days, present the grievance in writing to the Police Chief.
2. Failure of the grievant to take this action will constitute termination of the grievance.

3. The Police Chief shall further review and discuss the grievance with the grievant and shall render his/her decision and comments in writing and return them to the grievant within seven (7) calendar days after receiving the grievance.

E. Step Five – Formal Process – Advisory Arbitration

1. If the grievance is not resolved in Step Four, or if no answer has been received within the time limits established in Step Four, the grievant may appeal the matter to advisory arbitration by presenting the grievance in writing to the Human Resources Director for processing within ten (10) calendar days.
2. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
3. Advisory arbitration shall be limited to appeals of disciplinary action. All other grievances shall bypass Step Five of the grievance procedures and advance to Step Six (City Manager (Administrative Officer)).
4. A grievant that chooses advisory arbitration shall be deemed to have made a choice between the Civil Service Board of Review and arbitration, and therefore may not seek two (2) hearings on the same grievance.
5.
 - a. The Human Resources Director shall request a list of nine (9) arbitrators from the American Arbitration Association or the State Mediation and Conciliation Service.
 - b. If a mutual agreement cannot be reached at a meeting of the two parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one (1) name remains, which person shall become arbitrator.
 - c. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by lot.
 - d. The priority of striking names shall alternate from one party to the other each time advisory arbitration is invoked by the same parties.
 - e. The appointment of an arbitrator shall be on a case-by-case basis.
6.
 - a. The Arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
 - b. The Arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
 - c. The Arbitrator shall be bound by the express terms and conditions of the Memorandum and Understanding as well as the Civil Service Rules and departmental rules and regulations in determining the validity of the discharge, demotion or suspension without pay and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations or departmental rules, regulations, or procedures.
 - d. Moreover, the arbitrator shall be limited to ascertaining whether or not the department proved each charge by preponderance of the evidence, and as to those sustained charges what discipline is appropriate.
 - e. The Arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and

shall not question or entertain any grievance in which unit employees have not adhered to such time limits.

7. a. Unit employees called as witnesses shall be scheduled to be released from duty to testify at the hearings without loss of compensation.
 - b. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not unreasonably disrupted.
 - c. The parties must exchange at least five (5) working days prior to the scheduled arbitration hearing date a list of anticipated witnesses and the estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief and the opposing party, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing unreasonable interference with the normal operations and efficiency of the Police Department.
8. The findings of fact and the recommendations of the Arbitrator shall be transmitted to the involved parties and the City Manager (Administrative Officer).
 9. a. The Arbitrator's fees and any mutually agreed upon expenses shall be borne one-half (½) by the City and one-half (½) by the grieving unit employee.
 - b. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

F. Step Six – Final Process

1. Upon being provided the decision following advisory arbitration, the City Manager (Administrative Officer) may elect the method consistent with law that he/she considers appropriate for the study of the issues and render a decision to the parties within thirty (30) calendar days.
2. The decision of the City Manager (Administrative Officer) shall be final, subject to review by a court of competent jurisdiction.

ARTICLE THREE—SALARIES AND COMPENSATION

SECTION I – SALARIES

A. Salary Adjustment Criteria

1. Internal classification relationships
2. Total compensation analysis (direct monetary costs)
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

B. Salary Ranges

1. As of January 1, 2014, the following table summarizes the current salary ranges for IPMA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	321.5	\$ 6,916.00	336.5	\$ 8,029.26
666	Police Lieutenant	341.5	\$ 8,438.83	354.0	\$ 9,556.30
665	Police Captain	359.0	\$ 10,043.76	371.5	\$11,374.27
698	Deputy Police Chief	376.5	\$ 11,954.47	379.5	\$12,316.70

2. Salary step increases within the ranges shall be given at the beginning of the payroll period in which the unit employee's step increase anniversary date falls.

C. Salary Increases with Corresponding CalPERS Contributions

1. Effective on or about July 18, 2014, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to five percent (5%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	325.5	\$ 7,196.82	340.5	\$ 8,355.28
666	Police Lieutenant	345.5	\$ 8,781.48	358.0	\$ 9,944.32
665	Police Captain	363.0	\$ 10,451.58	375.5	\$11,836.11
698	Deputy Police Chief	380.5	\$ 12,439.87	383.5	\$12,816.81

2. Effective on or about July 18, 2015, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by five and one-half (5½) range points (e.g., eleven [11] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding

pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to one percent (1%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	331.0	\$ 7,601.48	346.0	\$ 8,825.08
666	Police Lieutenant	351.0	\$ 9,275.25	363.5	\$10,503.94
665	Police Captain	368.5	\$ 11,039.75	381.0	\$12,501.64
698	Deputy Police Chief	386.0	\$ 13,139.35	389.0	\$13,537.48

3. Effective on or about July 18, 2016, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay one percent (1%) of the CalPERS employee rate, which represents the full (e.g., 100%) employee CalPERS contribution of nine percent (9%), and three (3) points of the employer's CalPERS rate, bringing the total employee CalPERS payment by unit employees to twelve percent (12%), and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision shall eliminate any Employer Paid Member Contribution (EPMC) premiums paid by the City.

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	335.0	\$ 7,910.13	350.0	\$ 9,183.42
666	Police Lieutenant	355.0	\$ 9,651.86	367.5	\$10,930.45
665	Police Captain	372.5	\$ 11,488.01	385.0	\$13,009.25
698	Deputy Police Chief	390.0	\$ 13,672.86	393.0	\$14,087.16

D. Salary Compaction

1. The base pay range differential between detective and bottom step sergeant shall not be less than ten (10) range points (e.g., twenty [20] half-points).
2. The base pay range for sergeant shall include three (3) merit pay steps of approximately five (5) range points (e.g., ten [10] half-points) each.
3. The base pay range differential between top-step sergeant and bottom-step lieutenant shall not be less than five (5) range points (e.g., ten [10] half-points).
4. The lieutenant pay base range shall include two (2) merit pay steps of approximately five (5) range points (e.g., ten [10] half-points) each and one merit pay step of approximately two-and-one-half (2½) range points (e.g., five [5] half-points).
5. The pay range differential between the top-step lieutenant and bottom-step captain shall not be less than five (5) range points (e.g., ten [10] half-points).

SECTION II – MERIT PAY PLAN**A. Appointment and Probationary Status**

1. a. It shall be the policy that upon promotion unit employees shall be assigned to the step in the higher salary range that shall provide at least a five (5) range point (e.g., ten [10] half-points) increase over their former base salary.
- b. If the pay provided for at such step is not five (5) range points (e.g., ten [10] half-points) above the base pay* of the highest paid subordinate supervised by the promoted unit employee, the promoted unit employee shall be assigned to a step that provides him or her a minimum of a five (5) range point (e.g., ten [10] half-points) base pay differential.
- c. In no event shall a unit employee be paid a base salary above top step of the range of the class he or she occupies.
2. Each initial and promotional appointment to a fulltime Police management position shall be subject to probationary period of one (1) year.
3. Upon satisfactory completion of the probationary period, a five (5) range point (e.g., ten [10] half-points) base salary increase will be granted.
4. A unit employee's probationary status may be extended by the appointing authority for a six (6) month period.

* In the case of newly appointed sergeants, base pay as here used shall be deemed to include the special pay rate paid to former police agents under Salary Ordinance Number 2423.

B. Merit Increases

1. Merit Increase Increments
 - a. Upon successful completion of the probationary period, the Police management employee is eligible to receive merit increases in one (1) range point (e.g., two [2] half-points) increments at any time during the fiscal year on the recommendation of the unit employee's supervisor and the approval of the Police Chief.
 - b. 1) Merit increases are not granted automatically at specific intervals, but at the discretion of the department head based on unit employee performance.
 - 2) Five (5) range points (e.g., ten [10] half-points) per year is considered a normal advancement through the salary range for unit employees whose job performance is rated satisfactory by their supervisor.
 - 3) Advancements that are below or above this norm may be granted when warranted and justified.
2. Criteria for Merit Increases

Criteria for granting merit increases by department heads shall include but not be limited to:

- a. Ability, skill, and knowledge
- b. Competency in completing job assignments and performing responsibilities
- c. Productivity
- d. Creativity
- e. Attitude and integrity in the performance of their job duties and responsibilities
- f. Present salary and total compensation
- g. Actions toward self-improvement

C. Performance Evaluations

1.
 - a. The Police Chief shall evaluate each police management employee at least once annually.
 - b. An opportunity will be afforded each police management employee to participate in a face-to-face evaluation.
2. Evaluations will be made in writing and will contain a recommendation indicating whether or not a merit increase is to be granted and supporting statements for the recommendation. With all performance evaluations that include a recommendation for merit pay, upon approval and availability within the approved salary range, such merit pay shall be paid retroactively to the unit member's promotional anniversary date.

D. Reduction in Pay

1. The City Manager must give written approval for reducing pay or approving a reduction in a unit employee's compensation in one (1) range point (e.g., two [2] half-points) increments to not lower than Step B, but not without consultation with the department head and affected unit employee.
2. All such reduction actions shall be subject to the City's grievance procedure.

E. Administration of Merit Pay Plan

1. The Human Resources Department is responsible for the administration and coordination of the merit pay plan as well as the training of the unit employees on the objectives and operation of the plan.
2. Requests for further information and clarification of the merit pay plan should be directed to the Human Resources Department.

F. Base Salary

Base salary is defined as a point within the assigned salary range of a classification, exclusive of longevity pay, deferred compensation, and any bonus or assignment differentials. Appendix One defines how the salary ranges are calculated along with the associated pay rates with each range.

G. Supervisory Differential

1. All unit employees promoted to or serving in a higher job classification, and who are required to supervise unit employees of a lower job classification, shall for the purpose of this provision be referred to as "supervisors."

2. All supervisors shall receive a rate of pay, which is at least five (5) range points (e.g., ten [10] half-points) above the base salary of any unit employee in a lower job classification whom they supervise.

SECTION III – SUPPLEMENTAL COMPENSATION

A. Bilingual Interpretation Assignment Pay

A unit employee who is qualified and responsible for bilingual interpretation, and whose use of the language is of significant benefit to the operations of the department as determined by the Police Chief, shall receive bonus pay according to the following rules:

1. To be eligible for this bilingual interpretation assignment pay, a unit employee must pass a language proficiency test, which is a job related to the duties and responsibilities performed. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
2. The City will pay each eligible designated unit employee twenty five dollars (\$25) per pay period for the duration of the bilingual interpretation assignment.

The parties agree that to the extent permitted by law, the compensation for Bilingual Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Bilingual Premium.

B. POST Certificate Incentive Pay¹

1. Eligibility for POST education incentive plan is established as of the date the employee's certificate was validated by POST.
2. POST incentive pay will not be computed in establishing salary steps upon promotion or assignment to higher positions.
3. Intermediate POST Certificate incentive pay shall be an additional seven-and-one-half (7½) range points (e.g., fifteen [15] half-point increments on the salary range scale located in Appendix One) above the unit employee's base pay plus longevity pay.
4. Advanced and/or Management POST Certificate incentive pay shall be an additional twelve-and-one-half (12½) range points (e.g., twenty-five [25] half-point increments on the salary range scale located in Appendix One) above the unit employee's base pay plus longevity pay.
5. Employees receiving the Advanced and/or Management POST Certificate incentive pay shall not receive the Intermediate POST Certificate incentive pay.
6. Police Management employees who possess a POST Supervisory Certificate and three (3) or more years of supervisory experience at the rank of Sergeant shall be paid seventeen-and-one-

¹ Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent that this is special compensation and thus pensionable for employees and to comport with CalPERS guidelines. This clarification and use of Appendix One is made retroactive to January 1, 2010.

half (17½) range points (e.g., thirty-five [35] half-point increments on the salary range scale located in Appendix One) above the unit employee's base pay plus longevity pay.

7. An employee shall be paid only for the highest level of certificate for which he or she qualifies.
8. In computing the overall pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are collectively summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.
9. POST eligibility standards for the purpose of this POST education incentive plan shall be those approved by the State POST Commission.

C. Overtime

1. No Police Management employee will be paid overtime hours unless approved in advance by the Police Chief or designee.
2.
 - a. Whenever a unit employee in the classification of police sergeant is required to perform services at a time outside of his/her regular work schedule that are "event driven," the unit employee shall receive premium overtime compensation equal to one and one-half (1½) times the unit employee's regular rate of pay in cash or compensatory time off, at the unit employee's option, subject to the limitations described below.
 - b. Whenever a unit employee in the classification of police lieutenant is required to perform services at a time outside of his/her regular work schedule that are "event driven," the unit employee shall receive premium overtime compensation equal to one and one-half (1½) times the unit employee's regular rate of pay in cash or compensatory time off, at the unit employee's option, subject to the limitations described below.
 - c. "Event driven" means major disasters, riots, major investigations, tactical situations, or any other similar activity designated by the Police Chief.
3.
 - a. All police lieutenants shall be prohibited from being paid for any non-reimbursement overtime through the term of this agreement unless authorized in writing by the Police Chief.
 - b. Non-reimbursed overtime is defined as any overtime, which is charged to the City's General Fund and not reimbursable from any outside source.
 - c. Police lieutenants shall continue to be eligible to receive overtime for which the City is reimbursed from an outside source.
4. In recognition of the fact that any police lieutenant may be called in due to "event-driven" emergencies and in conjunction with police lieutenants not being eligible for General Fund-based overtime as defined above, effective January 7, 2011, each police lieutenant shall be provided a City-owned vehicle to drive to and from work.
5.
 - a. Unit employees may accumulate compensatory time off up to a maximum of one hundred and twenty (120) hours. Upon attaining that maximum level, all overtime compensation shall be provided in cash.

- b. On September 30th of each calendar year, any such compensatory time off credited to a unit employee that is in excess of sixty (60) hours shall be paid in cash to the unit employee at his/her or her current regular rate of pay plus longevity pay and POST certificate pay.
- c. This compensatory time off bank shall be separate from and in addition to the sixty (60) hours of annual Administrative time off hours awarded under Article Five, Section V.

D. Standby Pay

Eligible unit employees designated by the Police Chief, who are assigned to “standby” for homicides or officer-involved shootings, will only be compensated at a rate of nine (9) hours of compensatory time off (CTO), for each week assigned to standby. Unit employees will accrue one (1) hour of CTO for each weekday and two (2) hours of CTO off for each Saturday or Sunday in which they are on “standby.”

E. Longevity Pay Program (See Appendix One for More Information)

The City provides the following retention incentive plan for all eligible fulltime Police management employees:

1. Upon completion of five (5) years of fulltime service with the City – three (3) range points (e.g., six [6] half-point increments).
2. Upon completion of ten (10) years of fulltime service with the City – six (6) range points (e.g., twelve [12] half-point increments).
3. Upon completion of fifteen (15) years of fulltime service with the City – nine (9) range points (e.g., eighteen [18] half-point increments).
4. Upon completion of twenty (20) years of fulltime service with the City – twelve (12) range points (e.g., twenty-four [24] half-point increments).
5. Upon completion of twenty five (25) years of fulltime service with the City – fifteen (15) range points (e.g., thirty [30] half-point increments).
6. In computing the overall pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are collectively summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.

F. Uniform Allowance

Effective the first pay period in October of each year, all Police management employees shall receive an annual uniform allowance of one thousand fifty dollars (\$1,050) per year. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5).

G. Voluntary Deferred Compensation

The City provides a voluntary deferred compensation plan as per standards approved for all fulltime unit employees who elect to participate.

H. Lateral Hire Incentive Program

All police management hired after August 1, 2007, that have served as a police officer in another law enforcement agency or agencies and successfully completed probation in that agency or agencies, and upon successfully completing probation in the City of Inglewood, shall receive:

- a. Service credit for their years of active employment as a police officer on a full-year for full-year basis for up to ten (10) years.
- b. These years of service in another agency or agencies will be considered for calculating longevity pay, vacation accrual, sick leave accrual, and seniority points for promotions.

I. Educational Incentive

1. Each October (same pay period as uniform allowances are paid) thereafter, each member possessing a Master's or Doctorate Degree will be compensated one thousand dollars (\$1,000) per year.
2. Unit employees who obtain a Master's or Doctorate Degree after October 1st, in any calendar year, shall be paid a pro-rated amount for the time period remaining before the next educational incentive bonus is paid (e.g., an eligible Master's or Doctorate degree earned on June 1st equals a pro-rated amount of eighty three dollars and thirty-three cents (\$83.33) per month, which represents the four [4] months from June 1st to September 30th). Pro-rated amounts will be based upon full months.
3. The parties agree that to the extent permitted by law, the compensation for POST Certificate Incentive Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a) (2) Educational Incentive Pay.

SECTION IV - RETIREMENT**A. Retirement System**

The City shall provide the following retirement coverage through the California Public Employees Retirement System (CalPERS).

B. Contributions

1. Employer

The City shall continue to pay its statutory contribution rate, which is established by CalPERS and may vary.

2. Employee

The City shall pay nine percent (9%) of the employee's CalPERS contribution to CalPERS on account of benefits payable under that retirement system to each employee. On or about July 18, 2014, this provision shall be modified herein.

C. Additional Retirement Benefits—“Classic Members”

The term “Classic Members” as that term is used in the California Public Employees’ Pension Reform Act of 2013, shall receive in addition to mandatory retirement benefits the following:

1. One-year highest compensation as specified in Government Code, Section 20042;
2. Military service credit as specified in Government Code, Section 21024;
3. Post-retirement survivor allowance as specified in Government Code, Sections 21624-21626;
4. Effective January 1984, or as soon thereafter as possible, 1959 Survivor Benefits Level 2, as specified in Government Code Section 21572.
5. Effective August 18, 2001, the City shall report the value of Employer Paid Member Contributions as additional compensation as provided in Government Code, Section 20636(c)(4). On or about July 18, 2014, this provision shall be modified per Article Three, Section I.
6. Effective January 1, 2002, the City shall provide the 3% @ 50 formula in accordance with Government Code, Section 21362.2 for all unit employees hired prior to January 7, 2011.
7. All unit employees hired on or after January 7, 2011, and before January 1, 2013, shall be provided the 3% @ 55 formula in accordance with Government Code, Section 21363.1.

D. PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA) —“New Members”

1. “New Members,” as that term is used in the California Public Employees’ Pension Reform Act of 2013, shall receive the following benefits:

2. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

3. PEPRA – New Hires January 1, 2013

Effective January 1, 2013, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2013, or new hires with a break in CalPERS service of more than six (6) months will receive:

- a) 2.7% @ 57 CalPERS retirement benefit formula as specified in Government Code, Section 7522.25
- b) Thirty-six (36) consecutive months for the final highest compensation formula as specified in Government Code, Section 20037
- c) Unit employees pay fifty percent (50%) of the “normal” CalPERS benefit costs
- d) No EPMC
- e) Military service credit as specified in Government Code, Section 21024;

SECTION V – ACTING SUPERVISOR APPOINTMENTS**A. Definition**

1. An acting status unit employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly created fulltime position of a higher level than that currently held by the unit employee.
2. A vacated position shall mean one from which the incumbent unit employee has been given extended leave of one (1) pay period or more, or has terminated.

B. Policies and Procedures**1. Authority for Appointments**

The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designate.

2. Types of Appointments

Acting appointments may be made only to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as the incumbent has returned to duty.

3. Extension of Appointments

Acting appointments may not be extended for a period greater than ninety (90) days without special approval of the City Manager (Administrative Officer).

4. Limitation on Appointments

Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the City Council.

5. Appointment Pay

Upon assignment of acting duty status, a unit employee will begin to earn a base salary that is equal to Step A of the salary range for the acting position assigned, but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the unit employee's permanent position.

6. Benefit Accrual

- a. While working in an acting capacity, unit employees will continue to accrue and have recorded general, special, or normal salary step increases in the unit employee's permanent position.
- b. However, such salary increases will be paid only to maintain a five (5) range point (e.g., ten [10] half-point increments) differential above the salary to which a unit employee is entitled in his/her permanent position.

7. Appointments While Maintaining Current Responsibilities

Unit employees who are appointed to a higher level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a base salary that is at least ten (10) range points (e.g., twenty [20] half-point increments) more than the salary to which they are entitled in their permanent position.

8. An employee's time spent in an acting assignment shall not be considered as "time in grade" should the employee ultimately promote to that classification.

9. The parties agree that to the extent permitted by law, the compensation for Temporary Upgrade Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(3) Premium Pay.

C. Ineligibility for Supervisory Differential

Unit employees who are appointed to acting appointments shall not be eligible for supervisory differential compensation during the time they are serving in an acting appointment.

ARTICLE FOUR—FRINGE BENEFITS***SECTION I – FRINGE BENEFITS ADMINISTRATION PROVISION*****A. Administration**

The City reserves the right to select, change, administer, or fund any fringe benefits programs involving insurance that now exist or may exist in the future during the term of this Memorandum of Understanding.

B. Selection and Funding

In the administration of fringe benefits programs involving insurance, the City shall have the right to select any insurance carrier or other method providing coverage to fund the benefits provided in Section II below.

C. Changes

The City shall meet and confer with the IPMA prior to any changes of insurance carrier or method of funding coverage for any fringe benefits provided in Section II below.

SECTION II – BENEFITS**A. Medical Insurance Plan – All Active Unit Employees**

1. The City will make medical benefits available to all active eligible unit employees and retirees, as set forth in this Article.
2. An active fulltime unit employee who elects not to obtain coverage for him or herself shall be required to complete necessary written certification that he/she has medical coverage under another medical plan, and shall identify such coverage.
3. Enrollment shall occur as provided in program requirements.
4. Any unit employee enrolled in the Aetna 90/60 as of January 1, 2009, shall be permitted to remain in such plan. Any unit employee not so enrolled shall not be permitted to select the Aetna 90/60 plan.
5. The City will institute a domestic partner benefit, for the domestic partners of eligible unit employees as defined, specified and amended by federal and state law.

B. Medical Insurance Plan – Active Unit Employees Hired Before August 1, 2007

1. a. The City shall pay the premiums for the City sponsored group medical benefit plans up to a maximum of the cost of the monthly premium for the 80/60 PPO family plan offered by the City.
- b. Unit employees electing coverage in a group medical insurance benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.

C. Medical Insurance Plan – Active Employees Hired after 8/1/07 and before 1/7/11

1. a. The City shall pay the premiums for the City sponsored group medical benefit plans up to a maximum of the cost of the most costly monthly premium for any of the family HMO plans offered by the City.
- b. Unit employees electing coverage in a group medical insurance benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.

C. Medical Premiums – New Employees Hired on or after January 7, 2011

1. All unit employees shall pay five percent (5%) of the monthly premiums and the City shall pay ninety five percent (95%) of the total monthly medical insurance premiums for eligible unit employee based on their enrollment eligibility up to the Kaiser medical plan family rate (based upon number of dependents enrolled, if any) which was in effect on December 31, 2010.
2. Unit employees who chose to participate in another City medical plan will pay all the difference in the monthly premium costs which are higher than the Kaiser medical plan.

D. Options Fund /Waiver of Medical Insurance Coverage

1. The City shall provide active unit employees with an Options Fund / Waiver of Medical Insurance Coverage. Active unit employees may elect to receive payment from the fund for one of the following choices:
 - a. Receive one-half ($\frac{1}{2}$) of the savings realized by the City from the unit employee's refusal of medical insurance coverage, for the least expensive City sponsored group benefit plan; or
 - b. Receive one-half ($\frac{1}{2}$) of the savings realized by the City from the unit employee's refusal of medical insurance coverage, for the least expensive City sponsored group benefit plan or receive it as a deferred compensation contribution.
2. Active unit employees shall receive the options fund payment only after completion of the necessary documents in the Human Resources Department.

E. Medical Insurance Plan – Retired and Grandfathered Unit Employees

1. The City provides retired unit employees with the opportunity to participate in group medical insurance plans contracted for by the City. All appropriate and necessary arrangements must be made prior to the effective date of retirement.
2. **For police management employees that have retired from City employment prior to January 1, 2008:**

The City agrees to pay fifty percent (50%) per month for all existing and future retired Police management employees for medical benefit coverage with the City's medical plans.

- a. 1) **Effective August 1, 1986, the City agrees to pay on behalf of unit employees who terminate City employment through CalPERS retirement on or after August 1, 1985, and who then have served at least fifteen (15) consecutive years as fulltime City**

employees, seventy five percent (75%) of the required monthly premium for unit employee and one dependent coverage for the life of the unit employee under the City's then approved medical insurance plan as then in effect in which the qualifying retiring unit employee had been enrolled prior to retirement; provided such unit employee duly selected to continue said insurance coverage past retirement, and provided the said insurance carrier accepts the retiring unit employee for coverage.

- 2) **For Police management employees retiring after October 1, 1999, and prior to January 1, 2008**, the City agrees that unit employees in the unit who have twenty five (25) consecutive years or more of City service and who terminate City employment through CalPERS retirement with accumulated unused sick leave and/or vacation leave of five hundred (500) hours or more may, in lieu of utilizing such five hundred (500) hours for purposes described in Section II, utilize such five hundred (500) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under one of the City plans for the lifetime of the retiring unit employee. As used in this Section II, the term "City service" may include up to a maximum of four (4) years of military service credit, as provided by Government Code Section 20930.3, if fully purchased by the unit employee before the effective date of retirement. A unit employee claiming military service credit shall furnish to the City satisfactory proof of purchase of credit so claimed before the effective date of retirement. All other restrictions contained above shall apply to any unit employee qualifying for medical premium coverage under this Section II.
- 3) Effective August 13, 2001, the City agrees that police management employees retiring who have twenty (20) consecutive years or more of City service and who terminate City employment through CalPERS retirement, with accumulated unused sick leave and/or vacation leave of seven hundred and fifty (750) hours or more may utilize such seven hundred and fifty (750) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under one of the City plans for the lifetime of the retiring unit employee. All other restrictions contained above shall apply to any unit employee qualifying for medical premium coverage under this Section II.
- 4) Police management employees retiring, who terminate City employment through CalPERS retirement, with one thousand hours (1000) of accumulated sick and/or vacation leave may utilize such one thousand hours (1000) to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under one of the City's plans for the lifetime of the retiring unit employee. If the unit employee predeceases the one qualified dependent, the City shall pay seventy five percent (75%) of the dependents medical premium.
- 5) If the City should change health insurance carriers, the retired unit employee would continue to receive the fifty percent (50%) premium payment by the City towards a designated City plan if retirement occurred prior to August 1, 1985; if retirement occurred on or after August 1, 1985, the unit employee would continue to receive the seventy five (75%) percent premium payment by the City; if retirement occurred after July 6, 1987, and the unit employee elected to receive the one hundred percent (100%) premium payment by the City in accordance with the above paragraph, the unit employee would continue to receive this one hundred percent (100%) premium payment.

- 6) With respect to retirees who are required under their medical plan to pay for Medicare, the City will reimburse such retiree for the premium for such mandatory Medicare coverage, against written verification of payment, up to a maximum amount equal to the premium contributions provided for herein, without taking into account any reduction in such medical premiums occasioned by the Medicare Coverage.
3. For police management employees who have terminated from City employment between January 1, 2008, and May 1, 2014, and were hired as a fulltime employee prior to August 1, 2007, as well as the eight (8) grandfathered employees specifically listed in Appendix Three to this MOU:
 - a. The City agrees to pay for all future retired Police management employees a contribution for medical benefits of up to fifty percent (50%) of the required monthly premium for Employee-only coverage under the City's 80/60 PPO medical plan, or any HMO plan in effect in which the unit employee is enrolled at the time of the unit employee's termination/retirement.
 - b. For unit employees enrolled in the City's 90/80 PPO medical plan at the time of termination/retirement, who elect to remain in the plan during retirement, the City shall contribute an equal amount to fifty percent (50%) of the plan. The unit employee shall pay the difference, if any, between the cost of the City's 90/80 PPO plan, and the cost of the City's 80/60 PPO plan monthly premiums.
 - c.
 - 1) **The City agrees to pay on behalf of Police management employees who terminate City employment through CalPERS retirement with at least fifteen (15) consecutive years as fulltime City employees**, seventy five-percent (75%) of the required monthly premiums for Employee Plus One dependent coverage for the life of the unit employee under the City's 80/60 PPO medical plan, or any HMO plan in effect, in which the qualifying retiring unit employee had been enrolled prior to retirement; provided such unit employee duly selected to continue said insurance coverage past retirement, and provided the said insurance carrier accepts the retiring unit employee for coverage.
 - 2) **For Police management employees enrolled in the City's 90/80 PPO medical plan at the time of termination/retirement who elects to remain in the plan during retirement**, the City shall contribute an amount equal to seventy-five percent (75%) of the required monthly premium for the City's 80/60 PPO medical plan. The unit employee shall pay the difference, if any, between the costs of the City's 90/80 PPO Plan and the cost of the City's 80/60 PPO plan monthly premiums.
 - 3) **The City agrees that Police management employees in the unit who have twenty five (25) consecutive years or more of the City service and who terminate City employment through CalPERS retirement** with accumulated unused sick leave and/or vacation leave of five hundred (500) hours or more may, in lieu of utilizing such five hundred (500) hours for purposes described in Section II-B, utilize such five hundred (500) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under the City's 80/60 PPO medical plan, or any HMO plan in effect, for the lifetime of the retiring unit employee. As used in this Section II, the term "City service" may include up to a maximum of four (4) years of military service credit, as provided by Government Code Section 20930.3, if fully purchased by the unit employee before the effective date of retirement. A unit employee claiming military service credit shall furnish to the City satisfactory proof of purchase of credit so claimed before the effective date of retirement. All other restrictions

contained in Section II-B above shall apply to any unit employee qualifying for medical premium coverage under this Section II.

- 4) **For unit employees enrolled in the City's 90/80 PPO medical plan at the time of termination/retirement who elect to remain in the plan during retirement**, the City shall contribute an amount equal to the one hundred percent (100%) of the required monthly premium for the City's 80/60 PPO medical plan. The unit employee shall pay the difference, if any, between the cost of the City's 90/80 PPO plan, and the cost of the City's 80/60 PPO plan monthly premiums.
 - 5) **The City agrees that unit employees retiring in this unit who have twenty (20) consecutive years or more of City service and who terminate City employment through CalPERS retirement** with accumulated unused sick leave and/or vacation leave of seven hundred and fifty (750) hours or more may utilize such seven hundred and fifty (750) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under the City's 80/60 PPO medical plan, or any HMO plan in effect, for the lifetime of the retiring unit employee. All other restrictions contained above shall apply to any unit employee qualifying for medical premium coverage under this Section II.
 - 6) **Unit employees retiring in this unit, who terminate City employment through CalPERS retirement** with one thousand hours (1000) of accumulated sick and/or vacation leave may utilize such one thousand hours (1000) to have the City pay one hundred percent (100%) of the medical premium for the retiring unit employee and one qualified dependent under the City's 80/60 PPO medical plan, or any HMO plan in effect, for the lifetime of the retiring unit employee. If the unit employee predeceases the one qualified dependent, the City shall pay seventy-five percent (75%) of the premium due for that one dependent for the lifetime of that dependent.
- d. **If the City should change the health insurance carriers**, the retired unit employee would continue to receive the same percentage of the premium payment by the City towards the plan under the new carrier that most closely matches the plan they were enrolled in previously.
 - e. **With respect to retirees who shall be required under the applicable medical plan to pay for coverage under Medicare**, the City will reimburse such retiree for the premium for such mandatory Medicare coverage, against written verification of payment, up to a maximum amount equal to the premium contributions provided for under Section II, without taking into account any reduction in such medical premiums occasioned by the Medicare coverage.

F. Retiree Medical Plan Effective May 1, 2014

Due to the overwhelming unfunded liability of the City's Retiree Health Benefit Plans that were available for eligible fulltime unit employees prior to May 1, 2014, the City hereby eliminates such Plans effective May 1, 2014, for all existing fulltime unit employees, except those eight (8) grandfathered employees specifically set forth in Appendix Three, who retire from the City. Such plan is replaced by the plan set forth below:

1. A Retiree Health Savings (RHS) Plan shall be created for all fulltime unit employees.
2. Any of the eight (8) grandfathered employees specifically listed in Appendix Three to this MOU shall have the right to "opt-out" of their respective retiree medical benefit as described above and

accept the terms and conditions stipulated below in Tier 1 below (Item 4 a) provided they do so within thirty (30) days of MOU adoption.

3. Sick-Leave-to-RHS Conversion Bank:
 - a. All unit employees shall be permitted to convert up to one thousand (1,000) hours of accrued sick leave hours at 50% of the employee's base hourly rate of pay to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
 - b. One-third ($\frac{1}{3}$) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015, and August 1, 2016, respectively. Following the final one-third ($\frac{1}{3}$) being deposited to the employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS-Conversion-Bank" will have no balance and cease to exist.
 - c. Sick Leave Hardship Transfer Clause: Should a unit employee exhaust their sick leave bank and need to use the sick leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank for purposes of time off; such a request by the employee shall be granted. The employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
 - d. Termination Prior to Complete Conversion: Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
4. **Tier 1:** Benefits for employees with fifteen (15) or more years of fulltime City service as of May 1, 2014.
 - a. Monthly stipend for medical premiums: Upon retirement from the City, the City shall pay on behalf of each Tier 1 retiree, the actual cost of the retiree and dependents' medical insurance premium, not to exceed nine hundred dollars (\$900) per month, beginning the first month after retirement from the City and continuing for one hundred eighty (180) months. The stipend will be paid directly to the City's medical benefit provider. The retiree/dependents shall be responsible for any difference in the medical premium.
 - b. Upon retirement, a Tier 1 retiree may, in lieu of the one hundred eighty (180) stipend payments, elect to receive forty percent (40%) of the value of these stipends (e.g., \$900 x 180 months x .40 = \$64,800) as a one-time, lump sum payment deposited into his or her RHS Plan.
 - c. The retiree medical stipend will terminate forever, if at any time the retiree/dependent(s) fails to pay the difference between the stipend and the cost of the monthly medical insurance premium, after reasonable notice of such failure to pay is received by the retiree retiree/dependent(s).
 - d. The dependent of a deceased Tier I retiree who was receiving a stipend shall continue to receive the balance of such stipend payments provided said dependent(s) maintain(s) the City's medical coverage paying any necessary difference.

- e. All unit employees in Tier 1 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667. This amount may be modified from time to time by IPMA, in which case the parties shall amend this provision of the MOU.
5. **Tier 2:** Benefits for employees with less than fifteen (15) years of fulltime service to the City on or before May 1, 2014.
- a. Monthly stipend for medical premiums: Upon retirement from the City, the City shall pay on behalf of each Tier 2 retiree the actual cost of the retiree and dependents’ health insurance, not to exceed five hundred dollars (\$500) per month, beginning the first month after retirement from the City and continuing for one hundred eighty (180) months. The stipend is paid directly to the City’s medical benefit provider. The retiree/dependents shall be responsible for any difference in the medical premium.
 - b. Upon retirement, a Tier 2 retiree may, in lieu of the one hundred eighty (180) stipend payments, elect to receive forty percent (40%) of the value these stipends (e.g., \$500 x 180 months x .40 = \$36,000.00) as a one-time, lump sum payment deposited into his or her RHS Plan.
 - c. The retiree medical stipend will terminate forever, if at any time the retiree/dependent(s) fails to pay the difference between the stipend and the cost of the monthly medical insurance premium, after reasonable notice of such failure to pay is received by the retiree/dependent(s).
 - d. The dependents of a deceased Tier 2 retiree who was receiving a stipend shall continue to receive the balance of such stipend payments provided said dependent(s) maintain(s) the City’s medical coverage.
 - e. All unit employees in Tier 2 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667. This amount may be modified from time to time by IPMA, in which case the parties shall amend this provision of the MOU.
6. RHS “Seed” Money for Tier 1 and Tier 2 Employees
- a. All unit employees in Tier 1 and Tier 2 shall receive a City contribution to “seed” their RHS Plan accounts as set forth in the table below. These “seed” contributions shall be paid in equal installments over three (3) years (e.g., one-third [$\frac{1}{3}$] of the value each year).

Years of City Service (as of May 1, 2014)	Percent of Annual Base Salary
Less than Fifteen (15) Years (less than 180 months)	10%
Fifteen (15) years or more (180 months or more)	12.5%

- b. Example: An employee with more than fifteen years of service who would receive a 12.5% “seed” contribution who makes \$100,000 in base salary shall receive three (3) yearly payments to his/her RHS account in the amount of \$4,166.67.
 - c. Newly promoted unit employees (e.g., Inglewood Police Officers Association [IPOA] unit employees who promote into IPMA on or after May 1, 2014) are not eligible for this benefit.
7. Tier 3: IPOA Promotions into IPMA after May 1, 2014—Effect on Alternative Retiree Medical Plan
- a. IPOA unit employees who promote into IPMA on or after May 1, 2014, shall retain their retiree medical stipend eligibility, if any, and conversion election (if any existed on the date his/her promotion becomes effective) per the terms of the IPOA MOU in effect at the time of promotion.
 - b. Any IPOA unit employees who promote into IPMA prior to the completion of any sick-leave-to-RHS conversion shall continue to have said conversion accomplished until completed as specified in the IPOA MOU.
 - c. The City shall continue its matching contribution (if any) to employees’ RHS Plan accounts as follows: For all unit employees previously in IPOA Tiers 2, 3, or 4, the City shall make a matching annual contribution to each unit employee’s RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.
 - d. No other IPOA benefits shall follow the promoted employee unless otherwise negotiated in the future.
8. As the date this MOU was created, there existed one IPMA employee who was serving a “temporary” demotion. The intent of the parties is that this employee, once reinstated into the IPMA bargaining unit would receive benefits as a Tier 1 employee. Moreover, a unit employee as of May 1, 2014, who is demoted out of the unit and subsequently reinstated or re-promoted, shall return to whichever tier (Tier 1 or Tier 2) the employee occupied prior to his or her temporary demotion.
9. Dental Plan
- a. A unit employee and family dental plan is provided by the City. The City shall pay all monthly dental premiums for eligible Police management employees and their dependents. The City shall pay all dental premium increases that occur during the term of this agreement.
 - b. The plan has a deductible of twenty five dollars (\$25) per CalPERS on per year (maximum \$75 per family annually) on charges other than examination, cleaning, and x-rays.

- c. Examinations, cleaning once every six (6) months, and full mouth x-rays are covered at one hundred percent (100%).
- d. Fillings, extractions, root canals, and certain other routine items are covered at one hundred percent (100%).
- e. Prosthetic work is covered at sixty percent (60%).
- f. The City shall provide orthodontic coverage; no deductible, one hundred percent (100%) up to \$2,000 per eligible dependent.

10. Life Insurance

- a. The City pays the premiums for each Police management employee for a term life policy equal to the unit employee's annual salary rounded off to the nearest five hundred dollars (\$500).
- b. In the case of accidental death the benefit will equal two (2) times the amount provided.

11. Life Insurance for Retired or Terminated Unit Employees

- a. Retiring unit employees or those unit employees who terminate may elect to convert group life coverage to individual coverage.
- b. Necessary arrangements must be made with the City and the insurance company before the effective termination date.
- c. Cost of life insurance continuance upon retirement will be borne by the unit employee.

12. Accidental Death Benefit

The City will provide to the family of a unit employee who dies as a result of an accidental on-the-job injury a benefit of \$2,500 per child for the education of the surviving dependent children under twenty-one (21) years of age, if the deceased unit employee was responsible for the support of the child.

13. Optical

The City shall provide a pre-paid vision care program.

14. Education Reimbursement

- a. Policy
 - 1) The City shall provide reimbursement for up to sixteen (16) semester or twenty-four (24) quarter units for educational development of unit employees per City fiscal year.
 - 2) Payable expenses include one hundred percent (100%) coverage for tuition and books for courses taken at accredited public institutions and eighty percent (80%) for courses taken at accredited private institutions.

3) The City shall not pay any other fees or charges associated with the costs of education.

b. Eligibility

- 1) The unit employee must first submit a written notice to the Police Chief of any intended educational reimbursement indicating the prospective accredited school the unit employee plans to attend and the intended course(s) of study. The intent of this notice is for informational purposes only and shall not be used as a basis for denial.
- 2) No payment for approved educational reimbursement shall be made until 1) final proof that the unit employee has received a passing grade, which is defined as a "C-" (C minus) or better or "pass" if the course is taken on a pass/fail basis, and 2) the request for reimbursement is made in writing to the Police Chief or designee not later than 6 months after the classes were completed or grades were received, whichever is later.
- 3) No unit employee shall be entitled to any reimbursement for any interest, fees, penalties, or the like, that may be applicable on his/her personal credit or student loans for any approved educational reimbursement.

c. Service Requirement

It is understood that any unit employee who receives approved educational reimbursement from the City must continue to be employed by the City of Inglewood for at least two (2) years (e.g., twenty four [24] months) after the completion of the course(s) for which reimbursement was made. This provision does not apply to employees who separate due to medical disability or whose separation is not voluntary.

15. Biennial Physical Examination – With Stress Testing

- a. The City will provide a biennial physical examination, including stress testing, for all Police management employees. Unit employees will be contacted by the Human Resources Department regarding their intent to utilize the City's medical services.
- b. Police management employees who have undergone physical testing with abnormal or questionable results will be provided an annual physical examination upon written request from the unit employee.
- c. Unit employees wishing to obtain their own physical examination may present the Human Resources Department with a bill from their own physician for such service. The City will pay up to the required medical standards for management physicals set forth in the City's medical contract, which is currently one hundred and fifty dollars (\$150). Such service must be performed and billed between January and March of the calendar year.
- d. In lieu of a biennial physical examination, Police management employees may be eligible to receive a "body-scan." Each eligible unit employee may substitute at least one "body-scan" for one physical examination within a four (4) year period; a "body-scan" is limited to one every other biennial physical.

16. Travel to Conferences

- a. Police management employees who travel at their own expense to conferences for the purpose of professional growth and development may be granted, by the Police Chief, reasonable time for such trips. This time is not to be charged to their leave or compensatory time.
- b. The City will, at the discretion of the Police Chief, pay conference registration fees for Police management employees up to one hundred dollars (\$100) in any one fiscal year.

17. Parking

Police management employees will be provided free parking privileges in the City's parking facilities.

18. Library Privilege

Unit employees who are not residents of Inglewood may be allowed the privilege of using the library services without charge.

19. Replacing or Repairing Property of Unit Employees

a. Policy and Procedures

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of a unit employee (which are eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the unit employee) when any such items are lost or damaged in the line of duty without fault or neglect of the unit employee. If the items are damaged beyond repair, the actual value of such items will be paid within the specifications of this policy. Proof of ownership of such items must be shown in writing or by other reasonable evidence by the unit employee to the City, and the loss or damage to the items occurring while in the line of assigned duty must be verified by the unit employee's immediate supervisor.

b. Reimbursement Schedule

The reimbursement of items damaged within time noted (from the date of original purchase) shall be as follows:

Age In Service Life	Percent of Reimbursement
0 to less than 18 months	75% of present list price
18 to less than 36 months	65% of present list price
36 to less than 48 months	55% of present list price
48 months and over	50% of present list price

c. Maximum on Watches

The maximum reimbursement for lost or damaged watches shall not exceed one hundred dollars (\$100).

20. Physical Fitness Program

a. Improved Fitness

The City and IPMA agree to institute a program designed to promote the overall physical fitness of Police management. The objectives of this program include:

- 1) Determining the level of health and fitness of each participant;
- 2) Providing training in health, nutrition, and physical fitness;
- 3) Improving overall fitness and health level of the organization.

b. Program Objective

The object of this program is to raise the fitness level of the unit employees in the unit. To accomplish this goal, the City agrees to provide the following:

- 1) A physical examination to provide a screening device and determine participants' existing fitness level.
- 2) Provide training for management employees to administer the testing procedure.
- 3) Compensate successful program participants as prescribed in the achievement incentives section.
- 4) Provide time for on-duty testing.

c. Program

- 1) The City and IPMA agree to utilize an aerobic fitness program to accomplish the stated objectives. An exercise "prescription" from the physical examination and trained management employees will provide the participant with a program to follow.
- 2) The parties are considering using the program designed by the Cooper Institute of Aerobic Fitness, but have not reached final agreement concerning the content of the fitness program.

d. Achievement Incentives

- 1) The City agrees to provide a reward for successful program participants. This reward will be based on individual performance testing. Utilizing the Cooper Institute's fitness scale, the following achievement categories will be rewarded accordingly:
 - a) Excellent--Six (6) hours compensatory time per quarter
 - b) Good--Four (4) hours compensatory time per quarter
 - c) Average--Three (3) hours compensatory time per quarter
- 2) Administrative time off earned under the physical fitness program shall be taken as time off only.

e. Voluntary Participation

- 1) The parties understand, acknowledge, and agree that participation in the physical fitness program is on a voluntary basis.
- 2) Unit employees participating in the physical fitness program will, as a condition of participation, execute an acknowledgement that:
 - a) Their participation in the physical fitness program is voluntary; and
 - b) Injuries occurring as a result of off-duty fitness activities in which an officer is engaged shall not be deemed an injury arising out of employment.

f. Fitness Scale and Standards

The fitness scale and fitness standards mentioned herein shall comply with all relevant laws pertaining to discrimination in employment. The IPMA agrees to indemnify and hold the City harmless from any claims of employment discrimination arising from the negotiation, administration, or implementation of the physical fitness program.

g. Setting Standards

The IPMA and the Police Chief shall meet and jointly agree to applicable fitness standards.

ARTICLE FIVE—LEAVES

SECTION I – HOLIDAYS

A. Holidays Recognized

All Police management employees are eligible for the following thirteen (13) recognized holidays and one (1) floating holiday:

1. New Year's Day (January 1)
2. Martin Luther King, Jr.'s birthday (third Monday in January)
3. President's Day (third Monday in February)
4. Caesar Chavez Birthday (March 31st)
5. Memorial Day (last Monday in May)
6. Independence Day (July 4)
7. Labor Day (first Monday in September)
8. Veteran's Day (November 11)
9. Thanksgiving Day (forth Thursday in November)
10. Day following Thanksgiving Day
11. Christmas Eve Day (December 24)
12. Christmas Day (December 25)
13. New Year's Eve Day (December 31)
14. One (1) Floating Holiday

B. Holiday In-Lieu Pay

1. Unit employees shall receive one hundred and forty (140) hours of holiday in lieu pay in lieu of thirteen (13) recognized holidays and one (1) floating holiday each year.
2. Holiday In-Lieu Pay accrues at the rate of ten (10) hours for each holiday listed in this Article and is credited in the pay period in which the holiday occurs. The floating holiday accrues December 26 each year.
3. Upon written approval of the Police Chief, a unit member may be permitted to take off a holiday recognized by the City in lieu of receiving holiday pay.
4. Holiday requests will be granted on the basis of seniority.
5. Payment of holiday-in-lieu shall be made at the end of the first pay period in December of each year at the unit employee's base rate of pay plus longevity.
6. Holiday in lieu pay year starts with Christmas Eve of each calendar year and ends with the day after Thanksgiving.

SECTION II – VACATION

A. Accumulation

1. Vacation leave is accumulated yearly and is computed on the basis of the unit employee's hire date as a full time unit employee, and is payable upon termination at the unit employee's base

hourly rate (exclusive of longevity pay, deferred compensation, or any other bonus or assignment differential).

2. If a legal City holiday occurs while a unit employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the unit employee is entitled.
3. The City agrees to pay for all accumulated vacation leave to unit employees who terminate.
4. Annual vacation, which is not used in any one (1) year, may be accumulated for use in succeeding years.
5. Unit employees may accrue vacation time on an unlimited basis.
6. Every effort must be made by both unit employee and department head to schedule reasonable times for earned vacation to be taken annually.

B. Vacation Cash-Out

1. Vacation hours accumulated in excess of two hundred and forty (240) hours are redeemable at base salary for up to a maximum of eighty (80) hours once in any 12-month period.
2. Before second occurrence, the unit employee must have taken a minimum of eighty (80) hours vacation time.

C. Vacation Accrual Schedule

Police Management vacation accrual schedule is as follows:

Years of Service	Vacation Days Earned	Vacation Hours Earned
1	10	80
2	12	96
3	14	112
4	16	128
5	16	128
6	16	128
7	16	128
8	16	128
9	18	144
10	18	144
11	18	144
12	18	144
13	18	144
14	18	144
15	20	160
16	20	160
17	22	176
18	22	176
19	22	176

SECTION III – SICK LEAVE**A. Sick Leave Accrual Rate**

All full time Police management employees shall earn sick leave at the rate of one (1) day (eight hours) per month.

B. Cash-Out at Retirement/Termination or Death

At retirement, death, or termination after ten (10) years' service, fifty percent (50%) of accumulated sick leave will be paid off at the unit employee's base rate (exclusive of longevity pay, deferred compensation, or any other bonus or assignment differential).

C. Serious Illness or Injury

Unit employees who are incapacitated due to serious illness or injury while on vacation leave shall have such time charged against sick leave when they promptly notify their supervisor and substantiate such request upon return to work from sick leave.

D. Sick Leave Cash-Out

Once annually during the fiscal year, a unit employee shall be granted the option of cashing out accumulated sick leave at base salary according to the following schedule:

1. 20% of the value in excess of 30 days at 5 years;
2. 25% of the value in excess of 30 days at 6 years;
3. 30% of the value in excess of 30 days at 7 years;
4. 35% of the value in excess of 30 days at 8 years;
5. 40% of the value in excess of 30 days at 9 years;
6. 50% of the value in excess of 30 days at 10 years or more.

SECTION IV – ADMINISTRATIVE TIME

All Police management employees shall be granted sixty (60) hours of administrative time off per fiscal year at the unit employee's regular base hourly rate of pay. This administrative leave shall be granted as time off at the discretion of the Police Chief.

SECTION V – OTHER LEAVES**A. Bereavement Leave**

1. All full time Police management employees may have up to three (3) consecutive work days of bereavement leave with pay when a death occurs in their immediate family.

2. Immediate family shall be defined as that group of individuals including the unit employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster father, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), and all degree of relatives not listed, but living within the household of the unit employee.
3. Only sixteen (16) working hours of sick leave can be used for funeral time per occurrence, and not more than thirty two (32) working hours of sick leave for bereavement travel may be used in any one fiscal year.

B. Maternity Leave

1. A pregnant unit employee may work as long as she is able to perform the duties assigned to her classification. The unit employee will be required to submit a report from her personal physician stating:
 - a. How long she may continue to perform her assigned duties without risk of injury to herself, others, or the unborn child.
 - b. When she may return to work after the termination of her pregnancy.
2. The City will grant a six (6) month maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums for the unit employee.
3. The unit employee has the option to use her accumulated sick leave before or after her maternity leave of absence.

C. Jury Duty

1. Full pay for jury duty will be limited to thirty (30) calendar days in any one (1) calendar year. The unit employee must give the City any fees received as a juror, excluding mileage fees (unless a City vehicle is used), in exchange for their regular paycheck.
2. This time may be extended should a formal request be submitted to the Human Resources Director by the Jury Commissioner.

G. Personal Leave

1. No personal leave shall be converted to cash.
2. Eligibility to accrue and/or utilize the personal leave described herein is contingent upon the unit employee being employed by the City on the date that the leave is accrued and/or utilized.
3. Utilization of this personal leave shall be subject to all use and approval rules, regulations, and restrictions, which apply to use of holiday time.
4. Compensated time off by use of personal leave shall be in the number of hours equal to the unit employee's scheduled daily hours of work on the date that the personal leave is used.
5. Each Police management employee shall be credited with two (2) ten (10) hour personal leave days per calendar year.

6. The personal leave day credited shall be available for use only up to and including December 31st of each year. If not used, it shall be lost without payment of any compensation.
7. Payroll shall credit this personal leave in an account separate and distinct from "holiday leave" and the unit employee's payroll check shall show this separate accounting.

SECTION VI – FAMILY AND MEDICAL CARE LEAVE POLICY

A. Required By State and Federal Laws

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible unit employees as required by State and Federal law. The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations, which are not specifically set forth below, are set forth in the Department of Labor Regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California Family Rights Act ("CFRA")(Government Code § 12945.2). Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

B. Eligibility

1. A unit employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least one thousand, two hundred and fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible unit employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date a unit employee's leave first begins.
3. A unit employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.

C. Request For Medical Leave

1. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave.
2. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave.

ARTICLE SIX—WORKING CONDITIONS

SECTION I – WORK SCHEDULE

All unit employees shall be regularly scheduled to work a 4/10 work schedule, except sergeants assigned to patrol and motors who work a 3/12 work schedule.

SECTION II – PATROL SHIFT ASSIGNMENT

The practice regarding the scheduling of patrol shift assignments and days off will be continued by the Department. Should the Police Chief want to make a change in such practice, the Chief will first notify IPMA and upon request, meet and confer with IPMA regarding the proposed change.

SECTION III – AMERICANS WITH DISABILITIES ACT

The City shall take all actions necessary to comply with the ADA.

SECTION IV – EMPLOYMENT OF RELATIVES

A. Purpose

In order to minimize problems relating to supervision, morale, safety, and security, it is necessary to regulate the employment of relatives by the City. Therefore, applicants will not be hired and unit employees will not be placed into positions if the result would be that:

1. One person would be supervised by or be in the chain of command of a relative;
2. One person would participate in making, or advising on, employment decisions concerning a relative;
3. One person would be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety, or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives;

B. Violation of Policy

Unit employees who are working for the City prior to the effective date of this Policy under circumstances, which would violate the provisions of paragraph 1 above, will not have their employment circumstances modified on account of this policy provided these circumstances do not, in the judgment of the City, create a problem of supervision, morale, safety, or security. Should one of these unit employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in circumstances, which would create a violation of paragraph A, 1, 2, and 3 of this Policy.

C. Reasonable Effort to Reassign

Unit employees of the City who become relatives after the effective date of this policy and work in circumstances, which violate the provisions of paragraph 1 above, will be subject to this Policy. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security, or morale.

D. Affected Unit Employees

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, a unit employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the unit employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the unit employees affected.

E. Relatives Defined

For purposes of this policy "relatives" includes: spouse; a spousal-type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the unit employee.

F. Advising Immediate Supervisors

Unit employees are responsible for advising their immediate supervisor if they are related or become related to another unit employee or City Council member.

SECTION V – LAYOFF AND RE-EMPLOYMENT POLICIES**A. Job Elimination Policy**

Any fulltime unit employee with less than ten (10) years of service and satisfactory or above performance rating whose job is eliminated and employment terminated shall receive base compensation for one pay period and thirty three percent (33%) of unused sick leave as severance pay, and thirty (30) days' notice.

B. Layoff Procedure

The City Council or City Manager (Administrative Officer) may separate any class or position without cause because of financial need, reduction of work, or abandonment of activities, after giving a thirty (30) days advance notice of separation and the reasons therefore to such affected unit employee(s). However, no permanent fulltime unit employee shall be laid off or separated from any department while there are emergency, seasonal, probationary, part-time, permanent part-time, temporary employees or probationary employees serving in the same class of positions in the department.

1. Order of Separation

Unit employees within a classification shall be laid off in inverse order of their seniority within such class. Seniority within class for the purpose of layoffs is defined as the length of the unit employee's fulltime cumulative service time with the City of Inglewood, within the rank or class targeted for layoff, plus any time in a higher rank or class. Ties in seniority within the class shall be broken based upon the order in which unit employees were selected for promotion by the department head, in the case of entry level positions, their selection for fulltime employment.

2. Bumping Rights

A unit employee who is subject to layoff may exercise his/her or her right to bump into a lower rank or class within the same department provided that the unit employee has previously held permanent fulltime employment within such lower rank or class and the unit employee has greater seniority than the unit employee he/she or she seeks to displace. For purposes of this provision only, seniority is defined as cumulative fulltime service with the City of Inglewood, within the rank or class to which the unit employee seeks to bump, plus any time served in a higher rank or class in that classification series. Ties in seniority shall be broken in the following order: 1) cumulative fulltime service with the unit employee's current department; 2) for sworn law enforcement unit employees, total fulltime service as a sworn law enforcement officer with a POST certified agency; 3) total cumulative fulltime service with the City of Inglewood.

3. Offer of Reassignment

The City Manager (Administrative Officer) may approve the appointment of a unit employee who is to be laid off to an existing budgeted vacant position in a lower classification or equal classification for which the unit employee meets the minimum qualifications of the classification and for which the unit employee can perform the essential functions of the position. If the appointed unit employee has not previously served in the classification, the unit employee will have to serve a probationary period, provided the appointing authority agrees to appoint affected unit employee to said position.

4. Re-employment Lists

Permanent unit employees who are separated due to layoff, bump into a lower classification due to layoff or who accept an offer of reassignment in lieu of layoff shall be placed on a re-employment list according to seniority within such class for a period of two (2) years following such unit employee's separation from employment. The most senior unit employee in the class on such re-employment list shall be the first one offered re-employment. No candidate for employment on an employment eligibility list shall be offered employment in a classification for which there is an existing re-employment list. Any unit employee on a re-employment list shall be removed from such list if the unit employee is offered employment into the classification for which the re-employment list exists by the City and rejects such offer.

SECTION VI – REINSTATEMENT

A. Employee Reinstatement within Six (6) Months

A unit employee who has resigned may be eligible for reinstatement to his/her former position without reexamination provided all of the following circumstances have been met:

1. There is a vacancy in the class and position for which the former employee is seeking reinstatement.
2. Not more than six (6) months has elapsed between the time the former employee's resignation became effective and the effective date his/her proposed reinstatement.

3. The former employee meets the medical requirements of the position by taking such medical examination(s) by a City-designated physician as would be required by the Human Resources Director.
4. The former employee restore to the City all payments in lieu of sick leave and other benefits he/she received as a result of his/her termination of employment with the City, which the Finance Director or his/her designee will consider due to the City because of the lapse of time between the effective dates of resignation/separation and prospective reinstatement period. The benefits that he/she repays to the City shall be restored to his/her credit.
5. That his/her work performance and evaluations at the time of separation were at least satisfactory or higher.
6. The City Manager (Administrative Officer) on recommendation from the Police Chief approves of any reinstatement requests prior to any appointment by the appointing authority.
7. That nothing has occurred during the break in employment that will reflect adversely on the City or will impair the individual's abilities to perform his/her duties effectively.

B. Employee Reinstatement within Six (6) Months

It is understood that this updated reinstatement provision shall supersede Civil Service Rule IV, Section II Reinstatement as of January 1, 2014.

ARTICLE SEVEN—GENERAL PROVISIONS

SECTION I – WAIVER OF BARGAINING DURING TERM OF AGREEMENT

Except as specifically provided for in this agreement or by mutual agreement in writing during the term of this Memorandum of Understanding, the parties hereto mutually agree not to seek to negotiate or bargain with respect to any matters pertaining to wages, hours, and terms and conditions of employment, whether or not covered by this Memorandum of Understanding or in the negotiations leading thereto, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during negotiations leading to this Memorandum, and any rights in that respect are hereby expressly waived during the term of this agreement.

SECTION II – EMERGENCY WAIVER PROVISION

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of the Memorandum of Understanding, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the IPMA shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Memorandum of Understanding.

SECTION III – SEVERABILITY PROVISION

Should any provision of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding.

SECTION IV – LAW, RULES, REGULATIONS, AND AMENDMENTS

A. Sole and Entire Memorandum of Understanding

1. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of understanding, oral or written, express or implied, between the parties, and shall govern their entire relationship, and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise.
2. This Memorandum of Understanding is not intended to cover any matters preempted by Federal or State law or City Charter.

B. Civil Service and Departmental Rules and Regulations

1. It is understood and agreed that there exists within the City, in written form, Civil Service and Departmental Rules and Regulations. Except as specifically modified by this Memorandum of Understanding, these rules and regulations, and any subsequent amendments thereto, shall be in full force and effect during the term of this Memorandum of Understanding.
2. Before any new or subsequent amendments to these Civil Service and/or Departmental Rules and Regulations directly affecting wages, hours, and terms and conditions of employment are implemented; the City shall meet and confer in accordance with Government Code, Section 3500 et seq., with the IPMA regarding such changes.

3. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IPMA as required by law.

SECTION V – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

The provisions of this MOU can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing, hereafter signed by the designated representatives of the City, IPMA, and the City Manager unless said amendments are required to be adopted by the City Council of the City of Inglewood.

SECTION VI – TERM OF THIS AGREEMENT

The term of this agreement shall cover the period from January 1, 2014, through June 30, 2017 (42 months).

SECTION VII – RATIFICATION AND EXECUTION

The City and IPMA acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IPMA, and entered into this _____ day of May 2014.

PARTNERS TO AGREEMENT

INGLEWOOD POLICE MANAGEMENT ASSOCIATION

CITY OF INGLEWOOD

Robert M. Wexler, IPMA Chief Negotiator

John F. Hoffman, City's Chief Negotiator

Sgt. Edward Ridens, Jr., IPMA President

Michael D. Falkow, Assistant City Manager

Lt. Mark C. Fried, IPMA Vice President

David L. Esparza, Assistant City Manager

Lt. Neal Cochran, IPMA Representative

Jose Cortes, Assistant Human Resources Manager

Sgt. Brian Spencer, IPMA Representative

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this ____ day of May 2014.

INGLEWOOD POLICE MANAGEMENT ASSOCIATION

CITY OF INGLEWOOD, CALIFORNIA

Sgt. Edward Ridens, Jr., IPMA President

Artie Fields, City Manager

APPENDIX ONE— Salary Range Points and Corresponding Pay Amounts

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ($\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you’d obtain 12.96.

If you add that back to the 108, you’d obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following Excel-based formula is used to determine the corresponding annual salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5, 0)) - 1}) * ((1.001)^{(\text{RangePoint} - \text{ROUND}(\text{RangePoint}-0.5, 0)) / 0.1}))$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

APPENDIX TWO— New Arbitration Provision

The following provisions are taken from the new IPMA MOU and are applicable to all IPMA unit employees who elect final arbitration regarding discharges, demotions, punitive disciplinary reductions of pay, or suspensions without pay of more than thirty (30) hours of straight time pay, not to exceed thirty (30) days (240 hours) unless this process is terminated pursuant to Section III, below.

A. Step Five – Arbitration

1. Scope of Arbitration

If the grievance is not resolved in Step Four, or if no answer has been received within the time limits established in Step Four, the grievant must within ten (10) calendar days present the grievance in writing to the Human Resources Director for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.

- a. All other grievances shall bypass Step Five of the grievance procedures and advance to Step Six (City Manager (Administrative Officer)).
- b. An eligible grievant, as set forth in this Step Five, who chooses arbitration shall be deemed to have made a choice between the Civil Service Board of Review and Arbitration, and therefore may not seek two (2) hearings on the same grievance.

2. Selection of an Arbitrator

The Human Resources Director will process the grievance by invoking the arbitration process with an impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) working days unless external constraints prohibit compliance, whereupon the earliest date available shall apply.

- a. An Arbitrator shall be selected from a list of nine (9) Arbitrators from the American Arbitration Association within two (2) working days after receipt of said list by both parties.
- b. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become arbitrator.
- c. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by lot.
- d. The priority of striking names shall alternate from one (1) party to the other each time arbitration is invoked by the same parties.
- e. The appointment of an arbitrator shall be on a case-by-case basis.

3. Arbitrator Guidelines

- a. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
- b. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
- c. The arbitrator shall be bound by the express terms and conditions of the Memorandum of Understanding as well as the Civil Service Rules and departmental rules and regulations in determining the validity of the disciplinary matter submitted to arbitration and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations or departmental rules, regulations, or procedures.
- d. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.
- e. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings.
- f. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not disrupted.
- g. The grievant must submit at least five (5) working days prior to the scheduled arbitration hearing date a list of officers and estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing interference with the normal operations and efficiency of the Police Department.

4. Arbitrator Decisions

The findings of fact and the decision of the arbitrator shall be final except for discharge cases that may be overturned by the City Council by majority vote by or before sixty (60) calendar days of the written decision of the arbitrator is received by the City Manager (Administrative Officer) and the decision shall be transmitted to the involved parties and the City Manager (Administrative Officer).

B. All Proposed Disciplinary Actions – Skelly Process Required

All unit employees who have been served with proposed disciplinary actions must participate in the *Skelly* Process with the Police Chief or designee.

C. Cost of Arbitrator

The arbitrator's fees and any mutually agreed upon expenses shall be borne one-half ($\frac{1}{2}$) by the City and one-half ($\frac{1}{2}$) by the grieving employee.

SECTION III – ARBITRATION TERMINATION CLAUSE

If the City Council elects to terminate the provisions of Appendix Two after June 30, 2017, all appeals of disciplinary action for misconduct that occurred after that date shall be governed by the procedures set forth in Article Two of this MOU.

APPENDIX THREE— Grandfathered Employees

The following IPMA unit employees retain the retiree medical benefit as outlined in Article Four—Fringe Benefits, Section II. Benefits, E. Medical Insurance Plan – Retired and Grandfathered Unit Employees, Item 3.

The eight (8) grandfathered unit employees who are eligible for this benefit are listed below by serial number and employee number.

Employee Serial/Badge Number	Employee ID Number
517	813100
546	182790
560	562500
564	864501
601	082610
602	462900
633	035555
657	236700

1 Resolution No. _____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 INGLEWOOD, CALIFORNIA APPROVING AND EFFECTUATING THE
5 UNDERSTANDING REACHED WITH REPRESENTATIVES FROM THE
6 INGLEWOOD POLICE OFFICERS ASSOCIATION PURSUANT TO THE
7 STATE MEET AND CONFER LAWS.

8
9 WHEREAS, the City has reached a Memorandum of Understanding with
10 the Inglewood Police Officers Association embracing the period
11 beginning January 1, 2014, through June 30, 2017;

12
13 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INGLEWOOD,
14 CALIFORNIA DOES RESOLVE AS FOLLOWS:

15
16 SECTION 1. INGLEWOOD POLICE OFFICERS ASSOCIATION

17 That insofar as is legally possible, all provisions of the Memorandum
18 of Understanding between the City of Inglewood and the Inglewood
19 Police Officers Association (attached hereto as Exhibit A) are
20 approved and shall be implemented and made effective for the period
21 beginning January 1, 2014, through June 30, 2017.

22
23 SECTION 2. PREVIOUS BENEFITS CARRY OVER

24 All previous monetary and non-monetary benefits accorded to employees
25 designated in this resolution shall be carried over and continued to
26 be paid and accorded in addition to the benefits referred to herein
27 except only to the extent this resolution amends or modifies such
28 preexisting benefits.

Resolution No. _____

SECTION 3. CERTIFICATION

The City Clerk shall certify to the adoption of this resolution and the same shall be in full force and effect immediately upon adoption.

PASSED, APPROVED, AND ADOPTED THIS ____ DAY OF _____ 2014.

JAMES T. BUTTS, JR., MAYOR

ATTEST:

YVONNE HORTON, CITY CLERK

//

//

CITY OF INGLEWOOD
Human Resources Department



MEMORANDUM OF UNDERSTANDING
FOR
INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)
JANUARY 1, 2014 through JUNE 30, 2017
THREE-AND-A-HALF YEAR (42-MONTH) AGREEMENT

TABLE OF CONTENTS

ARTICLE ONE—EMPLOYEE – EMPLOYER RIGHTS	6
SECTION I - PARTIES TO MEMORANDUM OF UNDERSTANDING	6
SECTION II – EMPLOYER - EMPLOYEE RELATIONS RESOLUTION	6
SECTION III - RECOGNITION CLAUSE	6
A. Recognize IPOA.....	6
B. Recognition Rights	6
SECTION IV - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES	6
A. Newly Hired Employees	6
B. Dues and Benefit Deductions Programs	6
C. Indemnification	6
D. Equality of Representation	7
E. Time Off for Meeting and Conferring.....	7
F. Time Off for Grievance Processing	8
G. Time Off for Association Board Meetings.....	9
H. Office Space.....	9
I. Meeting Facilities	9
J. Bulletin Boards and Mail	9
SECTION V - MANAGEMENT RIGHTS AND RESPONSIBILITIES	10
A. Management Rights	10
B. Impact of Management Rights	10
SECTION VI - NO STRIKE PROVISION	11
A. Prohibited Conduct.....	11
B. Association Responsibility.....	11
ARTICLE TWO—GRIEVANCE PROCEDURE	12
SECTION I - GRIEVANCE PROCEDURE FOR POLICE EMPLOYEES	12
A. Sole and Exclusive Grievance Procedure.....	12
B. Definition of Grievance.....	12
C. Probationary Employees	12
D. Time Limits for Filing Grievance(s)	12
E. Representation in Presentation of Grievance	13
F. Effect of Election of Grievance Procedure for Resolution of Individual Grievance	13
G. Calendar Days and Working Days Defines as Same.....	13
SECTION II - GRIEVANCE PROCEDURE STEPS.....	13
A. Step One - Informal Process.....	13
B. Step Two - Formal Process - Management Supervisor	13
C. Step Three - Formal Process - Commander	13
D. Step Four - Formal Process – Police Chief.....	14
E. Step Five - Arbitration	14
F. Step Six - City Manager (Administrative Officer).....	16
G. All Proposed Disciplinary Actions – <i>Skelly</i> Process Required	16
H. Cost of Arbitrator	16
SECTION III – ARBITRATION TERMINATION CLAUSE	16
ARTICLE THREE—SALARIES AND COMPENSATION	17
SECTION I - SALARIES	17
A. Salary Adjustment Criteria	17
B. Salary Ranges.....	17
C. Salary Increases with Corresponding Pre-Tax CalPERS Contributions	17
SECTION II - COMPENSATION	18
A. Assignment Guidelines – Police Investigator	18

B.	Bilingual Interpretation	18
C.	Education POST Incentive Pay	19
D.	Holiday In-Lieu Pay	19
E.	Longevity Pay Plan (See Appendix One for More Information)	20
F.	Shoot Program	21
G.	Supervisory Differential	21
H.	Field Training Officer Duty and Selection/Recertification Process	21
I.	Senior Lead Officers (SLO) Assignment	22
J.	Uniform Allowance	23
K.	Motorcycle Duty	23
L.	Range Master Duty	23
M.	Canine Duty	23
N.	Lateral Hire Incentive Program	24
SECTION IV - RETIREMENT PROVISIONS		25
A.	Retirement System.....	25
B.	Contributions.....	25
C.	Additional Retirement Benefits.....	25
D.	PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA).....	26
ARTICLE FOUR—FRINGE BENEFITS		27
SECTION I - BENEFITS ADMINISTRATION PROVISION		27
A.	Administration	27
B.	Selection and Funding	27
C.	Changes.....	27
SECTION II - BENEFITS		27
A.	Medical.....	27
B.	Medical Premiums – New Employees Hired on or After January 7, 2011	28
C.	Medical Insurance Waiver / Elimination of Medical Incentive Program.....	28
D.	Dental.....	28
E.	Optical.....	28
F.	Definition of Dependent Child	29
G.	Term Life Insurance	29
H.	Life Insurance - Retired Employees	29
I.	Accidental Death Benefit.....	29
J.	Medical Plan - Retired Employees	29
K.	Previous Retired Employee Health Benefit Plan – Eliminated	31
L.	Alternative Retiree Medical Plan – Effective April 1, 2014	31
M.	Safety Equipment.....	37
N.	Replacing or Repairing Property of Employees	38
O.	Library Privilege	39
P.	Legal Defense.....	39
Q.	Use of Rogers Park.....	40
R.	Lounge	40
S.	Parking.....	40
T.	Long-Term Disability Plan	40
ARTICLE FIVE—LEAVES		41
SECTION I – VACATION		41
A.	Accumulation.....	41
B.	Scheduling of Vacations.....	42
SECTION II – SICK LEAVE ACCRUAL AND USE.....		42
A.	Accrual and Use.....	42
B.	Family Sick Leave – Sick Leave Use	42
C.	Sick Leave Pay Off For Retired Medical Plan Premium Payments.....	42

D. Annual Cash Out of Sick Leave	43
SECTION III – CATASTROPHIC TRANSFER OF ACCRUED LEAVE HOURS	43
A. Policy.....	43
B. Limitations.....	43
SECTION IV – BEREAVEMENT LEAVE.....	44
A. Policy.....	44
SECTION V – MATERNITY LEAVE	44
SECTION VI – PERSONAL LEAVE	45
A. Policy.....	45
B. Personal Leave Hours.....	45
SECTION VII – FAMILY AND MEDICAL CARE LEAVE POLICY	45
A. State and Federal Law.....	45
B. Policy.....	45
C. Use of the Term Leave.....	45
D. Eligibility	46
ARTICLE SIX—WORKING CONDITIONS.....	47
SECTION I – ACTING APPOINTMENT COMPENSATION	47
A. Definition	47
B. Policies and Procedures	47
SECTION II - ELIGIBILITY FOR LATERAL TRANSFERS	47
A. Eligibility	47
B. Changes in Qualifications	48
SECTION III - REVIEW OF PROBATIONARY PERIOD	48
SECTION IV – DETECTIVE BUREAU DESIGNATED ROTATIONAL POSITIONS	48
A. Policy.....	48
B. Limitations.....	48
C. Selection Process	49
SECTION V - ASSIGNMENT GUIDELINES.....	49
A. Lateral Transfers	49
B. Lateral Transfer Selection Process	49
C. Budget Reduction of Assignments	51
SECTION VI - SENIORITY PRIVILEGES	51
A. Vacations	51
B. Shift Assignments and Days Off	51
C. Holiday Requests	52
SECTION VII - AMERICANS WITH DISABILITIES ACT.....	52
A. Comply with ADA	52
B. Impact of ADA.....	52
SECTION VIII - EMPLOYMENT OF RELATIVES	52
A. Policy.....	52
B. Employees Working Prior to Effective Date of Policy.....	52
C. Employees Who Become Relatives	53
D. Affected Employees	53
E. Definition of Relatives	53
F. Responsibility of Employees	53
SECTION IX – REDUCTION IN FORCE BY LAYOFFS.....	53
A. Layoff Procedure.....	53
B. Job Elimination.....	54
SECTION X – REINSTATEMENT	54
A. Employee Reinstatement within Six (6) Months.....	54
B. Supersedes Civil Service Rule IV, Section II	55
ARTICLE SEVEN—WORK SCHEDULE/OVERTIME PROVISIONS.....	56

SECTION I – DEFINITION OF TERMS	56
A. Employees	56
B. Regular Work Day (5 days/8 hours Work Schedule)	56
C. Regular Work Day (4 days/10 hours Work Schedule)	56
D. Regular Work Day (3 days/12.5 hours Work Schedule)	56
E. Work Week.....	56
F. Hours Worked	56
G. Base Rate of Pay	57
H. Regular Hourly Rate of Pay (See Appendix One for More Information)	57
SECTION II - OVERTIME PROVISION	57
A. Regular Overtime	57
B. Call Back Overtime	57
C. Court Overtime.....	57
D. Court Travel Time—Off Duty.....	58
E. Special Overtime.....	58
F. Overtime Distribution.....	58
G. Overtime Pay	58
SECTION III - COMPENSATORY TIME	59
A. Accrual	59
B. Maximum Accrual.....	59
C. Fifty (50) Overtime Hours Not Cashied Out—POTE Time Being Phased Out	59
D. Time Off	59
SECTION IV – STANDBY “ON-CALL” ASSIGNMENT	60
A. Definition	60
B. Compensation.....	60
C. Limitations.....	60
SECTION V - TRAINING ASSIGNMENT COMPENSATION	60
ARTICLE EIGHT—GENERAL PROVISIONS	61
SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT	61
SECTION II - EMERGENCY WAIVER PROVISION	61
SECTION III - SEVERABILITY PROVISION	61
SECTION IV - LAW, RULES, REGULATIONS, AND AMENDMENTS	61
A. Sole and Entire Memorandum of Understanding.....	61
B. Civil Service and Departmental Rules and Regulations.....	61
SECTION V - REQUESTS BY IPOA	62
SECTION VI - POLICE CHIEF - IPOA MEETING	62
SECTION VII - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING	62
SECTION VIII - TERM OF THIS AGREEMENT	62
SECTION IX - RATIFICATION AND EXECUTION.....	62
PARTNERS TO AGREEMENT	63
APPENDIX ONE—Salary Range Points and Corresponding Pay Amounts	64
APPENDIX TWO—Grandfathered Employees	80

ARTICLE ONE—EMPLOYEE – EMPLOYER RIGHTS

SECTION I - PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as "MOU" or "Agreement", interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as "City") and the Inglewood Police Officers Association (IPOA), (hereinafter referred to as "IPOA") pursuant to Government Code Section 3500 as Amended, et seq.

SECTION II – EMPLOYER - EMPLOYEE RELATIONS RESOLUTION

The Rules and Regulations governing the City's Employer-Employee Relations program pursuant to Government Code Section 3500, as Amended, et seq., is set forth in the City's Employer-Employee Relations Resolution # 7177.

SECTION III - RECOGNITION CLAUSE

A. Recognize IPOA

The City recognizes the Inglewood Police Officers Association (IPOA), as the recognized representative organization listed in the Bi-Weekly Pay Plan for the classification and rank of Police Officer.

B. Recognition Rights

The recognition rights of the representative organization designated herein shall not be subject to challenge until during a thirty (30) calendar day period running between one hundred and eighty (180) to one hundred and fifty (150) calendar days before expiration of this MOU and subject to any final court orders.

SECTION IV - EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES

A. Newly Hired Employees

The City agrees to provide IPOA with a list, on a monthly basis, of the names and addresses of all newly hired fulltime employees holding the Police Officer classification and positions recognized to be represented by IPOA.

B. Dues and Benefit Deductions Programs

1. The City shall deduct dues on a regular basis from the pay of all classifications and positions recognized to be represented by IPOA or who voluntarily authorize such deductions, in writing, on a form to be provided for this purpose which is mutually agreed to by the IPOA and the City.
2. The City shall remit such funds to the Union within thirty (30) days following the deductions.

C. Indemnification

The IPOA agrees to hold the City harmless and indemnify the City against any claims, causes of action, or law suits arising out of the deductions or transmittal of such funds to IPOA.

D. Equality of Representation

1. Non-Interference by City

- a. The City will not interfere with, or discriminate in any way against, any employees by reason of their membership or activity required by the employer-employee agreement.
- b. The City will neither encourage nor discourage membership in the respective recognized employee association.

2. Association Representative Responsibilities

The recognized representative employee association assumes its responsibility as designated representative to represent all employees without discrimination, interference, restraint, or coercion.

3. Non-Discrimination Provision

- a. The provisions of existing and future agreements shall be applied equally to all member employees without discrimination as to age, sex, marital status, religion, race, color, creed, national origin, or political or union affiliation.
- b. IPOA and the City shall share equally the responsibility of applying these provisions.
- c. Whenever the masculine gender is used in this MOU, it shall be understood to include the feminine gender.

E. Time Off for Meeting and Conferring

1. The City recognizes that due to the unique nature of the services performed by peace officers, it is of benefit to both the City and IPOA that the City permit IPOA employer-employee relations committee to be granted leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions as requested by the City.
2. When an employee participates in meet and confer session(s) during non-scheduled work hours, the employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s).
3.
 - a. Full pay, as used above, shall mean the employee's current base salary, benefits, and any assigned bonus.
 - b. Full pay shall not include any overtime or compensatory time when meet and confer session(s) are held at times which would if worked, constitute time worked for which employees would receive overtime and/or compensatory time off.
4. The IPOA shall provide the Police Chief and the Human Resources Director with a written list of individuals who will serve as the IPOA employer-employee relations team for the purpose of the meeting and conferring process.
5.
 - a. Such list shall be provided at least two (2) calendar weeks prior to the date set for meeting and conferring.

- b. Such requirement shall be waived by the City should the City request meet and confer session(s) at a time when it would be impractical for the IPOA to meet such requirements.

F. Time Off for Grievance Processing

1. a. One of two (2) representatives designated by the IPOA shall be entitled to receive time off upon approval of the Police Chief for the purpose of processing and/or adjusting a grievance for the employees covered by this agreement.
 - b. The Police Chief shall not unreasonably withhold approval of time off without cause.
 - c. The IPOA representative, as a fulltime sworn non-management peace officer of the Police Department, shall conduct his/her Association activities in such a manner as to minimize his time away from regular police department duties.
 - d. The IPOA shall be permitted to name an alternative representative to carry out duties of its designated IPOA representative in his absence.
2. Upon execution of this Memorandum of Understanding the IPOA shall notify the Police Chief and the Human Resources Director of the name or names of individuals who are initially authorized by the IPOA to adjust and/or process grievances.
3. If there is any change in persons designated to process and/or adjust grievances the IPOA shall immediately notify the Police Chief and the Human Resources Director in writing of such changes.
4. In the performance of his/her duties, the IPOA representative who processes and/or adjusts grievances shall not unduly interfere with the work of other members of the Police Department or the normal operations of the Police Department, but shall carry out his/her duties so as to minimize other employees' lost work time as a result of the processing or adjusting of grievances by the IPOA representative.
5. Before entering a job site to present or adjust a grievance, the Officer must notify and receive permission to enter from the supervisor in charge of the area or job site that he/she wishes to enter.
6. The Officer shall work with the supervisor of the area to minimize other employees' loss of time or disruption to the work of other employees.
7. a. The IPOA representative must notify his/her management supervisor before leaving his/her job site to process and/or adjust grievances.
 - b. IPOA representative will notify his/her immediate management supervisor upon his/her return to his/her job site so that the time spent on such Association business can be documented and submitted to the Police Chief.
 - c. Documentation shall be limited to name of IPOA representative, date and time spent, and general division of department in which grievant is assigned.
 - d. Permission to leave the job site and approval of time off shall not, considering all circumstances such as emergencies, be arbitrarily withheld by the representative's immediate management supervisor or the Police Chief.

G. Time Off for Association Board Meetings

1. The City shall grant IPOA board members time off not to exceed a total of five hundred (500) hours collectively for all members of the board each fiscal year.
2. The president of the Association may take up to twenty-five (25) working days off during any fiscal year for Association business and the Association shall reimburse the City for salary paid to the president for these days off.
3. The twenty-five (25) days shall not count in computing the five hundred (500) hours set forth above.

H. Office Space

1. The City shall provide office space for the IPOA.
2. The location and size of such office space shall continue to be designated by the City and may be changed by the City upon consultation and proper notification to IPOA.

I. Meeting Facilities

1. The IPOA may use City community conference rooms and similar building facilities for meeting with employees in the unit it represents on the same basis as other members of the community and other employee organizations within the City.
2. Use of the City meeting facilities shall require reasonable advance notice to the appropriate City official and shall be subject to availability of the facility.
3. The IPOA shall pay any costs attendant to use of said facility on the same basis as other organizations using said facility.

J. Bulletin Boards and Mail

1. The IPOA shall have the use of bulletin boards and e-mail wherever Police Department work sites exist, including a locked, glass-covered board, for the following purposes only:
 - a. Notices of meetings
 - b. Notices of elections and announcements of results
 - c. Notices of social events
2. Any other matters to be placed upon a bulletin board or sent through e-mail must have prior approval from the Police Chief or his/her designee. The IPOA shall be given a key to the glass covered board.
3. The IPOA shall have the right to use the departmental inter-office mail for communications of any nature (which would not otherwise be prohibited by law) from the Union to the members. The IPOA may transmit reasonable amounts of written materials through the City's departmental inter-office mail system.

SECTION V - MANAGEMENT RIGHTS AND RESPONSIBILITIES**A. Management Rights**

In order to ensure that the City shall continue to carry out its safety and protection services functions and responsibilities to the public as imposed by law, and to maintain efficient and responsive police and safety provisions for the citizens of the City of Inglewood, the City continues to reserve and retain solely and exclusively all rights including but not limited to:

1. Determine Police Department policy, including the right to manage the affairs of the Police Department in all respects.
2. Evaluate, direct, supervise, hire, promote, suspend, discipline, discharge, demote, transfer, assign, and retain members of the Police Department.
3. Relieve members of the Police Department from duties because of lack of work or funds, or under conditions where continued work would be ineffective or non-productive, in accordance with Civil Service Rules and Regulations.
4. Determine standards and level of services to be rendered, operations to be performed, utilization of technology and equipment, means and methods of operation, and overall budgetary matters, including but not limited to the right to contract or sub-contract any work, services, or operations of the Police Department.
5. Determine the appropriate job classifications, organizational structure, and personnel by which Police Department operations are conducted.
6. Determine the size and composition of the Police Department, assign members of the Police Department, and establish work schedules and assignments.
7. Determine the issues of public policy, and control the overall mission of the Police Department.
8. Maintain and improve the efficiency and effectiveness of the Police Department.
9. Take any necessary actions to carry out the mission of the Police Department in situations of emergency.
10. Establish performance standards for members of the Police Department, including but not limited to quality and quantity standards.
11. Take whatever other actions may be necessary to carry out the wishes of the City and public, and for police protection not otherwise specified above.
12. Establish and promulgate rules, regulations, policies, and procedures relating to productivity, efficiency, conduct, and safety; as well as the rules, regulations, policies, and procedures designed to comply with applicable judicial decisions and legislative enactments and to require compliance therewith.

B. Impact of Management Rights

Where required by law the City agrees prior to implementation to meet and confer with IPOA over the impact of the exercise of a management right upon the wages, hours, and other terms and conditions

of employment of its members unless the impact/consequences of the exercise of a management right upon IPOA members are provided for in the Memorandum of Understanding, Civil Service Rules and Regulations, or departmental rules and regulations.

SECTION VI - NO STRIKE PROVISION

A. Prohibited Conduct

1. IPOA, its officers, agents, representatives, and/or members agree that during the term of this Memorandum of Understanding they will not call, engage in, or condone any strike, walkout, work stoppage, job action, slowdown, sickout, blue flu, withholding of services, or other interferences with City operations; or honor any job action by any other employee of the City, or any other employers, by withholding or refusing to perform services.
2. Any employee who participates in any conduct prohibited in Paragraph 1 above shall be subject to termination by the City regardless of whether IPOA carries out in good faith its responsibilities set forth below.
3. In addition to any judicial remedies available to the City against the IPOA and its officers, agents, representatives, and/or members, or disciplinary action against IPOA members, agents, and representatives employed by the City, the City may suspend any and all of the rights and privileges accorded IPOA under any ordinance, resolution, or rules and regulations of the City or any memorandum of understanding with the City, including but not limited to the suspension of recognition of such employee organization and the use of the City bulletin boards and facilities.

B. Association Responsibility

1. In the event that IPOA, its officers, agents, representatives, and/or members engage in any of the conduct prohibited in Paragraph A.1 above, IPOA shall immediately instruct, in writing, any persons engaging in such conduct that their conduct is in violation of this Memorandum of Understanding and is unlawful and that they must immediately cease engaging in conduct prohibited in Paragraph A1 above; and order their members to return to work.
2. If the IPOA carries out its responsibilities under this Section in good faith, the City shall not bring suit against the IPOA for damages resulting from its engaging in prohibited conduct set forth in Subsection A.1 above.

ARTICLE TWO—GRIEVANCE PROCEDURE**SECTION I - GRIEVANCE PROCEDURE FOR POLICE EMPLOYEES****A. Sole and Exclusive Grievance Procedure**

This Grievance Procedure shall be the sole and exclusive procedure for resolving grievances.

B. Definition of Grievance

Fulltime probationary or permanent status employees may file a personal grievance on those grounds as defined as follows:

1. Improper application of City or departmental rules and regulations directly affecting an employee's work schedule, fringe benefits, holidays, vacation, sick leave, performance rating, retirement, change in classification or salary.
2. Unfair treatment including coercion, restraint, or reprisal.
3. Promotion procedures implemented unfairly.
4. Classification of position.
5. Non-selection for training opportunities.
6. Discrimination because of age, sex, race, marital status, religion, color, creed, national origin, or political or union affiliation.
7. Discharge, demotion or suspension without pay.
8. Punitive disciplinary reductions in pay.

C. Probationary Employees

Probationary employees not previously holding permanent status in a lower police classification may file grievance(s) under all the grievable grounds defined herein under Subsection B above, but shall not be entitled to file and/or process grievances involving discharges, demotions, or suspensions without pay.

D. Time Limits for Filing Grievance(s)

1. Time limits for filing written formal grievances herewith shall be strictly construed, but may be extended by mutual agreement evidenced in writing and signed by a duly authorized representative of the City and the grieving party.
2. Failure of the grieving party to comply with any of the time limits set forth hereunder shall constitute a waiver and bar to further processing of the grievance.

E. Representation in Presentation of Grievance

The grieving party may request the assistance of another person of his/her own choosing preparing and presenting the grievance at any level of review, or may be represented by his/her recognized employee organization, or may represent himself.

F. Effect of Election of Grievance Procedure for Resolution of Individual Grievance

Where grieving party has elected to utilize the grievance procedures set forth herein, the grieving party shall be foreclosed from utilizing any other procedures, such as the Civil Service Board of Review, within the City for resolution of a complaint based upon the same facts as the grievance.

G. Calendar Days and Working Days Defines as Same

For the purpose of this grievance procedure the terms calendar days and working days shall be defined as being the same since the Police Department operates on a twenty-four (24) hours, seven (7) days per week basis.

SECTION II - GRIEVANCE PROCEDURE STEPS**A. Step One - Informal Process**

1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision. In order that this informal procedure may be responsive, all parties involved shall expedite this process.
2. In no case may more than twenty-one (21) calendar days on all grievance matters elapse from the date of the alleged incident and the filing of a written formal grievance with the Human Resources Director with a copy to the Police Chief, or the grievance shall be barred and waived.

B. Step Two - Formal Process - Management Supervisor

1. If the grievance is not resolved through the informal process and a written grievance is filed within the time limit set forth above, the grievant shall discuss the grievance with his/her immediate supervisor.
2. The immediate management supervisor shall render a decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.
3. If the grievance involves discipline that has already been sustained by the Police Chief through the SKELLY process, the employee may proceed directly to Step Five – Arbitration as set forth in this agreement, by filing an appeal within the seven working days' time period set forth in Step Five in this Section II.

C. Step Three - Formal Process - Commander

1. If the grievance is not resolved in Step Two, or if no answer has been received from his/her immediate management supervisor within seven (7) working days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to his/her Commander.

2. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
3. The Commander shall render his/her decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.

D. Step Four - Formal Process – Police Chief

1. If the grievance is not resolved in Step Three, or if no answer has been received from his/her Commander within seven (7) working days from the presentation of the written grievance, the grievant may within seven (7) calendar days present the grievance in writing to the Police Chief. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. The Police Chief shall render his/her decision and comments in writing and return them to the grievant within seven (7) working days after receiving the grievance.

E. Step Five - Arbitration

1. Scope of Arbitration

If the grievance is not resolved in Step Four, or if no answer has been received within the time limits established in Step Four, the grievant must within seven (7) working days present the grievance in writing to the Human Resources Director for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.

- a. Final Arbitration

The scope of final arbitration of disciplinary grievances shall be limited to demotions, punitive disciplinary reductions in pay, or suspensions without pay of more than thirty (30) hours or more straight time pay, not to exceed thirty (30) days (240 hours).

- b. Advisory Arbitration

The scope of advisory arbitration shall be limited to disciplinary grievances of suspensions without pay of thirty (30) hours or less and discharges.

- c. All other grievances shall bypass Step Five of the grievance procedures and advance to Step Six (City Manager [Administrative Officer]).
- d. An eligible grievant, as set forth in this Step Five, who chooses arbitration shall be deemed to have made a choice between the Civil Service Board of Review and Arbitration, and therefore may not seek two (2) hearings on the same grievance.

2. Selection of an Arbitrator

The Human Resources Director will process the grievance by invoking the arbitration process with an impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) working days unless external constraints prohibit compliance, whereupon the earliest date available shall apply.

- a. An Arbitrator shall be selected from a list of nine (9) Arbitrators from the State Mediation and Conciliation Services within two (2) working days after receipt of said list by both parties.

- b. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one name remains, which person shall become arbitrator.
- c. The party to have the first opportunity to strike a name from the list of nine (9) arbitrators shall be determined by lot.
- d. The priority of striking names shall alternate from one (1) party to the other each time arbitration is invoked by the same parties.
- e. The appointment of an arbitrator shall be on a case-by-case basis.

3. Arbitrator Guidelines

- a. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding.
- b. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party.
- c. The arbitrator shall be bound by the express terms and conditions of the Memorandum of Understanding as well as the Civil Service Rules and departmental rules and regulations in determining the validity of the disciplinary matter submitted to arbitration and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations or departmental rules, regulations, or procedures.
- d. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.
- e. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings.
- f. The parties recognize that due to the essential nature of the services performed by the Police Department, scheduling of time for sworn Police Officers to testify at arbitration shall be in such a manner so that normal operations are not disrupted.
- g. The grievant must submit at least five (5) working days prior to the scheduled arbitration hearing date a list of officers and estimated time that their testimonies will take, as well as the date of the hearing, to the Human Resources Director, with a copy to the Police Chief, so that arrangements can be made for the Police Officer(s) to be released from duties to participate as a witness(s) in the hearing without causing interference with the normal operations and efficiency of the Police Department.

4. Arbitrator Decisions

- a. All decisions of the arbitrator shall be final, except: (1) decisions involving suspensions without pay of thirty (30) hours of straight time pay or less, which shall be advisory only and submitted to the City Manager (Administrative Officer) or designee as set forth in Section II, Paragraph F of this Article and (2) discharge cases, which may be overturned by the City.

- b. The findings of fact and the decision of the arbitrator shall be final except for discharge cases that may be overturned by the City Council by majority vote by or before sixty (60) calendar days of the written decision of the arbitrator is received by the City Manager (Administrative Officer) and the decision shall be transmitted to the involved parties and the City Manager (Administrative Officer).

F. Step Six - City Manager (Administrative Officer)

1. Disciplinary Grievance

If the grievance is an appeal of a disciplinary action of less than thirty (30) hours that had gone through advisory arbitration the City Manager (Administrative Officer) shall review the entire matter within ten (10) calendar days after receipt of arbitrator's recommendations and render his decision. The decision of the City Manager (Administrative Officer) shall be final and binding on the City and IPOA.

2. Non-arbitrated Grievance

If the grievance is submitted to the City Manager (Administrative Officer) for review and settlement, the City Administrative Officer or designee, in non-arbitrable cases, may elect the methods he considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen calendar days.

G. All Proposed Disciplinary Actions – Skelly Process Required

All unit employees who have been served with proposed disciplinary actions must participate in the *Skelly* Process with the Police Chief or designee.

H. Cost of Arbitrator

The arbitrator's fees and any mutually agreed upon expenses shall be borne one-half (½) by the City and one-half (½) by the grieving employee.

SECTION III – ARBITRATION TERMINATION CLAUSE

The City Council may terminate the Arbitration provision changes as set forth in Article Two: Grievance Procedure, Section II – Grievance Procedure Steps E. through H., after June 30, 2017.

ARTICLE THREE—SALARIES AND COMPENSATION

SECTION I - SALARIES

A. Salary Adjustment Criteria

1. Internal classification relationships
2. Total compensation analysis (direct monetary costs)
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

B. Salary Ranges

1. As of January 1, 2014, the following table summarizes the current salary ranges for IPOA represented classifications:

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	283.5	\$ 4,738.52	303.5	\$ 5,781.89
516	Police Investigator	291.5	\$ 5,131.14	311.5	\$ 6,260.96

2. Salary step increases shall be given at the beginning of the payroll period in which the employee's step increase anniversary date falls.

C. Salary Increases with Corresponding Pre-Tax CalPERS Contributions

1. Effective on or about July 18, 2014, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to five percent (5%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	287.5	\$ 4,930.92	307.5	\$ 6,016.66
516	Police Investigator	295.5	\$ 5,339.48	315.5	\$ 6,515.18

2. Effective on or about July 18, 2015, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay four percent (4%) of the CalPERS employee rate, and the salary ranges for all unit employees shall increase by five and one-half (5½) range points (e.g., eleven [11] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision reduces the Employer Paid Member Contribution (EPMC) premiums paid by the City to one percent (1%).

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	293.0	\$ 5,208.18	313.0	\$ 6,354.97
516	Police Investigator	301.0	\$ 5,639.71	321.0	\$ 6,881.52

3. Effective on or about July 18, 2016, upon adoption of the changes in the Salary Ordinance, all unit employees shall pay one percent (1%) of the CalPERS employee rate, which represents the full (e.g., 100%) employee CalPERS contribution of nine percent (9%), and three (3) points of the employer’s CalPERS rate, bringing the total employee CalPERS payment by unit employees to twelve percent (12%), and the salary ranges for all unit employees shall increase by four (4) range points (e.g., eight [8] half-points) on the salary range scale. See Appendix One for a complete list of all ranges and corresponding pay rates. This provision shall eliminate any Employer Paid Member Contribution (EPMC) premiums paid by the City.

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	297.0	\$ 5,419.65	317.0	\$ 6,613.01
516	Police Investigator	305.0	\$ 5,868.71	325.0	\$ 7,160.94

SECTION II - COMPENSATION

A. Assignment Guidelines – Police Investigator

1. A Police Officer can move to Police Investigator by assignment to investigation duty.
2. Those Police Officers assigned to police investigation shall be granted increases on a step-to-step basis without changing their original anniversary date.
3. All assignments to Police Investigator are pursuant to Article Six, Section V Assignment Guidelines and may be revoked at any time for:
 - a. Unsatisfactory performance
 - b. Budgetary restrictions
 - c. Operational necessity
 - d. Change of assignment
4. A Police Officer assigned to Police Investigator who serves less than three (3) years in the assignment, shall receive one (1) month of the investigator assignment pay for each month of service in excess of the first six (6) months of service.
5. A Police Officer assigned to Police Investigator who serves more than three (3) years in the assignment, shall receive one (1) month of the assignment pay for each month of service in excess of the first six (6) months of service, with a maximum of thirty-six (36) months of additional pay.

B. Bilingual Interpretation

An employee who is qualified and assigned the responsibility for bilingual interpretation, and whose use of this language is of significant benefit to the operations of the department as determined by the Police Chief, shall receive assignment pay according to the following rules:

1. To be eligible for this bilingual Interpretation assignment, an employee must successfully pass a language proficiency test which is job related to the duties and responsibilities of a Police Officer.
2. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
3. The City shall pay each eligible designated employee fifty dollars (\$50) per pay period for the duration of the bilingual Interpretation assignment.
4. The parties agree that to the extent permitted by law, the compensation for Bilingual Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4) Bilingual Premium.

C. Education POST Incentive Pay¹

1. Eligibility for POST education incentive plan is established as of the date the employee's certificate was validated by POST.
2. POST incentive pay will not be computed in establishing salary steps upon promotion or assignment to higher positions.
3. Intermediate POST Certificate incentive pay shall be an additional seven-and-one-half (7½) range points (e.g., fifteen [15] half-point increments on the salary range scale located in Appendix One).
4. Advanced POST Certificate incentive pay shall be an additional twelve-and-one-half (12½) range points (e.g., twenty-five [25] half-point increments on the salary range scale located in Appendix One).
5. Employees receiving the Advanced POST Certificate incentive pay shall not receive the Intermediate POST Certificate incentive pay.
6. In computing the pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are simply summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.
7. POST eligibility standards for the purpose of this POST education incentive plan shall be those approved by the State POST Commission.

D. Holiday In-Lieu Pay

1. a. Unit employees shall receive one hundred thirty (130) hours of holiday pay in lieu of holiday time off and no compensatory time off will be given when a City recognized holiday is worked.
b. Holiday In-Lieu Pay is equal to the employee's base hourly rate plus longevity as set forth in the Salary Ordinance times Longevity Pay times one hundred thirty (130) hours.

¹ Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent that this is special compensation and thus pensionable for employees and to comport with CalPERS guidelines. This clarification and use of Appendix One is made retroactive to January 1, 2010.

- c. Upon written approval of the Police Chief, a Police Officer may be permitted to take off a holiday recognized by the City in lieu of receiving holiday pay.
 - d. Holiday requests will be granted on the basis of seniority as set forth in Article Six.
 - e. Payment of holiday-in-lieu shall be made at the end of the first pay period in December of each year.
 - f. Holiday in lieu pay year starts with Christmas Eve of each calendar year and ends with the day after Thanksgiving.
 - g. The parties agree that to the extent permitted by law, the compensation for Holiday In-Lieu is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(4).
2. Holidays recognized by the City for holiday pay are as follows:
- a. New Year's Day
 - b. Martin Luther King Jr. Birthday (third Monday in January)
 - c. Washington Birthday (third Monday in February)
 - d. Good Friday
 - e. Memorial Day (last Monday in May)
 - f. Independence Day
 - g. Labor Day (first Monday in September)
 - h. Veteran's Day
 - i. Thanksgiving Day
 - j. Day following Thanksgiving Day
 - k. Christmas Eve Day
 - l. Christmas Day
 - m. New Year's Eve Day

E. Longevity Pay Plan (See Appendix One for More Information)

Effective 10/6/2007, Police Officers shall be eligible for the following longevity pay plan above their salary rate as follows:

- 1. Upon completion of five (5) years of fulltime service with the City – three (3) range points (e.g., six [6] half-point increments).
- 2. Upon completion of ten (10) years of fulltime service with the City – six (6) range points (e.g., twelve [12] half-point increments).
- 3. Upon completion of fifteen (15) years of fulltime service with the City – nine (9) range points (e.g., eighteen [18] half-point increments).
- 4. Upon completion of twenty (20) years of fulltime service with the City – twelve (12) range points (e.g., twenty-four [24] half-point increments).
- 5. Upon completion of twenty five (25) years of fulltime service with the City – fifteen (15) range points (e.g., thirty [30] half-point increments).

6. In computing the pay range for a unit employee, the total number of range points included in base salary, any assignment or acting pay, longevity, and POST Certificate pay are simply summed together to create a salary range with a corresponding pay rate located in Appendix One. These amounts are all included as PERSable compensation.

F. Shoot Program

1. For the shotgun course, primary emphasis shall be placed on the Officer's level of competence and familiarity in handling and discharging the weapon with secondary emphasis on the placement of birdshot within the target silhouette. (No minimum score required).
2. Officers shall be required to demonstrate their proficiency three (3) times per year with the handgun and once per year with the shotgun.
3. Officers will be provided, in addition to Item 2., above, optional semi-annual proficiency shoots.
4. The City will supply shoot ammunition during the required and optional shoots.
5. Officers shall receive one (1) hour of their straight hourly pay when qualifying with a handgun and two (2) hours of their straight hourly pay when qualifying with a shotgun during the required three (3) periods of time set forth in Item 2., above.
6. Officers may be exempted from qualification upon approval of the appropriate division commander only for reasons due to injury, physical defect, or when on vacation for a period of thirty (30) or more days which includes the mandatory qualification period.

G. Supervisory Differential

1. All employees in the bi-weekly pay plan serving in a higher job classification and who are required to supervise employees of a lower job classification shall, for the purpose of this provision, be referred to as "supervisors."
2. A Police Officer who is temporarily assigned to perform duties of a supervisor shall be paid ten dollars (\$10) per shift commencing with the third consecutive shift, and will be paid quarterly.
3. The parties agree that to the extent permitted by law, the compensation for Supervisory Differential is special compensation reported as such pursuant to Title 2 CCR, Section 571(a)(4).

H. Field Training Officer Duty and Selection/Recertification Process

1. Police Officers regularly assigned by Police Management to Field Training Officer duties shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment per pay period above their base salary rate for the duration of the assignment as determined by the Police Chief.
2. The duties of the Field Training Officer include but are not limited to the following:
 - a. Serve as a trainer for new Police Officers
 - b. Lead worker overseeing Field activities
 - c. Conducting inspections
 - d. Handle patrol briefings
 - e. Other duties assigned to them by Police Management

3. The total number of officers assigned as a Training Officer shall be determined and selected by the Police Chief.
4. Field Training Officer Selection/Recertification Process

The selection and recertification process for the Field Training Officer shall be as follows:

a. Résumé

All applicants will submit a personal résumé, accompanied by a (preferably) one-page statement stating why the applicant feels that he/she is qualified for the assignment.

b. Oral Interview

The oral board will be comprised of four members. Two (2) of the members will be selected by the Police Chief. The other two (2) members of the oral board will be selected by the Police Chief from a list of four (4) names submitted by the IPOA Board of Directors within ten (10) days of a request by the Chief or his/her designee.

c. Seniority Points

- 1) In addition to the scoring of the oral board, each candidate will be given .02 points for each month of current, consecutive service with the Inglewood Police Department (.24 points per year).
- 2) A partial month of service of fifteen (15) days or more will be credited as one (1) month. Seniority points will be given for each month or partial month up to the application closing date.

d. Tied Scores

- 1) In the event of a tie for an assignment listed above, seniority based on the most recent departmental hiring date of each candidate will be used.
- 2) If a tie still exists, the lowest serial number will prevail.

e. Field Training Officer Selection and Recertification Process

- 1) The Police Chief will compile a final list of candidates.
- 2) The Police Chief at his/her discretion will fill vacancies from the final Field Training Officer eligibility list.
- 3) The eligibility list will be valid for a period of eighteen (18) months.

I. Senior Lead Officers (SLO) Assignment

Police Officers regularly assigned as SLOs shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per pay period above their base salary rate for the duration of the assignment as determined by the Police Chief.

J. Uniform Allowance

1. All Police Officers in their initial year of employment shall receive up to one thousand, fifty dollars (\$1,050) per year uniform reimbursement and thereafter, one thousand, fifty dollars (\$1,050) for each year of the term of the MOU.
2. Uniform allowance shall be prorated monthly, but shall be paid once annually in the last pay period of each fiscal year.
3. Any unit employee not completing one (1) year of service with the City shall reimburse the City for uniform expenses incurred by the City prior to the employee termination date.
4. The City will provide required safety equipment and uniform accessories consisting of patches, service chevrons, and emblems of rank.
5. The City will provide jump suits to officers on an as-needed basis at the determination of the Police Chief.
6. The City will provide maternity attire for officers if the Police Chief determines that uniformed attire is required.
7. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2, CCR 571(a)(5).

K. Motorcycle Duty

1. Police Officers assigned to motorcycle duty shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay above their base salary rate for the duration of the assignment.
2. This differential shall not be computed in establishing salary steps upon promotion or assignment to higher positions.

L. Range Master Duty

1. Effective April 9, 2001, police officers assigned to Range Master duty shall receive eight (8) range points (e.g., sixteen [16] half-points) as assignment pay above their base salary rate per period for the duration of the assignment.
2. This assignment shall not be computed in establishing salary steps upon promotion or assignment to higher positions.

M. Canine Duty

1. Effective April 9, 2001, police officers assigned to canine duty will receive additional compensation as set forth below. This amount recognizes that the time spent in the off duty care (including feeding and grooming), maintenance and training of his/her assigned dog and the cleaning of his/her assigned vehicle shall be considered hours worked payable at the employee's regular rate of pay.
2. The unit employee shall be compensated for off-duty canine activities on an overtime basis at one and one-half (1½) times that rate. It is understood that unit employees normally spend ten (10) hours per month performing such work off-duty.

3. The additional compensation paid to applicable unit employees for the ten (10) hours per month will be as follows:
 - a. 6.66 hours of compensatory time per month;
 - b. 3.33 hours of pay above their base salary rate will be added to the assignment pay for the K-9 assignment, such that the total assignment pay will equal eight (8) range points (e.g., sixteen [16] half-points) as assignment pay per pay period above their base salary rate for the duration of the assignment.
4.
 - a. A unit employee who is required to perform extraordinary off-duty canine care, such as a veterinary emergency or other rare occurrence that causes a substantial increase in the normal off-duty hours worked for that month, shall submit a written request to the Police Chief or the Chief's assigned designee for additional compensation for the hours spent performing such work.
 - b. Any additional compensation shall be compensated at one and one-half (1½) times the regular rate of pay.

N. Lateral Hire Incentive Program

1. All officers / supervisors hired after August 1, 2007, that have served as a police officer in another law enforcement agency or agencies and successfully completed probation in that agency or agencies, and upon successfully completing probation in the City of Inglewood, shall receive:
 - a. Service credit for their years of active employment as police officer on a full-year basis for up to ten (10) years. These ten (10) years of service in another agency or agencies will be considered for calculating longevity pay, vacation accrual, and sick leave accrual for lateral transfers, field training officers, and all employment promotions.
 - b.
 - 1) In addition, upon successful completion of probation, the employee shall receive a lump sum credit of sick leave and vacation hours equal to what he/she would have accrued in a twelve (12) month period based on the years of total service credit calculated according to the current leave accrual schedules.
 - 2) For example, an employee with five (5) full years of total service credit, four (4) years with his/her prior agency and one (1) year with Inglewood would receive ninety six (96) hours of sick leave and one hundred twenty eight (128) hours of vacation, in addition to one (1) longevity pay step, upon successful completion of probation.
 - 3) Additionally, upon successful completion of probation, lateral hires shall receive a one (1) time credit of forty (40) hours of compensatory time.
2. Limitations: The seniority provision of the Lateral Hire Incentive Program shall not apply to Article Six, Section VI – Seniority Privileges:
 - a. Vacations
 - b. Shift Assignments and Days Off
 - c. Holiday Requests

SECTION IV - RETIREMENT PROVISIONS**A. Retirement System**

The City shall provide the following retirement coverage through the California Public Employees Retirement System (CalPERS).

B. Contributions

1. Employer

The City shall continue to pay its statutory contribution rate, which is established by CalPERS and may vary.

2. Employee

The City shall pay nine percent (9%) of the employee's CalPERS contribution to CalPERS on account of benefits payable under that retirement system to each employee. On or about July 18, 2014, this provision shall be modified per Article Three, Section I C. Salary Increases with Corresponding CalPERS Contributions.

C. Additional Retirement Benefits

In addition to mandatory retirement benefits, the City provides the following benefits:

1. One-year highest compensation as specified in Government Code, Section 20042;
2. Military service credit as specified in Government Code, Section 21024;
3. Post-retirement survivor allowance as specified in Government Code, Section 21624-21626;
4. One-time five (5) range point increase (e.g., ten [10] half-points) for employees retired prior to January 1971 as specified in Government Code, Section 21222.1.
5. Effective January 1984, or as soon thereafter as possible, 1959 survivor benefits, as specified in Government Code Section 21572.
6. Effective August 18, 2001, the City shall report the value of Employer Paid Member Contributions as additional compensation as provided in Government Code, Section 20636. On or about July 18, 2014, this provision shall be modified per Article Three, Section I Salary, C. Salary Increases with Corresponding Pre-Tax CalPERS Contributions.
7. Effective January 1, 2002, the City shall provide the 3% @ 50 formula in accordance with Government Code, Section 21362.2.
8. All unit employees hired on or after January 7, 2011, and before January 1, 2013, shall be provided the 3% @ 55 formula in accordance with Government Code, Section 21363.1.

D. PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA)

1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

2. PEPRA – New Hires January 1, 2013

a. Effective January 1, 2013, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2013, or new hires with a break in CalPERS service of more than six (6) months unless they return back to the City of Inglewood will receive:

- 1) 2.7% @ 57 CalPERS retirement benefit formula in accordance with Government Code Section 7522.25.
- 2) Thirty-six (36) consecutive months for the final highest compensation formula in accordance with Government Code Section 20037.
- 3) No Employer Paid Member Contributions (EPMC)

b. Effective January 1, 2014, all new unit employees who are new members of CalPERS hired by the City on or after January 1, 2014, or new hires with a break in CalPERS service of more than six (6) months unless they return back to the City of Inglewood will:

- 1) Pay fifty percent (50%) of the “normal” CalPERS benefit costs

ARTICLE FOUR—FRINGE BENEFITS**SECTION I - BENEFITS ADMINISTRATION PROVISION****A. Administration**

The City reserves the right to select, change, administer, or fund any fringe benefits programs involving insurance that now exist or may exist in the future during the term of this Memorandum of Understanding.

B. Selection and Funding

In the administration of fringe benefits programs involving insurance, the City shall have the right to select any insurance carrier or other method providing coverage to fund the benefits provided in Section II during the term of this Memorandum of Understanding.

C. Changes

1. The City shall meet and confer with the IPOA prior to any changes of insurance carrier or method of funding coverage for any fringe benefits provided in Section II during the term of this Memorandum of Understanding.
2. Changes to the health plan structure will not be made unless agreed to by the parties.

SECTION II - BENEFITS**A. Medical**

1. The City shall make available to active unit employees and eligible retirees medical benefits available under the City's medical program.
2. The following will be the medical benefits for employees hired prior to January 7, 2011:
 - a. After a new unit employee has paid the total of his/her first month's premium, the City shall pay the monthly medical premium as set forth as follows:
 - 1) Effective January 1, 2008, the City will contribute up to a maximum of the cost of the monthly premium for the 80/60 PPO family plan offered by the City for employees hired fulltime before August 1, 2007, and up to a maximum of the cost of the most costly monthly premium for any of the family HMO plans offered by the City for employees hired fulltime on or after August 1, 2007.
 - 2) Employees electing coverage in a group benefit plan with a monthly premium cost higher than the limits set forth above shall be responsible for paying the difference through payroll deduction.

- a. An active full time employee who elects not to obtain coverage for him or herself shall be required to complete necessary written certification that he/she has medical coverage under another medical plan, and shall identify such coverage.
- b. Enrollment shall occur as provided in program requirements.

B. Medical Premiums – New Employees Hired on or After January 7, 2011

1. All unit employees shall pay five percent (5%) of the monthly premiums and the City shall pay ninety-five percent (95%) of the total monthly medical insurance premiums for eligible unit employee based on their enrollment eligibility up to the Kaiser medical plan family rate (based on number of dependents enrolled, if any) which was in effect on December 31, 2010.
2. Unit employee who chose to participate in another City medical plan will pay all the difference in the monthly premium costs which are higher than the Kaiser medical plan.

C. Medical Insurance Waiver / Elimination of Medical Incentive Program

1. Effective January 1, 2004, the City shall provide active unit employees who choose not to receive medical plan benefits with a Medical Insurance Waiver payment of \$50.76 per pay period for twenty four (24) pay periods per calendar year.
2. Effective October 1, 2011, the Medical Incentive Program shall be eliminated for all unit employees except the two (2) unit employees on record (Serial Number 992053, ID Number 787, and Serial Number 933039, ID Number 640) who were still participating in the Medical Incentive Program as of October 1, 2011, who shall continue to receive the same medical incentive payment payable in equal installments each calendar year as long as they remain in their same classification as a Police Officer in the IPOA unit.

D. Dental

1. Plan

The City shall, for the term of this MOU, provide at City's cost a dental plan for employees and their families.

2. Coverage

- a. Eighty percent (80%) for examination and cleaning once every six (6) months
- b. Eighty percent (80%) for x-rays, one full mouth series annually
- c. Fifty percent (50%) for prosthetic work
- d. Fifty dollar (\$50) annual deductible for covered charges other than exam, cleaning, and x-rays
- e. The City shall provide a dental plan that includes orthodontics; no deductible, one hundred percent (100%) up to two thousand dollars (\$2,000) per eligible dependent.

E. Optical

The City shall, for the term of this MOU, provide at City's cost a vision care plan covering the unit employee and qualified dependents.

F. Definition of Dependent Child

The definition of dependent child for dental and vision coverage shall be the same as the definition used for the PERS health plan coverage.

G. Term Life Insurance

1. The City shall, for the term of this MOU, pay premiums for a term life policy equal to the employees' annual salary rounded to the nearest five hundred dollars (\$500).
2. In the case of accidental death, the benefit will equal two (2) times the amount provided above.

H. Life Insurance - Retired Employees

1. Retiring employees may elect to convert group life coverage to individual coverage.
2. Necessity arrangements must be made with the City and the insurance company BEFORE the effective retirement date.
3. Cost of life insurance continuance upon retirement will be borne by the employee.

I. Accidental Death Benefit

The City shall provide to the family of an employee who dies as a result of an accident on the job a one-time benefit of twenty-five hundred dollars (\$2,500) per child under twenty-one (21) years of age if the deceased employee was responsible for the support of the child.

J. Medical Plan - Retired Employees

1. For employees who have terminated from City employment prior to January 1, 2008, shall receive the following retired employee medical plan benefits.
 - a. Effective February 23, 1999, the City agrees to pay on behalf of unit employees who terminate City employment through a PERS retirement on or after February 23, 1999, and who then have served at least fifteen (15) consecutive years as fulltime City employees, one-half (½) of the required monthly premium for employee-only coverage under the City's then approved medical insurance plan as then in effect in which the qualifying retiring employee has been enrolled prior to retirement; provided such employee duly selected to continue said insurance coverage past service retirement, and provided the said insurance carrier accepts the retiring employee for coverage.
 - b. Effective August 30, 1999, the City agrees that unit employees with twenty (20) years of City service, who terminate City employment through a PERS retirement with accumulated unused sick leave, compensatory time, and/or vacation leave of seven hundred fifty (750) hours or more may, in lieu of utilizing such seven hundred fifty (750) hours for benefits as provided in this MOU, utilize such seven hundred fifty (750) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under one of the City plans as described in Section II, above, for the lifetime of the retiring employee.

- 1) In accordance with PERS policy, retiring employees who elect any of the options available may add or substitute dependents after retirement at the retiring employee's expense.
 - 2) Any accumulated unused vacation, compensatory time, and/or sick leave hours not so utilized shall be paid to the retiring employee as provided in this MOU.
- c. Effective May 24, 2001, the City agrees that employees described in this Section II, may utilize twelve hundred (1,200) hours of accumulated sick leave, compensatory time, and/or vacation leave to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one qualified dependent under one of the City's plans for the lifetime of the retiring employee. If the employee predeceases the one qualified dependent, the City shall pay fifty percent (50%) of the premium due for that one dependent for the lifetime of that dependent.
2. For employees who have retired from City employment between January 1, 2008, and March 31, 2014, they shall receive the following retired employee medical plan benefits:
 - a. Employees possessing fifteen (15) consecutive years of fulltime service at the time of retirement.
 - 1) These fulltime unit employees shall receive a contribution for medical benefits of up to fifty percent (50%) of the required monthly premium for Employee-Only coverage under the City's 80/60 PPO medical plan, or any HMO plan in effect in which the employee is enrolled at the time of the employee's termination and/or retirement.
 - 2) These employees enrolled in the City's 90/80 PPO medical plan at the time of termination and/or retirement who elect to remain in the plan during retirement, the City shall contribute an amount equal to fifty percent (50%) of the required monthly premium for the City's 80/60 PPO medical plan.
 - 3) These employees shall pay the difference, if any, between the cost of the City's 90/80 PPO plan, and the cost of the City's 80/60 PPO plan monthly premium.
 - b. Employees possessing twenty (20) consecutive years of fulltime service at the time of retirement.
 - 1) These employees terminating City service through a PERS retirement with accumulated unused sick leave, compensatory time, and/or vacation leave of seven hundred and fifty (750) hours, may in lieu of utilizing such seven hundred fifty (750) hours for benefits as provided in this MOU, utilize such seven hundred fifty (750) hours to have the City pay up to a maximum cost of the 80/60 PPO medical premium in effect at the time of the employees retirement for the retiring Employee plus one medical plan for the life of the employee only.
 - 2) Employees may utilize twelve hundred (1,200) hours of accumulated sick leave, compensatory time, and/or vacation leave to have the City pay up to the maximum cost of the medical premium for the Employee Plus One qualified dependent of the City's 80/60 PPO plan in effect at the time of the employee's retirement, for the life of the employee. If the employee predeceases the qualified dependent, the City shall pay fifty percent (50%) of the premium for the qualified dependent for the life of the dependent.

K. Previous Retired Employee Health Benefit Plan – Eliminated

Due to the overwhelming unfunded liability of the City's current Retired Employee Health Benefit Plan, which was available for eligible fulltime unit employees prior to April 1, 2014, shall be eliminated effective April 1, 2014, for all current and future eligible fulltime unit employees who retire from the City and shall be replaced by the following new modified Retired Employee Health Benefit Plan as set forth below.

L. Alternative Retiree Medical Plan – Effective April 1, 2014

In exchange for the elimination of the previous Retired Employee Health Benefit Plan, effective April 1, 2014, a new modified Retired Employee Health Benefit Plan for all eligible fulltime unit employees who retire from the City on or after April 1, 2014, is provided as follows:

1. Employee Retiree Health Savings (RHS) Plan: An employee RHS Plan shall be created for all fulltime unit employees in Tiers 2, 3, and 4, as well as new unit employees hired on or after April 1, 2014.
2. All unit employees who on or before March 1, 2014, are: 1) eligible for a normal, non-industrial CalPERS safety-based, service-related retirement and 2) have more than twenty (20) years of fulltime service to the City of Inglewood, shall continue to be eligible for the existing retiree medical benefit (e.g., employee plus one in exchange for the applicable number of sick/vacation hours) as set forth in the 2010-2013 MOU except that at age 65, the employee shall enroll into a Medicare Advantage Plan (if the 'plus one' is a spouse, then the spouse shall enroll into a Medicare Advantage Plan when he/she turns age 65, and if the 'plus one' is a dependent, non-spouse, then he/she shall cease to be eligible for coverage by the City upon reaching his/her 26th birthday)—this is referred to as a *grandfathering* clause.
3. All unit employees who on or before March 1, 2014, are: 1) eligible for a normal, non-industrial CalPERS safety-based, service-related retirement and 2) have less than twenty (20) years but at least fifteen (15) years of fulltime service to the City of Inglewood, shall continue to be eligible for fifty percent (50%) of the retiree medical benefit that currently exists upon retirement (e.g., employee plus one in exchange for the applicable number of sick/vacation hours) as set forth in the 2010-2013 MOU except that at age 65, the employee shall enroll into a Medicare Advantage Plan (if the 'plus one' is a spouse, then the spouse shall enroll into a Medicare Advantage Plan when he/she turns age 65, and if the 'plus one' is a dependent, non-spouse, then he/she shall cease to be eligible for coverage by the City upon reaching his/her 26th birthday)—this is referred to as a *grandfathering* clause.
4. It is understood that the City shall reimburse the grandfathered eligible employees for their monthly Medicare Advantage Plan as long as they remain in said Medicare Advantage Plan. If the grandfathered employees' dependent spouse is not eligible for Medicare, the City shall continue to pay his/her pre-Medicare medical plan premium. If the grandfathered employees' dependent is a non-spouse, then the City shall continue to pay the medical plan premium of the dependent non-spouse until he/she reaches his/her 26th birthday.
5. Any grandfathered employee covered by this section shall have the right to "opt-out" of their respective retiree medical benefit as described above and accept the terms and conditions stipulated below in Tier 1 below (Item 5 a) provided they do so within thirty (30) days of MOU adoption.

6. All other unit employees not covered in items 2 or 3 above qualify for the alternative benefits described below:
- a. Tier 1 Unit Employees include 1) unit employees within five (5) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and a minimum of fifteen (15) years of fulltime service as of the adoption of this MOU, or 2) employees within seven (7) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and a minimum of twenty (20) years of fulltime service as of the adoption of this MOU.

1) Sick-Leave-to-RHS Conversion Bank:

- i. All unit employees shall be permitted to convert up to five hundred (500) hours of accrued sick leave hours at one hundred (100%) of the employee's base hourly rate of pay as of the implementation of the Salary Ordinance to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
- ii. One-third ($\frac{1}{3}$) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015 and August 1, 2016, respectively to account for the successive salary increases. Following the final one-third ($\frac{1}{3}$) being deposited to the employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS Conversion-Bank" will have no balance and cease to exist.
- iii. If the unit employee does not have five hundred (500) sick leave hours at the time of the creation of the Sick-Leave-to RHS Conversion Bank, the City shall use available vacation hours to equal a total of five hundred (500) hours (or the total number of hours of vacation available if the combined sum of sick and vacation hours is less than five hundred [500]) for the conversion to the RHS plan.
- iv. The following examples serve to clarify the method by which sick/vacation leave shall be converted:
- v. If a unit employee has five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the Sick-Leave-to RHS Conversion Bank shall be fully populated, then one hundred sixty seven (167) hours will get converted at that time, one hundred sixty seven (167) hours will get converted twelve (12) months later, and then one hundred sixty seven (166) hours will get converted another twelve (12) months after that.
- vi. If a unit employee has less than five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the balance will be made up using vacation leave (with sick leave used first until exhausted). As such, if a unit employee has three hundred (300) hours of sick leave at the time of RHS implementation, then two hundred (200) hours of vacation leave will also be used to fully populate the Sick-Leave-to-RHS Conversion Bank. The breakdown in this example would be as follows: one hundred sixty seven (167) hours of sick leave will get converted at the time of RHS implementation, one hundred thirty three (133) hours of sick leave PLUS thirty four (34) hours of vacation will get converted twelve (12) months later, and then one hundred sixty seven (166) hours of vacation will get converted another twelve (12) months after that. At no time will unearned or yet-to-be earned sick leave

be used. The intent of the parties is to use the 'snapshot' of the unit employee's sick leave and vacation leave balances at the time of RHS implementation.

- 2) Sick Leave Hardship Transfer Clause: Should a unit employee exhaust their leave banks and need to use the leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank or vacation leave bank as applicable for purposes of time off; such a request by the employee shall be granted. The unit employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
- 3) Termination Prior to Complete Conversion: Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
- 4) Monthly allotment/stipend for medical premiums: All unit employees in Tier 1 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend of nine hundred dollars (\$900) per month payable beginning the first month after retirement from the City. The allotment/stipend is not paid to the employee, but rather it shall be paid directly to the City's medical benefit provider. The employee shall be responsible for any difference in the medical premium.
 - i. Eligible unit employees will have the option to make an irrevocable "Conversion" election at their retirement whereby the employee can elect to have forty percent (40%) of the value of this allotment/stipend as a one-time, lump sum deposited into his or her RHS Plan in lieu of the fifteen (15) year stipend-based annuity payments.
 - ii. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
 - iii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 5 a. 1) above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
 - iv. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.

- v. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.
- b. Tier 2 Unit Employees include 1) unit employees within more than five (5) years but less than ten (10) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and a minimum of fourteen (14) years of fulltime service as of the adoption of this MOU, or 2) employees with twenty (20) years of fulltime service to the City that do not qualify for Tier 1 above.

1) Sick-Leave-to-RHS Conversion Bank:

- i. All unit employees shall be permitted to convert up to five hundred (500) hours of accrued sick leave hours at seventy five (75%) of the employee's base hourly rate of pay as of the implementation of the Salary Ordinance to a "Sick-Leave-to-RHS Conversion Bank" on or about August 1, 2014.
- ii. One-third ($\frac{1}{3}$) of the value of the "Sick-Leave-to-RHS Conversion Bank" shall be deposited tax-free into the employee's RHS Plan on or about the following dates: August 1, 2014, August 1, 2015 and August 1, 2016, respectively to account for the successive salary increases. Following the final one-third ($\frac{1}{3}$) being deposited to the employee's RHS plan on or about August 1, 2016, each "Sick-Leave-to-RHS-Conversion-Bank" will have no balance and cease to exist.
- iii. If the unit employee does not have five hundred (500) sick leave hours at the time of the creation of the Sick-Leave-to RHS Conversion Bank, the City shall use available vacation hours to equal a total of five hundred (500) hours (or the total number of hours of vacation available if the combined sum of sick and vacation hours is less than five hundred [500]) for the conversion to the RHS plan.
- iv. The following examples serve to clarify the method by which sick/vacation leave shall be converted:
- v. If a unit employee has five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the Sick-Leave-to RHS Conversion Bank shall be fully populated, then one hundred sixty seven (167) hours will get converted at that time, one hundred sixty seven (167) hours will get converted twelve (12) months later, and then one hundred sixty seven (166) hours will get converted another twelve (12) months after that.
- vi. If a unit employee has less than five hundred (500) hours of sick leave at the time when the RHS Plan is implemented, then the balance will be made up using vacation leave (with sick leave used first until exhausted). As such, if a unit employee has three hundred (300) hours of sick leave at the time of RHS implementation, then two hundred (200) hours of vacation leave will also be used to fully populate the Sick-Leave-to-RHS Conversion Bank. The breakdown in this example would be as follows: one hundred sixty seven (167) hours of sick leave will get converted at the time of RHS implementation, one hundred thirty three (133) hours of sick leave PLUS thirty four (34) hours of vacation will get converted twelve (12) months later, and then one hundred sixty seven (166) hours of vacation will get converted another twelve (12) months after that. At no time will unearned or yet-to-be earned sick leave

be used. The intent of the parties is to use the 'snapshot' of the unit employee's sick leave and vacation leave balances at the time of RHS implementation.

- 2) Sick Leave Hardship Transfer Clause: Should a unit employee exhaust their leave banks and need to use the leave contained in his or her "Sick-Leave-to-RHS Conversion Bank" on an hour-for-hour basis for time off, he or she can present to Human Resources a form requesting a set number of hours in the "Sick-Leave-to-RHS Conversion Bank" be transferred to their sick leave bank or vacation leave bank as applicable for purposes of time off; such a request by the employee shall be granted. The unit employee acknowledges that in doing so, this eliminates a portion of the benefit associated with cashing out that sick leave and having those hours deposited into his/her RHS Plan, as hours cannot be "added back" to the "Sick-Leave-to-RHS Conversion Bank."
- 3) Termination Prior to Complete Conversion: Any unit employee who separates from the City prior to the completion of the conversion of sick leave hours to his or her RHS Plan shall have the remaining balance in his or her "Sick-Leave-to-RHS Conversion Bank" deposited into their respective RHS Plan upon departure.
- 4) Monthly allotment/stipend for medical premiums: All unit employees in Tier 2 shall be eligible for a fifteen (15) year (e.g., 180 months) Retiree Health Benefit Plan Stipend of five hundred dollars (\$500) per month payable beginning the first month after retirement from the City. The allotment/stipend is not paid to the employee, but rather shall be paid directly to the City's medical benefit provider. The employee shall be responsible for any difference in the medical premium.
 - i. Eligible unit employees will have the option to make an irrevocable "Conversion" election at their retirement whereby the employee can elect to have forty percent (40%) of the value of this allotment/stipend as a one-time, lump sum deposited into his or her RHS Plan in lieu of the fifteen (15) year stipend-based annuity payments.
 - ii. This retiree medical allotment/stipend will be terminated forever, if at any time the retiree fails to pay the difference between the allotment/stipend and the cost of the monthly medical insurance premium (e.g., the premium differential) after adequate notice has been given. Notice is considered to be written correspondence to the City by the insurance carrier or third-party benefit provider that the insurance carrier is terminating coverage based on the employee's failure to pay said premium differential.
 - iii. This is a fixed capped benefit and is only for unit employees who satisfy the requirements as set forth in Item 5 b. 1) above for the given years of fulltime service to the City at the time of MOU ratification. As such, non-qualifying unit employees do not eventually become qualified nor do existing employees increase their monthly allotment/stipend based upon additional future years of service to the City meaning there shall be no pyramiding of this fixed benefit.
 - iv. A unit employee who is retired from the City and is receiving a stipend/allotment as set forth in this section and becomes deceased, the remaining stipend/allotment eligibility shall continue toward the benefit of his/her declared beneficiary(ies) in writing at the time of retirement from the City provided said beneficiary(ies) maintain(s) the City's medical coverage.

- v. If there is (are) no declared beneficiary(ies) in writing, the remaining portion of the stipend/allotment, if any, shall cease as set forth from the date on the retired employee's death certificate.
- 5) All unit employees in Tier 2 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
 - 6) For all unit employees in Tier 2, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
- c. Tier 3 unit employees with more than ten (10) years but less than twenty (20) years of becoming eligible for a normal, non-industrial CalPERS safety-based, service-related retirement as of the adoption of this MOU and 1) with a minimum of ten (10) years of fulltime service as of the adoption of this MOU, or 2) who have laterally transferred to IPD and have a minimum of fifteen (15) years of law enforcement service.
 - 1) Lump sum "seed" contribution to RHS (Spread over four [4] Years): There shall be a twenty percent (20%) lump sum contribution made to each unit employee that is part of Tier 3. The lump sum "seed" contribution shall be determined by multiplying five percent (5%) times the employee's current base hourly rate as of July 18, 2014, and each subsequent July 18th in 2015, 2016, and 2017. The "seed" money will be deposited tax-free into the employee's respective RHS Plan.
 - 2) All unit employees in Tier 3 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.
 - 3) For all unit employees in Tier 3, the City shall make a matching annual contribution to each unit employee's RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each "non-free" pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item. Note: The percentage from each "non-free" pay period shall equal approximately 2.16667.

- d. Tier 4 unit employees with less than ten (10) years of service as of April 1, 2014.
- 1) Lump sum “seed” contribution to RHS (spread over four [4] Years): There shall be a five percent (5%) lump sum contribution made to each unit employee that is part of Tier 4. The lump sum “seed” contribution shall be determined by multiplying one-and-one-quarter percent (1¼%) times the employee’s current base hourly rate as of July 18, 2014, and each subsequent July 18th in 2015, 2016, and 2017. The “seed” money will be deposited tax-free into the employee’s respective RHS Plan.
 - 2) All unit employees in Tier 4 shall make an annual contribution of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employee contribution shall begin the first pay period after the RHS Plan has been implemented. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.
 - 3) For all unit employees in Tier 4, the City shall make a matching annual contribution to each unit employee’s RHS Plan of two percent (2%) of his/her base salary to his/her RHS plan. This contribution will be made in twenty-four (24) increments to coincide with each “non-free” pay period (e.g., there are twenty-six [26] pay periods per year, however, two [2] of them do not have voluntary deductions taken from them). The employer contribution shall begin the first pay period after the RHS Plan has been implemented and will coincide with the employee contribution defined in the preceding item. Note: The percentage from each “non-free” pay period shall equal approximately 2.16667.
- e. Unit employees transferring/promoting to IPMA. Should a unit employee promote to a position represented by IPMA, said unit employee shall maintain the same RHS Plan benefits as set forth in the IPOA MOU unless the said benefits in the IPMA MOU applicable to the respective tier the IPOA unit employee transfers into at the time of the promotion are greater than those contained within the IPOA MOU.

M. Safety Equipment

1. Police officers shall be furnished all required safety equipment. Safety equipment includes the following:
 - a. Baton and Baton Ring
 - b. Cartridge case with speedy loaders
 - c. Firearm and Holster
 - d. Handcuffs and case
 - e. Key holder
 - f. Raincoat and boots
 - g. Sam Brown belt and keepers
 - h. Whistle
 - i. Bullet-proof vest
 - j. Seal beam rechargeable flashlight
2. Police officers who are assigned to motor duty shall be furnished safety equipment as follows:

- a. Riding Boots
 - b. Riding Breeches (2)
 - c. Leather Jacket
 - d. Helmet
 - e. Riding Gloves
 - f. Eye Protection
3. Police officers who are assigned to canine duty shall be furnished safety equipment as follows:
- a. Chain Clip Collar
 - b. Leather Work Collar
 - c. Force Collar
 - d. Six Foot Leather Lead
 - e. Leather Traffic Lead
 - f. Leather Muzzle
 - g. Training Attack Sleeve
 - h. Long Line
 - i. Tracking Harness
4. The City shall replace or repair all safety equipment required by law on an as-needed basis.
5. All safety equipment provided by the City will be returned to the City prior to the employee's departure from City service.

N. Replacing or Repairing Property of Employees

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee such as eye glasses, hearing aids, dentures, watches or articles of clothing necessarily worn or carried by the employee when any such items are lost or damaged in the line of duty without fault or neglect of employee. If the items are damaged beyond repair, the actual value of such items may be paid. The value of such items shall be determined as of the time of the loss thereof or damages thereto as set forth below.

- 1. Reimbursement of Damaged Uniforms and/or Equipment
 - a. Reimbursement Groups

For the purpose of reimbursement by the City of Inglewood, uniforms and equipment of Department personnel have been separated into two groups. Group One includes those items that have two (2) years expected serviceability; Group Two includes those items that have five (5) years expected serviceability. These groups are listed as follows:

Group One	Group Two
Shirt	Boots
Trousers	Jacket
Hat	Eyeglasses
Civilian Clothing	Dentures
Shoes	Leather Equipment
	Watch (maximum \$100)
	Hearing Aides

b. Reimbursement Schedule

Reimbursement of items damaged within time noted (from date of original purchase) shall be as follows:

Group One	
Age In Service Life	Reimbursement
0 to less than 12 months	75% of present list price
12 to less than 24 months	65% of present list price
24 to less than 36 months	50% of present list price
36 months and over	No reimbursement

Group Two	
Age In Service Life	Reimbursement
0 to less than 18 months	75% of present list price
18 to less than 36 months	65% of present list price
36 to less than 48 months	55% of present list price
48 months and over	50% of present list price

c. Average List Price

The present list price for the purpose of this agreement shall be the average list price of three police uniform dealers in Los Angeles County selected by the City. The City shall compile the average list price in January of each calendar year.

2. Minimum Reimbursement

The minimum reimbursement payable by the City of Inglewood for any item damaged in the line of duty shall be \$2.50. Any damaged item, the reimbursement of which averages out to less than that amount, shall not be payable by the City of Inglewood.

3. Request Procedure

Department employees requesting reimbursement for an item damaged in the line of duty shall complete a memo detailing the item(s) damaged by type, model or model number, date of purchase, present list price of the item(s), and a brief synopsis of how the damage occurred. This memo shall be forwarded to the employee's immediate supervisor.

4. Supervisor's Responsibility

The supervisor shall make recommendations regarding the incident and forward the report to the division commander attaching to same any related official police reports. The division commander shall forward the request to the Police Chief for submission to the Finance Director for processing and payment of claim.

O. Library Privilege

Employees who are non-residents of Inglewood may use the City's Library without charge.

P. Legal Defense

The City Attorney or his/her designee will provide an orientation session to advise police officers of the laws covering the officers' rights to legal defense in civil and criminal cases arising out of the employment activities of the police officer.

Q. Use of Rogers Park

Use of Rogers Park Physical Fitness Facilities. Police personnel shall be allowed to use the physical fitness facilities at Rogers Park between the hours of 11:00 p.m. and 4:30 a.m., Monday through Friday.

R. Lounge

1. The City will provide a furnished employee lounge in the Civil Defense Kitchen for use by members of the bargaining unit.
2. If Civil Defense requires the location, the lounge can be moved to a mutually agreed upon location within the Civic Center Complex.

S. Parking

1. The City will provide free parking to all officers within Parking Structure One. Said parking shall be on the lowest level of Parking Structure One and shall be subject to the continued availability of vacant parking spaces.
2. In the event the number of available vacant parking spaces is reduced as the result of leasing requirements in newly constructed office buildings, IPOA will be given thirty (30) days advance notice in order to vacate those parking spaces in Parking Structure One and shall be given substitute parking in the area of the Police Building.

T. Long-Term Disability Plan

1. The City agrees to contribute up to fifteen dollars (\$15) per month towards premiums payable by unit employees for an LTD plan contracted for by the IPOA.
2. The IPOA shall notify the City on a monthly basis of those employees participating in or withdrawing from the IPOA LTD plan, and the total premium payable by each employee.

ARTICLE FIVE—LEAVES

SECTION I – VACATION

A. Accumulation

1. Vacation leave is accumulated yearly and is computed on the basis of the employee's hire date as a full time employee, and is payable upon termination at the employee's base hourly rate (exclusive of retention incentive, deferred compensation, or any other bonus or assignment differential).
2. Vacation hours accumulated in excess of two hundred and forty (240) hours may be converted at base salary at the time of conversion for up to a maximum of forty (40) hours in any twelve (12) month period. Before an employee may again convert vacation hours, the employee must have taken a minimum of ten (10) days of vacation time.
3. If a legal City holiday occurs while an employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the employee is entitled.
4. The vacation accumulation schedule is as follows:

Years of Service	Vacation Days Earned	Vacation Hours Earned	Vacation Hours Available For Use	Hourly Accrual Rate Per Pay Period
1	10	80	0	3.077
2	12	96	40	3.692
3	14	112	56	4.308
4	16	128	72	4.923
5	16	128	88	4.923
6	16	128	88	4.923
7	16	128	88	4.923
8	16	128	88	4.923
9	18	144	88	5.538
10	18	144	104	5.538
11	18	144	104	5.538
12	18	144	104	5.538
13	18	144	104	5.538
14	18	144	104	5.538
15	20	160	104	6.154
16	20	160	120	6.154
17	22	176	120	6.769
18	22	176	136	6.769
19	22	176	136	6.769

B. Scheduling of Vacations

Scheduling of vacations will be determined on the basis of seniority as set forth in Article Six, Section V, Subsection A.

SECTION II – SICK LEAVE ACCRUAL AND USE**A. Accrual and Use**

1. Sick leave will be earned at the rate of 3.692 hours per pay period (one day per month).
2. Sick leave will be used only in case of sickness or disability of the employee or for family sick leave. Misuse of sick leave shall be grounds for disciplinary action.
3. An employee who is incapacitated due to serious illness or injury while on vacation leave shall have such time charged against sick leave when they promptly notify their supervisor and substantiate such requests upon return to work from sick leave.
4. To receive compensation while absent on sick leave, the employee shall notify his/her immediate supervisor in the manner provided in departmental rules and regulations.
5. An employee may be required to furnish proof of sickness as required by Civil Service or departmental rules and regulations.
6. Upon return from sick leave, an employee may be required by the department head to report for examination by the City medical examiner to determine fitness for duty.
7. At retirement, death, or termination after ten (10) years of service, fifty percent (50%) of the unit employees' accumulated sick leave will be paid out.

B. Family Sick Leave – Sick Leave Use

1. In case of serious illness of a member of the immediate family, the employee, upon proper notice, may take up to three (3) consecutive workdays of sick leave.
2. Immediate family for the purpose of this section shall be defined as that group of individuals including the employee's father and mother, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grand-child(ren), step-grandchild(ren), and all degree of relatives not listed but living within the household of the employee.

C. Sick Leave Pay Off For Retired Medical Plan Premium Payments

1. As an alternative to such pay out at retirement, employees who meet all the qualifications and conditions as set forth under Section II, A 7 above, may elect to have the City credit such pay out to an account maintained by the City for the benefit of the employee as hereinafter specified, from which account the City shall disburse amounts for medical premiums for the retired employee and his/her qualified dependents for coverage under the City's then approved medical insurance plan (subject to carrier acceptance) until such account has been exhausted;
2. It being understood and agreed that such election can only be made and effectuated once at the time of retirement, and if after having made such election, an employee chooses to discontinue so

applying the funds in such an account, any balance remaining in the account shall be paid to the employee, and the City's obligation under this subparagraph shall thereupon be fully extinguished; and it being further understood and agreed that an employee shall not be entitled to interest or any amount other than the moneys paid into the account at the time of the employee's retirement.

D. Annual Cash Out of Sick Leave

Once annually during the fiscal year, an employee shall be granted the option of cashing out accumulated sick leave at base salary according to the following schedule:

% Value	Sick Leave Hours in Excess	Years of Service
20% of the sick leave value	In excess of 240 sick leave hours	5 years
25% of the sick leave value	In excess of 240 sick leave hours	6 years
30% of the sick leave value	In excess of 240 sick leave hours	7 years
35% of the sick leave value	In excess of 240 sick leave hours	8 years
40% of the sick leave value	In excess of 240 sick leave hours	9 years or more

SECTION III – CATASTROPHIC TRANSFER OF ACCRUED LEAVE HOURS

A. Policy

Unit employees (donors) will be permitted to transfer accumulated vacation, sick, or compensatory time only, to one (1) or more sworn employee's (recipient) sick leave, vacation, or compensatory time account subject to the following conditions:

1. The recipient or his/her spouse, children or stepchildren have sustained a life threatening or debilitating illness, injury, or condition.
2. The recipient has exhausted all accumulated leave.
3. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
4. The recipient shall continue to accrue vacation and sick time as currently prescribed in this MOU.

B. Limitations

1. The total leave credits received by the recipient shall not exceed seven hundred and fifty (750) hours. If the recipient exhausts all of the donated leave credits due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
2. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.
3. Any donated hours remaining in the recipient's accrued leave account at the time of retirement shall be subject to the provisions of the retiree health insurance conversion as set forth within this MOU.

4. A donor offering the transfer must maintain a minimum accrued sick leave balance of forty (40) hours after any transfer.
5. Any unused vacation, sick, or compensatory time, under the name of the recipient, shall be subject to cash payment at the time of retirement or separation from the Inglewood Police Department as prescribed in this MOU.
6. A form exercising this elected donation shall be completed prior to the transfer.
7. The names of all donors shall remain confidential.

SECTION IV – BEREAVEMENT LEAVE

A. Policy

1. All employees covered under this Memorandum of Understanding may have up to three (3) consecutive work days of bereavement leave with pay when a death occurs in their immediate family.
2. Immediate family shall be defined as that group of individuals including the employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster father, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), and all degree of relatives not listed, but living within the household of the employee.
3.
 - a. Two (2) working days of sick leave can be used for travel time per occurrence within the state and upon proper notice, no more than five (5) consecutive working days may be taken as sick leave when death in immediate family occurs out of state.
 - b. Not more than five (5) working days may be used for travel in any one (1) fiscal year.
4. The City may request proof of the relationship.

SECTION V – MATERNITY LEAVE

1. Pregnant employees may work as long as they are able to perform the duties assigned to their position. The employee will be required to submit a report from her personal physician stating:
 - a. How long she may continue to perform her assigned duties without risk of injury to herself or the unborn child.
 - b. When she may return to work after the termination of her pregnancy.
2. The City will grant a six (6) months maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums.
3. The employee has the option to use her accumulated sick leave before or after her maternity leave of absence.

SECTION VI – PERSONAL LEAVE**A. Policy**

1. No personal leave shall be converted to cash.
2. Eligibility to accrue and/or utilize the personal leave described herein is contingent upon the unit employee being employed by the City on the date that the leave is accrued and/or utilized.
3. Utilization of this personal leave shall be subject to all use and approval rules, regulations and restrictions, which apply to use of holiday time.

B. Personal Leave Hours

1. Compensated time off by use of personal leave shall be in the number of hours equal to the employee's scheduled daily hours of work on the date that the personal leave is used.
2. a. Subject to the provisions described above, one (1) personal leave day shall be credited to each unit employee's account, effective January 1st of each calendar year.

b. In addition, in recognition of the implementation of the 3/12 work schedule for patrol (see Article Six), effective with the 2005 calendar year, unit employees who are not assigned to the 3/12 work schedule will receive one (1) additional day of personal leave (for a total of two (2) days) each calendar year.
3. The personal leave day credited shall be available for use only up to and including December 31st of each year. If not used, it shall be lost without payment of any compensation.
4. Payroll shall credit this personal leave in an account separate and distinct from "holiday leave" and the employee's payroll check shall show this separate accounting.

SECTION VII – FAMILY AND MEDICAL CARE LEAVE POLICY**A. State and Federal Law**

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible employees as required by State and Federal law.

B. Policy

The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations, which are not specifically set forth below, are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California Family Rights Act ("CFRA") (Government Code § 12945.2).

C. Use of the Term Leave

Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

D. Eligibility

1. An employee is eligible for leave if he/she has been employed for at least twelve (12) months and has worked at least one thousand, two hundred and fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.
2. Eligible employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date an employee's leave first begins. An employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.
3. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave. If an employee requests leave for his/her own serious health condition, in addition to exhausting other accrued leaves, the employee shall also concurrently exhaust sick leave.

ARTICLE SIX—WORKING CONDITIONS**SECTION I – ACTING APPOINTMENT COMPENSATION****A. Definition**

1. An acting status employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly created fulltime position of a higher level than that currently held by the employee.
2. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated.

B. Policies and Procedures

1. The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designate.
2. Acting appointments may be made to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as the incumbent has returned to duty.
3. Acting appointments may not be extended for a period greater than ninety (90) days without special approval of the City Manager (Administrative Officer).
4. Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the City Council.
5. Upon assignment of acting duty status an employee will begin to earn a salary which is equal to Step A of the salary assigned to the acting position, but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the employee's permanent position.
6. While working in an acting capacity, employees will continue to accrue and have recorded general, special, or normal salary step increases in the employee's permanent position; however, such salary increases will be paid only to maintain a minimum five (5) range points (e.g., ten [10] half-points) differential above the salary to which an employee is entitled in his/her permanent position.
7. Employees who are appointed to a higher-level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary which is at least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.
8. The parties agree that to the extent permitted by law, the compensation for Temporary Upgrade Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(3) Premium Pay.

SECTION II - ELIGIBILITY FOR LATERAL TRANSFERS**A. Eligibility**

Only Police Officers who have completed two (2) consecutive years of sworn service with the Inglewood Police Department will be eligible to participate in the lateral transfer examination process.

B. Changes in Qualifications

1. To the extent possible, and absent any emergency conditions, changes in qualifications needed to compete in promotional selection processes shall be transmitted in a reasonable amount of time to allow persons to prepare themselves to meet any additional or expanded examination eligibility qualifications.
2. The best interest of the majority of involved employees and of the department will be a deciding factor in all cases.

SECTION III - REVIEW OF PROBATIONARY PERIOD

The Police Chief shall obtain the input of patrol training officers and patrol supervisors under whom a probationary police officer has served for the purpose of making periodic documentation regarding the permanent employee status of said probationary officer.

SECTION IV – DETECTIVE BUREAU DESIGNATED ROTATIONAL POSITIONS

The purpose of the Detective Bureau Designated Rotational Positions policy is to provide career development opportunities for police officers who may wish to work in the detective bureau.

A. Policy

1. Detective positions who are assigned on a rotational basis do not count in the overall maximum staffing levels of detective bureau positions.
2. In order for the detective rotational positions to be filled, the minimum staffing in patrol shall be sixty-five (65) active patrol officers. Officers who are out of work due to long-term disabilities or injuries shall not count towards the minimum staffing of sixty-five (65) patrol officers.
3. Rotational positions are open and available to non-detective sworn police officers who have completed more than two (2) years of sworn service with the Inglewood Police Department.
4. There are two (2) designated rotational positions: one each in the burglary unit and assaults unit.
5. Rotational positions are considered to be “at will” positions with no property rights and can be removed without cause at any time during their rotational assignment.
6. The uniform shall be Class B or business attire.

B. Limitations

1. The maximum length of the rotational detective assignment shall be six (6) months per employee, unless extended another six (6) months by the Police Chief for mitigating circumstances.
2. Once the six (6) month rotational assignment has been completed the participating police officer may not apply for another detective bureau rotational assignment until at least one (1) year has elapsed unless no other police officer has submitted a written notice of interest in a rotational position during that time frame.

3. Police officers assigned to the detective bureau rotational assignment cannot move from the burglary unit to the assault unit (back-to-back) without a one (1) year break unless no other police officer has submitted a written notice of interest in a rotational position during that time frame.
4. Both of the rotational positions in the burglary and assault units cannot be occupied for longer than one (1) year unless the burglary and assault units are fully staffed.

C. Selection Process

1. Interested police officers must submit a written request to the Police Chief or his/her management designee stating their interest in serving in a rotational detective position.
2. The final selection of the rotational detective positions shall be made by the Police Chief or his/her management designee.

SECTION V - ASSIGNMENT GUIDELINES

A. Lateral Transfers

1. The following assignments shall be designated as "lateral transfers":
 - a. Canines
 - b. Police Investigation
 - c. Gang Intelligence
 - d. Motors
 - e. Range Master
 - f. Narcotics
 - g. Vice
3. All Police Officers with two (2) consecutive years of sworn service with the Inglewood Police Department will be given the opportunity once every eighteen (18) months to apply for selection to any number of the designated assignments listed above.
4. Police Officers assigned to the Detective Bureau, may be assigned to any area within the Bureau without having to participate in a selection process, subject to the approval of the Police Chief or designee. Officers assigned to Forensics and officers assigned to the Bureau on or before November 1, 2004, are not covered by this provision.

B. Lateral Transfer Selection Process

The application and selection process for all of the above listed assignments will be as follows:

1. Résumé

All applicants will submit a personal résumé, accompanied by a (preferably) one-page statement stating why the applicant feels that he/she is qualified for the assignment. (Applications for more than one assignment require only one résumé and a separate statement for each assignment.)

2. Oral Interview

The oral board will be comprised of four members. Two (2) of the members will be selected by the Police Chief, who may choose to select qualified police canine subject matter experts from other

agencies as evaluators. The other two (2) members of the oral board will be selected by the Police Chief from a list of four (4) names submitted by the Inglewood Police Officers Association Board of Directors within ten (10) days of a request by the Chief or his/her designee.

3. Seniority Points

- a. In addition to the scoring of the oral board, each candidate will be given .02 points for each month of current, consecutive service with the Inglewood Police Department (.24 points per year).
- b. A partial month of service of fifteen (15) days or more will be credited as one (1) month. Seniority points will be given for each month or partial month up to the application closing date.

4. Tied Scores

- a. In the event of a tie for an assignment listed above, seniority based on the most recent departmental hiring date of each candidate will be used.
- b. If a tie still exists, the lowest serial number will prevail.

5. Lateral Transfer Selection Process

- a. The Police Chief will compile a final list of candidates for each assignment based on the final point scores.
- b. The Police Chief will fill vacancies in the above assignments from the final eligibility lists, and will have the discretion afforded under the "Civil Service Rule of Three."
- c. The eligibility lists will be valid for a period of twelve (12) months.
- d. Whenever an eligible list contains fewer than three (3) names, the Police Chief may cause a new list to be established.

6. Time Limits for Assignments Above

There will be no maximum time limits set for officers filling the assignments in Subsection A-1 above. No officer may be temporarily assigned to a lateral assignment unless the current T/O is filled. Any officer temporarily assigned to a lateral position shall not serve more than twelve (12) months.

7. Assignment and Revocation

- a. Except as set forth below, all employees assigned to special assignments shall be subject to an initial twelve (12) month evaluation period. During the twelve (12) month evaluation period an employee will receive written quarterly reviews regarding his/her performance.
- b. During the twelve (12) month evaluation period, the assignment may be revoked at any time and for any reason without right of appeal at the discretion of the Police Chief. Once the evaluation period has been completed, revocation of the assignment shall be made in the manner set forth in Article Three.

- c. Job announcements for special assignments will provide notification to employees regarding this evaluation period.

C. Budget Reduction of Assignments

If there is a budget reduction in the lateral assignment units list in A1 above in this Section, affected employee assignments shall be based on seniority in the affected unit(s).

SECTION VI - SENIORITY PRIVILEGES

Seniority, as defined in the Police Department Procedures Manual (including seniority for unit employees hired from the Lateral Hire Incentive Program as set forth in this MOU), will serve as the basis for determining vacations, shift assignments, and days off, as follows.

A. Vacations

1. Annual sign-up will be conducted in January of each calendar year.
2. The vacation list will be posted by February 15th of each calendar year.
3. Officers must sign up for a minimum of one (1) week time blocks.
4. After the vacation list is posted, open vacation spots may be applied for at any time during the year. The one (1) week minimum time block will not apply for open vacation spots and vacations will be granted on a first come first served basis.
5. Vacation requests will be affirmed or denied within a ten (10) day period from the date of the request.

B. Shift Assignments and Days Off

1. Patrol
 - a. Selection of shifts and days off will be by seniority. Seniority in patrol will be determined by serial number. This will prevail for patrol officers and Field Training Officers (FTO) collectively as a common group for each watch. An officer with a lower serial number will have seniority over an officer with a higher serial number regardless of his/her status as a patrol officer or FTO.
 - b. The designation of FTO's and FTO watch assignments (by FTO seniority) shall be finalized prior to any patrol officer's watch selection. Days off (shifts) will then be selected in order of seniority. "Watch" means days, P.M., and grave; "shift" means working days on a given watch.
 - c. Officers acting or assigned as FTO's may only select a position on a vacant two-officer slot. The companion position on that slot will then be reserved for his/her trainee.
 - d. Patrol Officers may only select a position in a vacant two-officer slot or in a vacant companion position with another patrol officer.
 - e. The Police Chief or his/her designate shall have the right to reserve the number of two-officer slots on a watch necessary to accommodate the number of FTO units designated for each watch. The designation of particular slots for FTO assignments will be done only after the

selection process has begun, so as to ensure that an adequate number of two-officer slots can be maintained without interfering with the seniority process. "Slot" refers to specific duty assignments on a given shift.

2. All Other Assignments

Seniority shall be based on the most recent permanent appointment date to that assignment.

C. Holiday Requests

Employees will be given preference on holiday requests based on seniority if requests are received by the employees' respective section commanders, no less than ten (10) calendar days nor more than twenty (20) calendar days preceding the holiday. If the ten (10) day deadline is not met, the holiday off will be allowed on a first come first served basis. The number of personnel allowed off on any given day or the division commander on the basis of the need of the service shall determine shift.

SECTION VII - AMERICANS WITH DISABILITIES ACT

A. Comply with ADA

The City shall take all actions necessary to comply with the ADA.

B. Impact of ADA

The City will agree to meet and confer respecting the impact upon the wages, hours and terms and conditions of employment pertaining to the ADA.

SECTION VIII - EMPLOYMENT OF RELATIVES

A. Policy

In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore, applicants will not be hired and employees will not be placed into positions if the result would be that:

1. One person would be supervised by or be in the chain of command of a relative;
2. One person would participate in making, or advising on, employment decisions concerning a relative;
3. One person would be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives.

B. Employees Working Prior to Effective Date of Policy

Employees who are working for the City prior to the effective date of this Policy under circumstances, which would violate the provisions of, paragraph A. 1, 2, and 3 above, will not have their employment circumstances modified unless there is a clear showing of a problem of supervision, morale, safety, or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in circumstances that would create a violation of paragraph A. 1, 2, and 3 of this Policy.

C. Employees Who Become Relatives

Employees of the City who become relatives after the effective date of this policy and work in circumstances, which violate the provisions of paragraph A. 1, 2, and 3, above will be subject to this Policy. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security, or morale.

D. Affected Employees

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected. Provided however, if two employees become related through a spousal or spousal-type relationship, the employee whose action creates the relationship will be the one affected.

E. Definition of Relatives

For purposes of this policy "relatives" includes: spouse; a spousal type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.

F. Responsibility of Employees

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council member.

SECTION IX – REDUCTION IN FORCE BY LAYOFFS**A. Layoff Procedure**

The City Council and the City Manager (Administrative Officer) may separate any class or position without cause because of financial need, reduction of work, or abandonment of activities after giving thirty (30) days advance notice and the reasons therefore to such affected employee(s). However, no permanent fulltime employee shall be laid off or separated from any department while there are emergency, seasonal, part-time, permanent part-time, temporary employees or probationary employees serving in the same class of positions in the department.

1. Order of Separation

Employees within a classification shall be laid off in inverse order of their seniority within such class. Seniority within class for the purpose of layoffs is defined as the length of the employee's fulltime cumulative service time within the rank or class targeted for layoff within the unit, plus any time in a higher rank or class. Ties in seniority within the class shall be broken based upon the order in which employees were selected for fulltime employment or promotion by the department head.

2. Bumping Rights

An employee who is subject to layoff may exercise his/her right to bump into a lower rank or class within the same department provided that the employee has previously held permanent fulltime employment within such lower rank or class and the employee has greater seniority than the employee he/she seeks to displace. For purposes of this provision only, seniority is defined as cumulative fulltime service rank within the rank or class to which the employee seeks to bump, plus any time served in a higher rank or class in that classification series. Ties in seniority shall be broken in the following order: (1) cumulative fulltime service with the employees current department; (2) for sworn law enforcement employees, total fulltime service as a sworn law enforcement officer with a POST certified agency; (3) total cumulative fulltime service with the City of Inglewood.

3. Offer of Reassignment

The City Manager (Administrative Officer) may approve the appointment of an employee who is laid off to an existing budgeted vacant position in a lower classification or equal classification for which the employee meets the minimum qualifications of the classification and for which the employee can perform the essential functions of the position. If the appointed employee has not previously served in the classification, the employee will have to serve a probationary period, provided the appointing authority agrees to appoint affected employee to said position.

4. Re-employment Lists

Permanent employees shall be placed on a re-employment list according to seniority within such class for a period of two (2) years following such employee's separation from employment. The most senior employee in the class on such re-employment list shall be the first one offered re-employment. No candidate for employment on an employment eligibility list shall be offered employment in a classification for which there is an existing re-employment list. Any employee on a re-employment list shall be removed from such list if the employee is offered employment by the City and rejects such offer.

B. Job Elimination

Any police employee covered by this agreement with less than ten (10) years of service and satisfactory or above performance ratings whose job is eliminated and employment terminated shall receive base compensation for one pay period and thirty three percent (33%) of unused sick leave as severance pay, and a thirty (30) days' notice.

SECTION X – REINSTATEMENT

A. Employee Reinstatement within Six (6) Months

A unit employee who has resigned may be eligible for reinstatement to his/her former position as a police officer without reexamination provided all of the following circumstances have been met:

1. There is a vacancy in the class and position for which the former employee is seeking reinstatement.
2. Not more than six (6) months has elapsed between the time the former employee's resignation became effective and the effective date his/her proposed reinstatement.

3. The former employee meets the medical requirements of the position by taking such medical examination(s) by a City-designated physician as would be required by the Human Resources Director.
4. That the former employee may restore to the City all payments in lieu of sick leave and other benefits he/she received as a result of his/her termination of employment with the City, which the Chief Financial Officer or his/her designee will consider due to the City because of the lapse of time between the effective dates of resignation/separation and prospective reinstatement period. The benefits that he/she repays to the City shall be restored to his/her credit. In the event that no payment is made, the reinstated employee's leave balances will begin at zero (0). In no event shall a reinstated employee make a partial payment back to the City for partial reinstatement of leave hours. Regardless of the way the former employee wishes to proceed, the election must be in writing and any payment made must be prior to reinstatement.
5. That his/her work performance and evaluations at the time of separation were at least satisfactory or higher.
6. The City Manager (Administrative Officer) approves of any reinstatement requests prior to any appointment by the appointing authority.
7. That nothing has occurred during the break in employment that will reflect adversely on the City or will impair the individual's abilities to perform his/her duties effectively.

B. Supersedes Civil Service Rule IV, Section II

It is understood that this updated reinstatement provision shall supersede Rule IV, Section II Reinstatement as of January 1, 2014.

ARTICLE SEVEN—WORK SCHEDULE/OVERTIME PROVISIONS

SECTION I – DEFINITION OF TERMS

The following terms shall be understood to be defined as follows:

A. Employees

Shall mean all employees covered by this agreement.

B. Regular Work Day (5 days/8 hours Work Schedule)

The regular work day for employees covered by this agreement, other than patrol section and “lateral transfer assignments,” shall consist of eight (8) hours to include paid lunch of no more than thirty minutes and briefing time.

C. Regular Work Day (4 days/10 hours Work Schedule)

1. The regular work day for lateral transfers and special enforcement team employees shall be ten (10) hours, including paid lunch periods and briefing time.
2. Should the 4/10 plan be discontinued during the term of this agreement, the City and IPOA will meet and confer regarding hours.
3. Unit employees who wish to return to the 5/8 work schedule may do so with the approval of Police Management.

D. Regular Work Day (3 days/12.5 hours Work Schedule)

1. Police officers assigned to Patrol work a “3/12.5 schedule.” The 3/12.5 Work Schedule was developed by the Police Chief (or designee) with input from IPOA.
2. Payback Ten (10) Hours to City: It is understood that each employee assigned to the 3/12.5 Work Schedule shall be responsible to “payback” 10 hours to City every 28 days.

E. Work Week

A workweek is a fixed and regularly recurring period of time consisting of seven (7) consecutive days (seven consecutive 24-hour periods).

F. Hours Worked

1. Hours worked shall be considered as the time the City requires an employee to work.
2. Hours worked shall specifically include court time and standby time as defined in this agreement, but does not encompass sick leave, vacation, or other periods of time which the employees are absent from work, travel to and from work, standby time during which employees are merely required to leave word where they may be reached, nor any other periods during which employees are completely relieved from City duty and which are long enough to enable them to use the time effectively for their own purpose.

G. Base Rate of Pay

Employees' Base Rate of Pay is "simply" the assigned salary rate as set forth in the most-current City Salary Ordinance.

H. Regular Hourly Rate of Pay (See Appendix One for More Information)

Employees' regular hourly rate of pay shall be based upon the Base Rate, Assignment Pay, and Longevity Pay, adjusted for a forty (40) hour workweek, depending upon assignments.

SECTION II - OVERTIME PROVISION**A. Regular Overtime**

1. Unit employees assigned to the 3/12.5 Work Schedule shall receive overtime pay for all hours worked in excess of 12.5 hours, seven (7) minutes per day.
2. Unit employees assigned to the 5/8 Work Schedule shall receive overtime pay for all hours worked in excess of eight (8) hours, seven (7) minutes per day.
3. Unit employees assigned to the 4/10 Work Schedule shall receive overtime pay for all hours worked in excess of ten (10) hours, seven (7) minutes per day.

B. Call Back Overtime

1. Employees covered by this agreement who are called back to duty after they have completed their normal work schedule and have left work or are on their day off shall receive overtime compensation for all hours worked during such assignment.
2. The employees shall be guaranteed a minimum of two (2) hours pay for the above category of overtime, regardless of the actual number of overtime hours worked.

C. Court Overtime

1. Employees covered by this agreement shall be guaranteed a minimum of two (2) hours overtime pay for court time provided that such overtime work meets the following conditions.
 - a. Prior to Beginning Work Shifts
 - 1) If a police officer is required to be in court more than two (2) hours prior to start of his/her shift he/she shall receive a minimum of two (2) hours overtime at time and one-half of his/her base salary hourly rate.
 - 2) If a police officer is required to be in court less than two hours prior to start of a shift he/she shall receive overtime at time and one-half of his/her base salary rate for total time prior to shift whether in court or not.
 - b. Continuation of Shift for Court Activity Begun Prior to End of Regular Work Shift
 - 1) If a police officer is required to be in court prior to the completion of his/her work shift and it becomes an extension of his/her regular work shift, he/she shall receive overtime

at time and one-half (1½) of his/her base salary hourly rate for the total time in court if less than one and one-half (1½) hours in court.

- 2) If a police officer is required to be in court prior to the completion of his/her work shift for more than one and one-half (1½) hours, but less than two hours, he/she shall receive two overtime hours at time and one-half of his/her base salary hourly rate.
- 3) If a police officer is required to be in court prior to the completion of his/her work shift for more than two hours, overtime shall be paid on actual overtime worked at time and one-half (1½) of his/her base salary hourly rate.

c. **Court Time Commencing After Completion of Regular Work Shift**

- 1) Police officers serving court overtime commencing after completion of regular work shift, necessitating a break between end of shift and start of court time, will be compensated for two (2) hour minimum overtime worked at time and one-half (1½) of his/her base salary hourly rate.
- 2) The overtime guarantees of this subsection shall not apply if the employee has been notified via phone and e-mail twenty four (24) hours prior to the court appearance notification time not to report, or the reason not to have the officer appear in court is beyond the control of the City; e.g., fire, flood, failure, or similar emergency condition.

D. Court Travel Time—Off Duty

1. Consistent with the past practice of the Department, off-duty unit employees subpoenaed to court in Los Angeles County other than Inglewood Municipal Court shall receive one (1) hour of travel time (e.g., one-half [½] hour to and one-half [½] hour from the court) at time and one-half.
2. Off-Duty employees subpoenaed to court outside of Los Angeles County shall receive actual time from police station to his/her court appearance and from court to the station as travel time at time and one-half.

E. Special Overtime

1. Regular fulltime employees covered by this agreement shall be given preference in assignment to special overtime upon reasonable notification of their availability to work such assignments within existing departmental procedures.
2. All hours worked in special overtime assignments shall be compensated accordingly.

F. Overtime Distribution

Overtime worked shall be distributed as equitably as practicable over the terms of this agreement among those employees in the same classification.

G. Overtime Pay

All overtime hours worked will be paid at one and one-half (1½) times the employee's regular hourly rate of pay or may be accrued as compensatory time.

SECTION III - COMPENSATORY TIME**A. Accrual**

Compensatory time may be granted and accrued by employees covered by this agreement in lieu of overtime pay at the rate of one and one-half (1½) hours compensatory time for each overtime hour worked.

B. Maximum Accrual

1. The maximum accrual of total compensatory time may not exceed a total on record of eighty (80) hours per fiscal year except as set forth in Section III. C below.
2. The unused compensatory time in excess of forty (40) total hours shall be paid to the employee based on his/her current base hourly rate plus longevity on the last pay period of each fiscal year except as set forth in Section III. C below.

C. Fifty (50) Overtime Hours Not Cashed Out—POTE Time Being Phased Out

It is understood that the City and IPOA had an agreement for the term of the previous MOU that each unit employee agreed to the following:

1. Each unit employee who earned at least fifty (50) hours of overtime had to convert those first earned fifty (50) hours of overtime to seventy five (75) straight time hours and would not be cashed out during each twelve (12) months of that agreement.
2. Further, all these seventy five (75) straight time hours per each twelve (12) months of the agreement were only to be taken with the approval by Police Management such that they would not create any back-up overtime employee replacement costs.
3. Unit employees were to be permitted to use this accumulated compensatory time leave within a reasonable period of time after making a request to Police Management, as long as the request did not unduly disrupt the police operations of the City.
4. Since the elimination of the furlough and the associated use of POTE time, there are several unit employees who did not utilize all of their POTE time. As such, the POTE must be phased out, and those unit employees shall be allowed to continue using the time as set forth in subsection 3 above.

D. Time Off

1. An employee wishing to take compensatory time off must obtain the prior approval of his/her supervisor.
2. When a supervisor requests that an employee take compensatory time off, the employee's needs must be considered and reasonable notice be given.

SECTION IV – STANDBY “ON-CALL” ASSIGNMENT**A. Definition**

1. Standby “on-call” assignment is defined as the off-duty time when a unit employee is directed by authorized police management to be available on a standby “on-call” basis during a specific off-duty period of time.
2. Any unit employee assigned to standby “on-call” assignment must be able to be reached at any time during the assignment by a current designated phone number or other pre-determined means of communication approved in advance by authorized police management.

B. Compensation

Those unit employees assigned to a standby “on-call” assignment shall be compensated at the overtime rate of one-and-one-half (1½) times the unit employee’s base hourly rate of pay for the following period of time:

1. Weekday standby “on-call” (Monday at 12:00 a.m. through Friday at 11:59 p.m.)
Two (2) hours of overtime pay for each twenty-four (24) hours of weekday standby assignment.
2. Weekend standby “on-call” (Saturday at 12:00 a.m. through Sunday at 11:59 p.m.)
Four (4) hours of pay for each twenty four (24) hours of weekend standby assignment.

C. Limitations

1. No standby “on-call” assignment time shall be granted in any twenty-four (24) hour period when a unit employee on standby assignment is called back to work and receives call back pay as follows:
 - a. When a unit employee on standby “on-call” assignment is called back to work during the week days, they are guaranteed a minimum total of two (2) hours of overtime pay.
 - b. When a unit employee on standby “on-call” assignment is called back to work on the weekend, they are guaranteed a minimum total of four (4) hours of overtime.
2. When a unit employee on standby “on-call” assignment is called back to work, they shall be paid overtime for all call back hours worked in excess of two (2) hours on a weekday and in excess of four (4) hours on weekends.
3. There shall be no pyramiding of standby and call back pay except as set forth in this Section C. Limitations.

SECTION V - TRAINING ASSIGNMENT COMPENSATION

Required job training on employee's time off or on employee's work time shall be compensated at the employee's straight time hourly rate of pay, provided that such time is not regular overtime as defined in Section II, of this Article. However, if an employee is mandated by the Department to attend training on his or her regularly scheduled day off, the employee shall be paid one-and-one-half (1½) times the unit employee’s base hourly rate of pay for all time actually spent in the training program.

ARTICLE EIGHT—GENERAL PROVISIONS

SECTION I - WAIVER PROVISION ON BARGAINING DURING TERM OF AGREEMENT

Except as specifically provided for in this agreement or by mutual agreement in writing during the term of this Memorandum of Understanding, the parties hereto mutually agree not to seek to negotiate or bargain with respect to any matters pertaining to rates, wages, hours, and terms and conditions of employment, whether or not covered by this Memorandum of Understanding or in the negotiations leading thereto, and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during negotiations leading to this Memorandum, and any rights in that respect are hereby expressly waived during the term of this agreement.

SECTION II - EMERGENCY WAIVER PROVISION

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, provisions of the Memorandum of Understanding, which restrict the City's ability to respond to these emergencies, shall be suspended for the duration of such emergency. After the emergency is declared over, the IPOA shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the Memorandum of Understanding.

SECTION III - SEVERABILITY PROVISION

Should any provision of this Memorandum of Understanding be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Memorandum of Understanding shall remain in full force and effect for the duration of this Memorandum of Understanding.

SECTION IV - LAW, RULES, REGULATIONS, AND AMENDMENTS

A. Sole and Entire Memorandum of Understanding

1. It is the intent of the parties hereto that the provisions of this Memorandum of Understanding shall supersede all prior agreements and memoranda of understanding, oral or written, express or implied, between the parties, and shall govern their entire relationship, and shall be the sole source of any and all rights or claims which may be asserted hereunder or otherwise.
2. This Memorandum of Understanding is not intended to cover any matters preempted by Federal or State law or City Charter.

B. Civil Service and Departmental Rules and Regulations

1. It is understood and agreed that there exists within the City, in written form, Civil Service and Departmental Rules and Regulations. Except as specifically modified by this Memorandum of Understanding, these rules and regulations, and any subsequent amendments thereto, shall be in full force and effect during the term of this Memorandum of Understanding.
2. Before any new or subsequent amendments to these Civil Service and/or Departmental Rules and Regulations directly affecting wages, hours, and terms and conditions of employment are implemented; the City shall meet and confer in accordance with Government Code, Section 3500 et seq., with the IPOA regarding such changes.
3. Nothing provided herein shall prevent the City from implementing such rules and regulations provided it has met and conferred with the IPOA as required by law.

SECTION V - REQUESTS BY IPOA

The City shall be responsive in acknowledging any requests by IPOA directed to the City and shall attempt within the scope of this agreement to establish policy and respond to said requests promptly.

SECTION VI - POLICE CHIEF - IPOA MEETING

The Police Chief and Police management personnel designated by the Chief shall meet with Inglewood Police Officers Association Board Representatives/members upon reasonable advance notice by either the Inglewood Police Officers Association or the Police Chief. The purpose of these meetings shall be to promote better understanding between the Police management and IPOA through direct communication.

SECTION VII - AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

The provisions of this MOU can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing, hereafter signed by the designated representatives of the City, IPOA, and the City Manager, unless said amendments are required to be adopted by the City Council of the City of Inglewood.

SECTION VIII - TERM OF THIS AGREEMENT

The term of this agreement shall cover the period from January 1, 2014, through June 30, 2017 (42 months).

SECTION IX - RATIFICATION AND EXECUTION

The City and IPOA acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IPOA, and entered into this _____ day of May 2014.

PARTNERS TO AGREEMENT

INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)

Kimberly Riley, IPOA Chief Negotiator

Loyd Waters, IPOA President

John Baca, IPOA Representative

Dan Milchovich, IPOA Representative

Geoffrey Meeks, IPOA Representative

CITY OF INGLEWOOD

John F. Hoffman, City's Chief Negotiator

Michael D. Falkow, Assistant City Manager

David L. Esparza, Assistant City Manager-CFO

Jose Cortes, Assistant Human Resources Manager

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this _____ day of May 2014.

INGLEWOOD POLICE OFFICERS ASSOCIATION (IPOA)

Loyd Waters, IPOA President

CITY OF INGLEWOOD, CALIFORNIA

Artie Fields, City Manager

APPENDIX ONE—Salary Range Points and Corresponding Pay Amounts

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ($\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you’d obtain 12.96.

If you add that back to the 108, you’d obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following is an Excel-based formula that can be used to determine the corresponding salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5,0)}-1)}) * ((1.001)^{(\text{RangePoint}-\text{ROUND}(\text{RangePoint}-0.5,0))/0.1})$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574

APPENDIX ONE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

APPENDIX TWO—Grandfathered Employees

The following IPOA unit employees retain the retiree medical benefit as outlined in Article Four—Fringe Benefits, Section II. Benefits, L. Alternative Retiree Medical Plan – Effective April 1, 2014.

The three (3) grandfathered unit employees who are eligible for this benefit are listed below by serial/badge number and employee ID number.

Employee Serial/Badge Number	Employee ID Number
604	992000
605	353650
615	950450

1 Resolution No. _____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 INGLEWOOD, CALIFORNIA APPROVING AND EFFECTUATING THE
5 UNDERSTANDING REACHED WITH REPRESENTATIVES FROM THE
6 INGLEWOOD MANAGEMENT EMPLOYEE ORGANIZATION PURSUANT TO
7 THE STATE MEET AND CONFER LAWS.

8
9 WHEREAS, the City has reached a Memorandum of Understanding with
10 the Inglewood Management Employee Organization embracing the period
11 beginning January 1, 2014, through December 31, 2016;

12
13 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INGLEWOOD,
14 CALIFORNIA DOES RESOLVE AS FOLLOWS:

15
16 SECTION 1. INGLEWOOD MANAGEMENT EMPLOYEE ORGANIZATION

17 That insofar as is legally possible, all provisions of the Memorandum
18 of Understanding between the City of Inglewood and the Inglewood
19 Management Employee Organization(attached hereto as Exhibit A) are
20 approved and shall be implemented and made effective for the period
21 beginning January 1, 2014, through December 31, 2016.

22
23 SECTION 2. PREVIOUS BENEFITS CARRY OVER

24 All previous monetary and non-monetary benefits accorded to employees
25 designated in this resolution shall be carried over and continued to
26 be paid and accorded in addition to the benefits referred to herein
27 except only to the extent this resolution amends or modifies such
28 preexisting benefits.

Resolution No. _____

SECTION 3. CERTIFICATION

The City Clerk shall certify to the adoption of this resolution and the same shall be in full force and effect immediately upon adoption.

PASSED, APPROVED, AND ADOPTED THIS ____ DAY OF _____ 2014.

JAMES T. BUTTS, JR., MAYOR

ATTEST:

YVONNE HORTON, CITY CLERK

//

//

CITY OF INGLEWOOD

Human Resources Department



MEMORANDUM OF UNDERSTANDING

Between

**City of Inglewood and
Inglewood Management Employee Organization (IMEO)
Covering Non-Sworn Management, Supervisory, and Professional
Employees**

January 1, 2014 through December 31, 2016 (36 Months)

TABLE OF CONTENTS

- ARTICLE ONE – MEMORANDUM OF UNDERSTANDING6
- SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING 6
- SECTION II – EMPLOYEE – EMPLOYER RELATIONS RESOLUTION 6
- SECTION III – RECOGNITION CLAUSE 6
 - A. Recognized IMEO.....6
 - B. Represented Job Classification Titles / Job Class Codes.....6
 - C. IMEO EMPLOYEE RELATIONS CONFIDENTIAL JOB CLASSIFICATIONS9
- ARTICLE TWO – GRIEVANCE PROCEDURES10
- SECTION I – GRIEVANCE PROCEDURE 10
 - A. Purpose of Grievance Procedure10
 - B. Conduct of Grievance Procedure10
- SECTION II – MATTERS SUBJECT TO GRIEVANCE PROCEDURE 10
 - A. Processing a Personal Grievance.....10
 - B. Probationary Employees.....11
- SECTION III – GRIEVANCE PROCEDURE STEPS..... 11
 - A. Step One.....11
 - B. Step Two.....11
 - C. Step Three12
 - D. Step Four – Advisory Arbitration12
 - E. Step Five – Final Process/City Manager (City Administrator).....13
- ARTICLE THREE – SALARIES AND COMPENSATION.....14
- SECTION I – MANAGEMENT, SUPERVISORY & PROFESSIONAL EMPLOYEE SALARIES 14
 - A. Salary Adjustment Criteria14
- SECTION II – SALARIES ADJUSTMENTS AND CALPERS AND EMPLOYER RATE PAYMENTS . 14
 - B. Employee-Paid CalPERS Contributions14
 - C. Salary Range Increases14
- SECTION III – SALARIES SCHEDULE FOR UNIT EMPLOYEES 14
- SECTION IV – MERIT PAY PLAN 15
 - A. Appointment & Probationary Status.....15
 - B. Merit Increases15
 - C. Performance Evaluations.....16
 - D. Reduction In Pay16
 - E. Administration Of Merit Pay Plan16
 - F. Base Salary16
 - G. Supervisory Differential.....16
- SECTION V - SUPPLEMENTAL COMPENSATION 17
 - A. Bilingual Interpretation Assignment17
 - B. Voluntary Deferred Compensation.....17
 - C. Shift Differential17
 - D. Overtime17
 - E. Special Assignment Pay17
 - F. Management Incentive Pay18
- SECTION VI – ACTING APPOINTMENTS 18
 - A. Definition.....18
 - B. Policies and Procedures18
- SECTION VII – EDUCATION REIMBURSEMENT 19
 - A. Purpose19

SECTION VIII – PROFESSIONAL DEVELOPMENT ALLOWANCE PROGRAM.....	20
A. Allowance	20
SECTION IX – TRAVEL TO CONFERENCES.....	20
A. Travel.....	20
SECTION X – LIBRARY PRIVILEGE	20
SECTION XI – UNIFORMS	20
A. Uniforms for Code Enforcement Management Employees.....	20
ARTICLE FOUR – FRINGE BENEFITS	21
SECTION I – FRINGE BENEFITS	21
A. Medical Insurance Plan.....	21
B. Medical Insurance – Employees Hired Before October 1, 2007	21
C. Medical Insurance – Unit Employees Hired after October 1, 2007	21
D. Medical Insurance – Unit Employees Hired on or after December 24, 2010	22
E. Medical Insurance Waiver.....	22
SECTION II – DENTAL INSURANCE PLAN.....	22
A. Dental Insurance.....	22
B. Benefits	22
SECTION III – OPTICAL PLAN.....	22
SECTION IV – RETIREMENT - CalPERS	23
A. CalPERS Benefits.....	23
B. Public Employee Pension Reform Act of 2013 (PEPRA).....	24
SECTION VI – RETIREE BENEFIT MEDICAL PROGRAM.....	24
A. Medical Insurance Option for Employees Retiring Prior to June 17, 2014	24
B. Retiree Medical Benefits – Hired on or After December 24, 2010	25
C. Effective June 17, 2014, Retiree Health Benefit Plan – Eliminated	26
D. Modified Benefit Plan – Effective June 17, 2014	26
E. Installment Leave Payment – Retiring Employees	28
SECTION VII – LIFE INSURANCE PLAN	29
SECTION VIII – BENEFITS PAYABLE ON RETIREMENT, TERMINATION, OR DEATH	29
A. Life Insurance at Retirement.....	29
SECTION IX – ACCIDENTAL DEATH BENEFITS.....	29
SECTION X – SHORT AND LONG TERM DISABILITY PLAN (PAYROLL PROTECTION)	29
A. Short-Term Disability Income Insurance (Payroll Protection)	29
B. Long-Term Disability Income Insurance (Payroll Protection).....	29
SECTION XI – BIENNIAL PHYSICAL EXAMINATION	31
A. Physical Examination.....	31
B. Process.....	31
C. Report	31
ARTICLE FIVE – LEAVE.....	32
SECTION I – CITY RECOGNIZED HOLIDAYS	32
C. Holidays Recognized	32
D. Holiday Schedule for 2014-2015 and 2015-2016	33
SECTION II – VACATION LEAVE.....	33
SECTION III – SICK LEAVE.....	35
SECTION IV – VACATION AND SICK LEAVE HOUR DONATION.....	35
SECTION V – ADMINISTRATIVE LEAVE-TIME OFF	36
SECTION VII – OTHER LEAVES.....	36
A. Bereavement Leave.....	36
B. Maternity Leave	36
C. Jury Duty.....	37

SECTION VI – FAMILY MEDICAL CARE LEAVE POLICY	37
A. Required By State and Federal Laws	37
B. Eligibility	37
C. Request for Medical Leave	37
SECTION VII – NON-SAFETY JOB-RELATED INJURY LEAVE WITH PAY	37
A. Injury on Duty Leave Time	37
C. Leave of Absence Beyond Six (6) Months.....	38
D. Supersedes Civil Service Rules.....	38
ARTICLE SIX – WORKING CONDITIONS	39
SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES	39
A. Job Elimination Policy.....	39
B. Layoff Procedure	39
SECTION II –WORK SCHEDULES	39
SECTION III – TRAINING OPPORTUNITIES	40
SECTION IV – EMPLOYMENT OF RELATIVES	40
A. Employment of Relatives	40
B. Violation of Policy	40
C. Reasonable Effort to Reassign	40
D. Affected Employees.....	40
E. Relatives Defined.....	40
F. Advising Immediate Supervisor	41
SECTION V – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES	41
A. Policy and Procedures.....	41
B. Reimbursement Schedule.....	41
C. Maximum on Watches	41
SECTION VI – EMPLOYEE PARKING	41
SECTION VII – JOINT LABOR MANAGEMENT MEETINGS.....	41
SECTION VIII – AMERICANS WITH DISABILITIES ACT (ADA).....	42
ARTICLE SEVEN – GENERAL PROVISIONS.....	43
SECTION I – MAINTENANCE OF BENEFITS.....	43
SECTION II – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING.....	43
SECTION III – TERM OF THIS AGREEMENT	43
SECTION IV – RATIFICATION AND EXECUTION.....	43
PARTNERS TO AGREEMENT	44
APPENDIX ONE – 2013 -2014 SALARY ORDINANCE.....	45
APPENDIX TWO – PROFESSIONAL DEVELOPMENT ALLOWANCE ADMINISTRATIVE POLICY	50
A. Purpose	50
B. Policy	50
C. Items eligible for the Professional Development Allowance	50
D. Conditions for Receiving Allowance.....	52
APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts.....	53
APPENDIX FOUR – Holiday Schedule for 2014-2015 and 2015-2016.....	69
Holiday Schedule for 2014-2015	69
Christmas and New Year’s Holidays	69
Limitations	69
Permanent Part-Time	69
Holiday Schedule for 2015-2016	70

Christmas and New Year's Holidays 70
Limitations 70
Permanent Part-Time 70

ARTICLE ONE – MEMORANDUM OF UNDERSTANDING

SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as “MOU” or “Agreement”, interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as “City”) and Inglewood Management Employees Organization (hereinafter referred to as IMEO) pursuant to Government Code Section 3500.

SECTION II – EMPLOYEE – EMPLOYER RELATIONS RESOLUTION

The Rules and Regulations governing the City’s Employer-Employee Relations program pursuant to Government Code Section 3500, as Amended, et seq., is set forth in the City’s Employer-Employee Relations Resolution # 7177.

SECTION III – RECOGNITION CLAUSE

A. Recognized IMEO

The City recognizes the Inglewood Management Employees Organization (IMEO) as the recognized exclusive representative organization for all fulltime general non-sworn management, supervisory, and professional classifications as set forth in Section IV below:

B. Represented Job Classification Titles / Job Class Codes

Job Class Code	Job Classification Title
600	Accountant
603	Administrative Analyst
602	Administrative Assistant
854	Administrative Operations & Outreach Coordinator
680	Administrative Secretary
608	Assistant City Attorney
655	Assistant Engineer
689	Assistant Plan Check Engineer
813	Assistant Planner
809	Assistant to Department Director
692	Assistant Transportation Engineer
618	Associate Engineer
620	Associate Librarian
863	Building Inspector Supervisor
628	Building Official
839	Business Development Analyst
605	Chief Public Works Superintendent
876	Code Enforcement Manager
611	Code Enforcement Superintendent
841	Computer Training Coordinator
624	Construction Manager
849	Construction Projects Supervisor
626	Cross Connection Control Specialist
612	Customer Service Supervisor

Job Class Code	Job Classification Title
640	Deputy City Attorney
678	Deputy City Clerk
674	Economic and Business Development Manager
685	Emergency Preparedness Coordinator
829	Employee Health Assistant
677	Employee Health Manager
625	Energy Operations Supervisor
614	Enterprise Services Specialist
637	Environmental Services Manager
832	Executive Secretary
613	Facilities Repair Supervisor
865	Finance Supervisor
615	Fleet Services Supervisor
635	Food Services Manager
821	GIS Analyst
851	GIS Manager
845	Grants Coordinator
830	Grants Manager
673	Housing Projects Coordinator
650	Housing Specialist
651	Housing Supervisor
645	HUD Programs Manager
858	Human Services Grants Administrator
805	Human Services Program Coordinator
652	Human Services Program Manager
811	Human Services Superintendent
675	Human Services Transportation Manager
838	Internal Auditor
867	ITC Manager
669	Lead Web Developer
630	Legal Secretary
657	Legal Services Administrative Supervisor
658	Librarian
649	Library Manager
616	Library Support Supervisor
835	Maintenance Supervisor
879	Network & Telecom Analyst
856	Network Administrator
664	Paralegal
661	Park Maintenance Superintendent
619	Park Maintenance Supervisor
861	Parking and Enterprise Services Manager
692	Parking Program Superintendent
652	Parking Program Supervisor
648	Parks Administration Superintendent
693	Payroll Supervisor
642	Plan Check Engineer
866	Plan Check Engineer Supervisor
622	Planner

Job Class Code	Job Classification Title
873	Planner II
632	Planning Manager
837	Police Computer Systems Manager
610	Principal Civil Engineer / Assistant City Engineer
695	Principal Engineer - Transportation
697	Principal Engineer - Water Resources
686	Principal Librarian
877	Procurement & Contracts Coordinator
801	Program Assistant
656	Program Specialist
646	Public Works Superintendent - Fleet Services
647	Public Works Superintendent - General Services
875	Public Works Field Operations Manager
691	Public Works Superintendent - Public Services
639	Public Works Supervisor
814	Public Works Supervisor - General Services
670	Purchasing & Contracts Services Manager
844	Real Estate Development Specialist
802	Recreation Superintendent
690	Recreation Supervisor
855	Reprographics Manager
676	Revenue Manager
817	Revenue Supervisor
668	Risk Manager
827	RSI Program Manager - Administration
679	RSI Program Manager - Construction
878	RSI Program Planning & Fiscal Coordinator
663	Sanitation Services Coordinator
683	Senior Accountant
604	Senior Administrative Analyst
860	Senior Administrative Secretary
681	Senior Assistant City Attorney
826	Senior Assistant to City Council
601	Senior Center Manager
609	Senior Construction Manager
682	Senior Deputy City Attorney
667	Senior Economic & Community Development Manager
808	Senior Engineer
836	Senior ERP Analyst
815	Senior Grants Coordinator
653	Senior Housing Specialist
846	Senior Network and Telecommunications Analyst
659	Senior Plan Check Engineer
643	Senior Planner
824	Senior Real Estate Development Specialist
848	Senior Transportation Engineer
671	Stormwater Runoff Coordinator
843	Stormwater Runoff Investigator Supervisor
812	Systems Administrator

Job Class Code	Job Classification Title
694	Systems Analyst
870	Systems Analyst II
638	Systems Development Management Coordinator
833	Telecommunication Manager
606	Traffic Paint Supervisor
627	Traffic Systems & Street Lights Supervisor
696	Transportation Engineer
617	Transportation Engineer Planner
629	Tree Maintenance Supervisor
631	Warehouse Supervisor
868	Water Operations Supervisor
636	Water Treatment Plant Supervisor
864	Webmaster
600	Accountant
603	Administrative Analyst
602	Administrative Assistant

C. IMEO EMPLOYEE RELATIONS CONFIDENTIAL JOB CLASSIFICATIONS

The following classes in the IMEO unit are designated to be employee relations confidential positions and therefore (per the City's employer-employee relations resolution) are not allowed to represent employees in any employee relations matter for IMEO represented classifications, unless authorized in writing by the City.

Job Class Code	Job Classification Title
825	Budget and Accounting Manager
672	Assistant Finance Director
634	Assistant Human Resources Manager
820	Assistant to City Council
810	Assistant to City Manager
823	Budget Analyst
607	Budget Officer
832	Executive Secretary
621	Human Resources Analyst
660	Human Resources Manager
859	Human Resources Specialist
826	Senior Assistant to City Council
880	Senior Assistant to the Mayor
641	Senior Budget Analyst
687	Senior Human Resources Analyst
872	Senior Human Resources Specialist
825	Budget and Accounting Manager

ARTICLE TWO – GRIEVANCE PROCEDURES

SECTION I – GRIEVANCE PROCEDURE

The following grievance procedure shall be the sole and exclusive procedure for all fulltime probationary and permanent status general management, supervisory, and professional employees.

A. Purpose of Grievance Procedure

1. To promote improved employer-employee relations by establishing grievance procedures on matters for which an appeal, hearing, or process is not provided by other regulations.
2. To provide that grievances shall be heard and settled as informally as possible.
3. To enable grievances to be settled promptly and as nearly as possible to the point of origin.
4. To afford employees individually, or through qualified representation, a systematic means of attempting to resolve issues and or obtaining considerations of questions and disputes.

B. Conduct of Grievance Procedure

1. An employee may request the assistance of another person of his/her own choosing in preparing and presenting his/her grievance at any level of review; or may be represented by a recognized employee organization, or may represent himself/herself.
2. The employee and his/her representative, if any, may use a reasonable amount of work time, as determined by the appropriate management supervisor, in conferring about and presenting a grievance and shall be free from reprisal for using the grievance procedure.
3. Any retroactivity on monetary grievances shall be limited to the date the grievance was filed in writing, except in cases where it was impossible for the employee to have had prior knowledge of an accounting error.
4. The time limits specified may be extended to a definite date by mutual agreement of the employee and the reviewer concerned.
5. Employees shall be free from reprisal for using the grievance procedure.
6. Business days, for the purposes of the grievance procedure, shall mean Monday through Thursday excluding recognized City holidays.

SECTION II – MATTERS SUBJECT TO GRIEVANCE PROCEDURE

A. Processing a Personal Grievance

Fulltime employees having probationary or permanent status may process a personal grievance on one or more than one of the following grounds:

1. Improper application of rules, regulations, and procedures.
2. Unfair treatment, including coercion, restraint, or reprisal.

- 3. Reduction in force action - layoffs.
- 4. Promotion procedures implemented unfairly.
- 5. Classification of position.
- 6. Non-selection for training opportunities.
- 7. Discrimination because of race, religion, color, creed, or national origin.
- 8. Any matter personally affecting an employee's:

Holidays	Retirement	Performance Rating
Vacation	Fringe Benefits	Classification
Sick Leave	Salary	Working Schedule

B. Probationary Employees

Probationary employees may file a grievance under all of the above, but not as applied to their performance rating or discharge.

SECTION III – GRIEVANCE PROCEDURE STEPS

A. Step One

- 1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis. If after such discussion the employee does not believe the problem has been satisfactorily resolved, he/she shall have the right and obligation to discuss it with his/her supervisor's immediate superior, if any, and his/her department head if necessary. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision.
- 2. At no time may the informal process go beyond the department head concerned.
- 3. In order that this informal procedure may be responsive, all parties involved shall expedite this process. In no case may more than twenty-one (21) business days elapse from the date of the alleged incident or action and the resolution of the grievance or completion of the informal process.

B. Step Two

- 1. If the grievance is not resolved through the informal process, the employee shall have the right within seven (7) business days from the decision or completion of the informal process to file the grievance in writing and present it through channels to his/her immediate management supervisor.
- 2. The immediate management supervisor shall discuss the grievance with the employee and shall render a decision and comments in writing and return them to the employee within seven (7) business days after receiving the grievance in writing.

C. Step Three

1. If the grievance is not resolved in Step Two, or if no answer has been received within seven (7) business days from the presentation of the written grievance, the employee may, within the next seven (7) business days, present the grievance in writing to his/her department head.
2. Failure of the employee to take this action will constitute termination of the grievance. The department head shall further review and discuss the grievance with the employee and shall render his/her decision and comments in writing and return them to the employee within seven (7) business days after receiving the grievance.

D. Step Four – Advisory Arbitration

1. If the grievance is not resolved in Step Three, or if no answer has been received within the time limits established in Step Three, the employee may within seven (7) business days present the grievance in writing to the Human Resources Manager for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. The scope of advisory arbitration of grievances shall be limited to discharges, demotions, or suspensions without pay. All other grievances shall bypass Step Four of the grievance procedures and advance to Step Five. A grievant that chooses advisory arbitration shall be deemed to have made a choice for arbitration and shall be deemed to have waived his/her rights of appeal under the Civil Service Board of Review.
3. The Human Resources Manager will process the grievance by invoking the advisory arbitration process with said impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) business days from the date the grievant submitted the written grievance to the Human Resources Manager for processing in Step Four, unless external constraints prohibit compliance, whereupon the earliest date available shall apply.
4. Arbitrator shall be selected from a list provided by the State of California Conciliation and Mediation Services within five (5) business days after receipt of said list by both parties. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one (1) name remains, which person shall become the arbitrator. The party to have the first opportunity to strike a name from the list of arbitrators shall be determined by lot. The priority of striking names shall alternate from one (1) party to the other each time advisory arbitration is invoked by the same parties. The appointment of an arbitrator shall be on a case-by-case basis.
5. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party. The arbitrator shall be bound by the express terms and conditions of the MOU, as well as the Civil Service Rules and Regulations, and departmental rules and regulations in determining the validity of the discharge, demotion, or suspension without pay, and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations, or departmental rules, regulations, and procedures. Moreover, the arbitrator shall be limited to ascertaining whether or not the individual grievant was discharged, demoted, or suspended without pay in violation of this MOU, Civil Service Rules and Regulations, or departmental rules and regulations. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.

ARTICLE TWO

6. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings. So that arrangements can be made for employees to be released from duty without causing interference with the normal operations and efficiency of the department, the grievant must submit a list of witnesses, the estimated time that their testimonies will take, and the hearing date to the Human Resources Manager or designee with a copy to the department head five (5) business days prior to the scheduled arbitration date.
7. The findings of facts and the recommendations of the arbitrator shall be transmitted to the involved parties and the City Manager (City Administrator).
8. The arbitrator's fee and any mutually agreed upon expenses shall be borne one-half ($\frac{1}{2}$) by the grieving employee and one-half ($\frac{1}{2}$) by the City. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

E. Step Five – Final Process/City Manager (City Administrator)

1. If the grievance is submitted to the City Manager (Administrative Officer) for review and settlement, the City Manager (Administrative Officer), in non-arbitral cases, may elect the methods he/she considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen (15) business days.
2. For all cases involving advisory arbitration recommendations, the City Manager (Administrative Officer) shall review the entire matter within ten (10) business days after receipt of arbitrator's recommendations and render his/her decision.
3. The decision of the City Manager (Administrative Officer) shall be final, subject to review by a court of competent jurisdiction.

ARTICLE THREE – SALARIES AND COMPENSATION

SECTION I – MANAGEMENT, SUPERVISORY & PROFESSIONAL EMPLOYEE SALARIES

A. Salary Adjustment Criteria

1. Internal classification relationships
2. Total compensation analysis
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

SECTION II – SALARIES ADJUSTMENTS AND CALPERS AND EMPLOYER RATE PAYMENTS

B. Employee-Paid CalPERS Contributions

1. Effective the pay period beginning on or about July 18, 2014, all “Classic Members of CalPERS” as defined in Article Four, Section IV – Retirement - CalPERS, A. CalPERS Benefits, Paragraph 8 who are in employee classifications set forth in the City’s Salary Ordinance attached as Appendix One shall pay eight percent (8%) of the CalPERS employee rate, which is the full 100% CalPERS employee rate plus an additional two percent (2%) or two (2) points of the City’s CalPERS employer rate.
2. All “New Members of CalPERS” as defined by Article Four, Section IV – Retirement - CalPERS, A. CalPERS Benefits, Paragraph 8, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees, plus three and three-fourths percent (3.75%) of the employer rate (for a total of ten percent [10%]).
3. All payments to CalPERS by unit employees are on a pre-tax basis.
4. This provision eliminates the Employer Paid Member Contribution (EPMC) premiums paid by the City.

C. Salary Range Increases

1. Effective the pay period beginning on or about July 18, 2014, the salary ranges for all unit employees shall increase by ten (10) range points (e.g., twenty [20] half-points) on the salary range scale meaning all unit employees will move up in salary by remaining at the same step within their range. See Appendix Three for a complete list of all ranges and corresponding pay rates.
2. Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent to determine pensionable compensation for employees and to comport with CalPERS guidelines. This clarification is made retroactive to January 1, 2010.

SECTION III – SALARIES SCHEDULE FOR UNIT EMPLOYEES

The assigned salary schedule for each unit employee, which incorporates the ten (10) range point (e.g., twenty [20] half-point) salary adjustment set forth in Section II A above, is located in Appendix One.

SECTION IV – MERIT PAY PLAN**A. Appointment & Probationary Status**

1. Employees appointed to Step A of a salary range typically receive a salary increase of five (5) range points (e.g., ten [10] half-points) at the conclusion of their probationary period.
2. It will be general practice to hire new employees at the first step, but promoted employees may be assigned a higher salary range in accordance with the City's Civil Service Rules and Regulations.
3. All initial and promotional appointments to fulltime positions shall be subject to probationary appointment status for a period that may vary from one (1) day to one (1) year.
4. Appointees may be granted permanent status at any time during this one (1) year period if the appointing authority objectively determines that the appointee has sufficiently met all the standards and requirements of the position.
5. An employee's probationary status may be extended by the appointing authority for a six (6) month period.

B. Merit Increases

1. Merit Increase Increments:
 - a. After an employee has completed the probationary period, he/she shall receive an automatic merit increase of five (5) range points (e.g., ten [10] half-points) unless such an increase would exceed the maximum salary range of the position. Additionally, an employee shall receive another automatic increase of five (5) range points (e.g., ten [10] half-points) one (1) year after completion of probation unless such an increase would exceed the maximum salary range of the position.
 - b. Thereafter, he/she is eligible to receive merit increases in one (1) range point (e.g., two [2] half-point) increments at any time during a fiscal year on the recommendation of the employee's supervisor and the approval of the department head and City Manager (Administrative Officer).
 - c. Merit increases, other than those specified above, are not granted automatically specific intervals, but at the discretion of the department head and City Manager (Administrative Officer) based upon employee job performance. Salary increases of five (5) range points (e.g., ten [10] half-points) per year is considered a normal advancement through the salary range for employees whose job performance is rated satisfactory by their supervisor. Advancements which are below or above this norm may be granted when warranted and justified accordingly.

2. Criteria for Merit Increases

Criteria for granting merit increases by department heads shall include but not be limited to:

- a. Ability, skill, and knowledge
- b. Competency in completing assignments and performing responsibilities
- c. Productivity

- d. Creativity
- e. Attitude and integrity in the performance of their job duties and responsibilities
- f. Present salary and total compensation
- g. Actions toward self-improvement

C. Performance Evaluations

1. Department heads shall evaluate each unit employee at least once annually. An opportunity will be afforded each unit employee to participate in a face-to-face evaluation.
2. Evaluations will be made in writing and will contain a recommendation indicating whether or not a merit increase is to be granted and supporting statements for the recommendation.
3. Human Resources staff members will be responsible for monitoring and requiring that evaluations are completed in a timely manner.
4. A two and one-half percent (2.5%) merit increase shall be awarded to the bargaining unit member (up to the maximum of the salary range) annually when no annual evaluation is provided within ninety (90) days of the anniversary date. The increase shall be retroactive to the anniversary date.

D. Reduction In Pay

1. The City Manager (Administrative Officer) must give written approval for reducing pay or approving a reduction in an unit employee's compensation in one (1) range point (e.g., two [2] half-point) increments (not lower than step B) and not without consultation with the department head and affected unit employee.
2. All such reduction actions shall be subject to the City's grievance procedure.

E. Administration Of Merit Pay Plan

The Human Resources Department is responsible for the administration and coordination of the merit pay plan as well as the training of the unit employees on the objectives and operations of the plan. Requests for further information and clarification of the merit pay plan should be directed to the Human Resources Department.

F. Base Salary

Base salary is defined as the assigned salary range to any classification, exclusive of retention incentive, deferred compensation, and any bonus or assignment differentials.

G. Supervisory Differential

1. All unit employees promoted to or serving in a higher job classification, and who are required to directly supervise unit employees of a lower-level job classification, shall for the purpose of this provision be referred to as "supervisors."
2. All supervisors shall receive a rate of pay which is at least five (5) range points (e.g., ten [10] half-points) per pay period above the base salary (exclusive of retention incentive or any other bonus or assignment differential) of any unit employee of a lower-level classification whom they supervise, (excluding temporary, part-time, or Y-rated unit employees).

3. Unit employees who are appointed to "acting" appointments shall not be eligible for supervisory differential compensation during the time they are serving in an "acting" appointment.

SECTION V - SUPPLEMENTAL COMPENSATION

A. Bilingual Interpretation Assignment

A unit employee who is qualified and assigned the responsibility for bilingual interpretation and whose use of the language is of significant benefit to the operations of the department as determined by the department head, shall receive assignment pay according to the following rules:

1. To be eligible for this assignment pay, a unit employee must pass a language proficiency test, which is job related to the duties and responsibilities performed.
2. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
3. The City shall pay each eligible designated unit employee forty dollars (\$40) per pay period for the duration of the assignment.

B. Voluntary Deferred Compensation

The City provides a voluntary deferred compensation plan as per standards approved for all fulltime unit employees who elect to participate.

C. Shift Differential

1. The City will pay general management, supervisory, and professional unit employees a shift differential of five (5) range points (e.g., ten [10] half-points) per pay period above base salary if a unit employee's regular schedule of work requires that he/she work at least three (3) hours between 5:00 p.m. and 7:00 a.m. and/or on Saturday or Sunday.
2. If not all workdays qualify for the differential, then the five (5) range points (e.g., ten [10] half-points) shall be prorated according to the percentage of days in the pay period in which the unit employee is required to work on Saturdays or Sundays and/or at least three (3) hours a full work day between 5:00 p.m. and 7:00 a.m.

D. Overtime

No management, supervisory, and/or professional unit employee will be paid overtime hours unless approved in writing in advance by the City Manager (Administrative Officer).

E. Special Assignment Pay

1. On occasion a City employee may volunteer, or otherwise agree, to perform special projects or other additional duties outside the scope of his/her normal responsibilities. In event that these duties do not result in an acting appointment, the City Manager (Administrative Officer) shall have the authority to grant Special Assignment Pay as compensation if the unit employee performs these duties consistently for more than twenty (20) consecutive days and the unit employee's department head has submitted a written request to give the unit employee such pay.

ARTICLE THREE

2. The Special Assignment Pay can be requested in one (1) to ten (10) range point (e.g., two [2] to twenty [20] half-point) increments not to exceed ten (10) range points (e.g., twenty [20] half-points) for additional responsibilities for a period up to twelve (12) months. The department head's written request will clearly define the nature of the additional duties, and the start and end date for the Special Assignment Pay. In the event the department head believes the assignment warrants an extension beyond the twelve (12) month period set forth above, a new written request must be provided to the City Manager (Administrative Officer).
3. Unit employee shall not be eligible for "acting" appointments or supervisory differential compensation during the time they receive Special Assignment Pay. Requests for the special pay may not result in a deficit to the requesting department's total operating budget.
4. The Special Assignment Pay shall not be used to compensate unit employees for working long hours, stellar performance, or as a way to increase a unit employee's pay when the employee has reached his/her classification's maximum salary step. Special Assignment Pay is not available to employees whose duties have changed as a result of an accretion of duties. Nothing in this provision however, shall be construed to prevent a unit employee or a City Manager (Administrative Officer) from pursuing a request for reclassification, provided the request is in compliance with City rules regarding reclassification.

F. Management Incentive Pay

1. It is understood certain unit employees may still be receiving "so-called" Management Incentive Pay, and they will continue to receive this pay if they were still receiving this pay as of June 10, 2014. This pay shall continue to be considered pensionable compensation.
2. It is further understood no other unit employee may receive the "so-called" Management Incentive Pay, as it was phased out July 8, 1996, and converted to the unit employee's base pay.

SECTION VI – ACTING APPOINTMENTS

A. Definition

An acting status unit employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly-created fulltime position of a higher level than that currently held by the unit employee. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated.

B. Policies and Procedures

1. Authority for Appointments

The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designee.

2. Types of Appointments

Acting appointments may be made only to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as the incumbent has returned to duty.

3. Extension of Appointments

Acting appointments may not be extended for a period greater than ninety (90) days without special approval of the City Manager (Administrative Officer).

4. Limitation on Appointments

Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the Mayor and City Council Members.

5. Appointment Pay

Upon assignment of acting duty status, a unit employee will begin to earn a salary which is equal to step A of the salary assigned to the acting position; but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the unit employee's permanent position.

6. Benefit Accrual

While working in an acting capacity, unit employees will continue to accrue and have recorded general, special, or normal salary step increases in the unit employee's permanent position. However, such salary increases will be paid only to maintain a minimum five (5) range points (e.g., ten [10] half-points) differential above the salary to which a unit employee is entitled in his/her permanent position.

7. Appointments While Maintaining Current Responsibilities

Unit employees who are appointed to a higher level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary which is at least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.

8. Permanent Appointment

With approval of the City Manager (Administrative Officer), a department head may appoint a unit employee to a vacant position for a period not to exceed three (3) months, except as provided above. In conjunction with the appointment, the department head shall initiate a recruitment process to permanently fill the position.

SECTION VII – EDUCATION REIMBURSEMENT

A. Purpose

1. The City shall provide reimbursement to each management, supervisory, and professional unit employee for educational development after the completion of one (1) full year of City service.
2. Payable expenses include one hundred percent (100%) coverage for tuition and books for courses taken at either public or private institutions.
3. The maximum payment per fiscal year is eight hundred dollars (\$800) per unit employee.

4. Expenses in excess of eight hundred dollars (\$800) per fiscal year may be reimbursed up to a maximum of eight hundred dollars (\$800) in subsequent fiscal years as long as the unit employee remains active in the City's service.

SECTION VIII – PROFESSIONAL DEVELOPMENT ALLOWANCE PROGRAM

A. Allowance

1. Management, supervisory, and professional unit employees shall receive an allowance of five hundred dollars (\$500) for expenses each fiscal year for professional and personal development.
2. The specific details of the Professional Development Allowance are set forth in Appendix Two.

SECTION IX – TRAVEL TO CONFERENCES

A. Travel

1. Management/Supervisory/Professional unit employees who travel at their own expense to conferences for the purpose of professional growth and development may be granted reasonable time for such trips by their department head. This time is not to be charged to their vacation or administrative leave time.
2. The City will, at the department head discretion, pay conference registration fees for management/supervisory/professional unit employees

SECTION X – LIBRARY PRIVILEGE

Unit employees who are not residents of Inglewood may be allowed the privilege of using the library services without charge.

SECTION XI – UNIFORMS

A. Uniforms for Code Enforcement Management Employees

1. The City shall provide unit employees required to wear City uniforms in the performance of their duties an initial uniform allowance of three hundred seventy five dollars (\$375).
2. The City will provide a uniform replacement allowance of three hundred thirty dollars (\$330) per fiscal year payable once annually during the last pay period of each fiscal year.

ARTICLE FOUR – FRINGE BENEFITS**SECTION I – FRINGE BENEFITS****A. Medical Insurance Plan**

1. The City currently contracts with Wells Fargo Insurance Services Medical program to make available to active unit employees and eligible retirees the medical benefits available under the program.
2. Enrollment shall occur as provided in program requirements.
3. All newly hired unit employee(s) are required to pay their first month medical insurance plan premium.
4. At no time shall unit employees be able to enroll in the Aetna 90/60 plan or equal after January 1, 2009. Employees enrolled in the Aetna 90/60 plan or equal as of December 31, 2008, or before, may continue enrollment in the plan.

B. Medical Insurance – Employees Hired Before October 1, 2007

1. Eligible unit employees hired before October 1, 2007, were grandfathered into their existing medical plans, as long as the plans are available, and shall receive paid health premiums from the City while actively employed by the City.
2. Effective October 1, 2007, all bargaining unit employees who retire from the City with at least five (5) years of fulltime service to the City prior to June 17, 2014, shall be eligible to participate in the existing retiree medical plan of their current enrollment, as long as the plan is available, regardless of which plan is chosen.
3. At the time of retirement all unit employees who were eligible may elect to retain their existing medical plan at the retiree plus one (1) qualified dependent pursuant to Section VI Retiree Medical Plan.
4. Those unit employees in a plan who experience a qualifying event for a change in insurance coverage (i.e., marriage, birth, adoption, etc.) shall be permitted to retain their current medical plan with no additional out-of-pocket cost for the cost of insurance coverage.
5. Should a medical plan no longer be available to the City, a replacement plan will be made available.

C. Medical Insurance – Unit Employees Hired after October 1, 2007

1. Unit employees entering the bargaining unit after October 1, 2007, shall receive a City contribution up to the cost of the Kaiser HMO Employee plus Family rate.
2. Unit employees shall not receive the difference in premium cost in the event he/she chooses a plan less than the cost of the Kaiser HMO Employee plus Family rate.
3. Any bargaining unit member and retiree, including newly hired bargaining unit members, may purchase a higher costing plan than the Kaiser HMO Employee plus Family Plan, except for the Aetna 90/60 Plan, during the annual open enrollment period (i.e., the bargaining unit employee will then pay the difference in cost between the Kaiser HMO Employee plus Family rates and the plan selected).

4. Enrollment shall occur as provided in program requirements.

D. Medical Insurance – Unit Employees Hired on or after December 24, 2010

1. All unit employees (not promoted employees or employees rehired from a City layoff re-employment list) hired on or after December 24, 2010, shall pay five percent (5%) of the monthly medical premiums and the City shall pay ninety-five (95%) of the total monthly medical insurance premiums for eligible unit employees based on their enrollment eligibility up to the Kaiser HMO Employee plus Family rate (based on the number of dependents enrolled in said plan).
2. Unit employees who chose to participate in another City offered medical plan will pay all the difference in the monthly premium cost which is higher than the Kaiser HMO medical plan.

E. Medical Insurance Waiver

Unit employees who choose to waive medical insurance shall receive a monthly stipend of two hundred dollars (\$200) per month.

1. The City shall pay all active fulltime unit employees who elect to waive their medical coverage in writing in lieu of participating in one (1) of the City's sponsored group medical insurance plans, two hundred dollars (\$200) per month for their Medical Waiver.
2. Unit employees who have waived medical insurance plan coverage after paying the first month's premium of selected plan shall be eligible to re-enroll in a City offered plan during open enrollment and/or following a qualifying event under the guidelines in this Article Four.
3. Eligible once applicable forms are completed in Human Resources Department.

SECTION II – DENTAL INSURANCE PLAN

A. Dental Insurance

An employee and family dental plan is provided by the City. The City shall pay all monthly dental premiums for eligible management, supervisory and professional employees and their dependents and all premium increases during the term of this agreement.

B. Benefits

1. Dental non-orthodontia benefits for unit employees shall be a maximum of twelve hundred dollars (\$1,200) per calendar year.
2. The City shall provide a one-time orthodontics benefit for unit employees with no deductible, one hundred percent (100%) coverage up to two thousand dollars (\$2,000) for each eligible dependent.
3. Dental plan premiums shall be paid by the City.

SECTION III – OPTICAL PLAN

The City shall provide a vision care program for its employees and qualified dependents.

SECTION IV – RETIREMENT - CalPERS**A. CalPERS Benefits**

1. The City provides retirement coverage through the California Public Employees' Retirement System (CalPERS).
2. The City's contribution is established by the California Public Employees' Retirement System and varies.
3. Effective April 26, 2002, the employee's contribution is eight percent (8%) of the total required reportable contribution to the system. The contribution rate for employees is governed by State legislation.
 - a. Effective April 26, 2002, the City shall provide the 3% @ 60 formula for miscellaneous employees in accordance with Government Code, Section 21354.3. These formulas are valid for all employees hired before December 14, 2010.
 - b. The City shall pay eight percent (8%) of the employee's CalPERS contribution rate for miscellaneous employees as deferred compensation paid to CalPERS on account of benefits payable under that retirement system to each employee.
 - c. Effective January 1, 2007, the City shall report the value of Employer Paid Member Contributions (EPMC) of eight percent (8%) as additional compensation as provided in Government Code Section 20636 (c) 4 in accordance with Government Code Section 20691 for all unit employees hired prior to January 1, 2013. This EPMC benefit shall be discontinued effective on or about the pay period beginning July 18, 2014.
 - d. Effective December 14, 2010, all new unit employees hired from outside the City shall receive the 2.5% @ 55 CalPERS formula in accordance with Government Code 21354.4.
 - e. Effective on or about the pay period beginning July 18, 2014, and in conjunction with the implementation of the ten (10) range point (e.g., twenty [20] half-point) salary increase, the unit employees shall pay the full eight percent (8%), which is one hundred percent (100%) of the employee CalPERS rate and two (2) points of the CalPERS employer rate for a total CalPERS employee payment of ten percent (10%). This provision supersedes Item 3 b above.
4. The City provides the military service credits provision as specified in Government Code, Section 21024.
5. The City provides for the highest single year of compensation as specified in Government Code, Section 20042 for all unit employees hired prior to January 1, 2013.
6. The City provides the pre-retirement optional settlement (2) death benefit as specified in Government Code, Section 21548.
7. Effective on or about the pay period beginning July 18, 2014, the City will cease reporting EPMC as reportable income to CalPERS for each unit employee.
8. New unit employees, who are not classified as "Classic Employees" by CalPERS, hired on or after January 1, 2013, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees. Effective the pay period

beginning July 18, 2014, New Members of CalPERS shall begin paying an additional three and three-fourths percent (3.75%) for miscellaneous employees, which coincides with the salary increases described in Article Three, Section II above.

9. The City will provide the 1959 Survivor Allowance Benefit:
 - a. Miscellaneous Group Level 3 in accordance with Government Code Section 21573.

B. Public Employee Pension Reform Act of 2013 (PEPRA)

1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

2. PEPRA

- a. This provision affects new members of CalPERS as of January 1, 2013 (or new hires with a break in CalPERS service of more than six [6] months).
- b. Effective January 1, 2013, the City will implement a new retirement formula (2% @ 62) for new unit employees into CalPERS in accordance with Government Code Section 7522.20 as required by the Public Employee Pension Reform Act of 2013 (PEPRA).
- c. Final compensation will be based on any thirty-six (36) consecutive months of employment in accordance with Government Code Section 20037.
- d. New members must pay the greater of fifty percent (50%) of “Normal Cost” or the contribution rate of similarly situated employees.
- e. No EPMC for new members.
- f. The earliest retirement age shall be 52 with five (5) years of service.

SECTION VI – RETIREE BENEFIT MEDICAL PROGRAM

The following retiree medical insurance provision applies only to fulltime employees who retire prior to June 17, 2014, and who have at least five (5) years of fulltime service to the City:

A. Medical Insurance Option for Employees Retiring Prior to June 17, 2014

1. Effective January 1, 2002, retiring employees with **LESS THAN 25 YEARS** of City service with accumulated unused sick and/or vacation leave of eight hundred (800) hours or more may, in lieu of receiving payment for such eight hundred (800) hours utilize such eight hundred (800) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans as described in this section for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
2. Effective January 1, 2002, retiring employees with **LESS THAN 25 YEARS** of City service with accumulated unused sick and/or vacation leave of six hundred (600) hours or more may, in lieu of receiving payment for such six hundred (600) hours utilize such six hundred (600) hours to have the City pay seventy-five percent (75%) of the total medical premium for the retiring employee and one (1)

ARTICLE FOUR

qualified dependent under the City plans as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.

3. Effective January 1, 2002, retiring employees with **25 YEARS OR MORE** of City service and six hundred (600) hours or more of accumulated unused sick and/or vacation leave may, in lieu of receiving payment for such six hundred (600) hours utilize such six hundred (600) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans, as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
4. Effective January 1, 2002, retiring employees with **25 YEARS or more** of City service and four hundred (400) hours or more of accumulated unused sick and/or vacation leave may, in lieu of receiving payment for such four hundred (400) hours utilize such four hundred hours (400) to have the City pay seventy-five percent (75%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans, as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
5. Employees who retire from City service after June 21, 1977, shall receive a contribution by the City in the amount of twenty-five percent (25%) of their personal medical insurance monthly premium pursuant to the City's then approved medical insurance plans as then in effect, provided that they have duly selected to continue said City insurance coverage past retirement, and provided the insurance carrier accepts the retiring employee for coverage.
6. Retiring employees who elect any of the options available may add or substitute dependents after retirement at the retiring employee's expense.
7. Any accumulated vacation and/or sick leave hours not utilized under the options of this section shall be paid to the retiring employee as provided for in Articles Four and Five.
8. With respect to retirees who shall be required under the applicable medical plan to pay for coverage under Medicare, the City will reimburse such retiree for the premium for such mandatory Medicare coverage, against written verification of payment, up to a maximum amount equal to the premium contributions provided for in this section without taking into account any reduction in such medical premiums provided by the Medicare coverage.

B. Retiree Medical Benefits – Hired on or After December 24, 2010

The following applies to employees hired on or after December 24, 2010:

1. Unit employees (not promoted employees or employees rehired from a City layoff re-employment list) who are hired on or after December 24, 2010, and retire prior to June 17, 2014, into a fulltime capacity from outside the agency can earn the City's contribution up to the Kaiser Employee-Only rate upon retirement as follows:

ARTICLE FOUR

Per MOU, Retiring Employees may exchange Sick/Vacation hours for Retiree Medical Program	Years of Service	City's Monthly Contribution for Retired Employees Hired on or After December 24, 2010, and Retire Prior to June 17, 2014
NOT AVAILABLE	1 to 5 years 12 months to 60 months	No City contribution; employee may participate at their own cost
Exchange 500 Sick / Vacation Hours	5 to 10 years 61 months to 120 months	30% of Kaiser employee only rate
Exchange 600 Sick / Vacation Hours	10 to 15 years 121 months to 180 months	60% of Kaiser employee only rate
Exchange 700 Sick/ Vacation Hours	15 to 20 years 181 months to 240 months	80% of Kaiser employee only rate
Exchange 800 Sick / Vacation Hours	20+ years 241 months and more	100% of Kaiser employee only rate

2. Continued mandatory Medicare enrollment at age 65.
3. Retiring employee may pay difference to enroll in any plan up to the 80/60 PPO, and for spouse and/or family coverage.

C. Effective June 17, 2014, Retiree Health Benefit Plan – Eliminated

Due to the overwhelming unfunded liability of the City's Retiree Health Benefit Plan, which was available for eligible unit employees prior to June 17, 2014, the retiree health benefit plan was eliminated effective June 17, 2014, for all current and future eligible fulltime unit employees who retire from the City.

D. Modified Benefit Plan – Effective June 17, 2014

1. In exchange for the elimination of the previous Retiree Health Benefit Plan, effective June 17, 2014, one (1) of the following two (2) options are available for all eligible fulltime unit employees who retire from the City on or after June 17, 2014.
 2. Option A
 - a. Option A involves a straight cash-out payment equal to one thousand dollars (\$1,000) times each year of fulltime service to the City of Inglewood (e.g., a taxable cash payment to the eligible unit employee selecting this option).
 - b. Unit employees must choose this option by completing and signing a selection form not later than June 27, 2014, or they will automatically be given Option B.
 - c. Unit employees selecting Option A must notify Human Resources not later than July 3, 2014, how he/she wishes to receive the one-time payment (e.g., the unit employee must complete an Action Status Form indicating how much [if any] he/she may wish to have contributed to his/her 457 Deferred Compensation Account, which must be established and ready to receive funds). If no election is made, the one-time payment will be paid as taxable cash.

ARTICLE FOUR

- d. For the calculation of the number of fulltime years of service, breaks in fulltime years of service will not be counted. However, the sum of all fulltime years of service even if non-consecutive will be used.
- e. Those unit employees who may be required by the City to wait twelve (12) months from the date of Option A payments due to cash flow limitations of the City will receive eight percent (8%) simple interest in addition to their Option A payment.

3. Option B

- a. Those unit employees who do not select Option A will receive Option B, which involves an amortized payout annually as detailed in the table below.

Tiers Total Fulltime Years of Service to the City Prior to June 17, 2014	Option B Amount and Payment Terms
<u>Tier 1</u> Twenty-five (25) or more years <i>(e.g., 300 months or more)</i>	\$90,000 paid over five (5) years <i>(e.g., \$18,000 per fiscal year per person)</i> Each payment shall be deferred into the unit employee's 457 Plan, and any portion remaining that exceeds the maximum allowable contribution as set forth by the IRS shall be deferred into the unit employee's 401(a) Plan.
<u>Tier 2</u> More than twenty (20) but less twenty five (25) years <i>(e.g., 240 months to less than 300 months)</i>	\$75,000 over eight (8) years <i>(e.g., \$9,375 per fiscal year per person)</i> Each payment shall be deferred into the unit employee's 457 Plan, and any portion remaining that exceeds the maximum allowable contribution as set forth by the IRS shall be deferred into the unit employee's 401(a) Plan.
<u>Tier 3</u> More than fifteen (15) but less twenty (20) years <i>(e.g., 180 months to less than 240 months)</i>	\$55,000 over eight (8) years <i>(e.g., \$6,875 per fiscal year per person)</i> Each payment shall be paid to the unit employee as taxable compensation. Each unit employee may choose to have all or part of each payment deferred into his/her 457 Plan provided he/she completes and files with Human Resources in a timely manner the appropriate paperwork at least two weeks prior to each payment, and any portion remaining that exceeds the maximum allowable contribution as set forth by the IRS shall be paid to the employee as taxable compensation.
<u>Tier 4</u> More than ten (10) but less fifteen (15) years of service <i>(e.g., 120 months to less than 180 months)</i>	\$35,000 over eight (8) years <i>(e.g., \$4,375 per fiscal year per person)</i> Each payment shall be paid to the unit employee as taxable compensation. Each unit employee may choose to have all or part of each payment deferred into his/her 457 Plan provided he/she completes and files with Human Resources in a timely manner the appropriate paperwork at least two weeks prior to each payment, and any portion remaining that exceeds the maximum allowable contribution as set forth by the IRS shall be paid to the employee as taxable compensation.
<u>Tier 5</u> More than five (5) but less ten (10) years of service <i>(e.g. 60 months to less than 120 months)</i>	\$20,000 over eight (8) years <i>(e.g., \$2,500 per fiscal year per person)</i> Each payment shall be paid to the unit employee as taxable compensation. Each unit employee may choose to have all or part of each payment deferred into his/her 457 Plan provided he/she completes and files with Human Resources in a timely manner the appropriate paperwork at least two weeks prior to each payment, and any portion remaining that exceeds the maximum allowable contribution as set forth by the IRS shall be paid to the employee as taxable compensation.
<u>Tier 6</u> Less than five (5) years <i>(e.g., less than 60 months)</i>	\$1,000 per year of fulltime service to the City Each payment shall be paid to the unit employee as taxable compensation. Each unit employee may choose to have all or part of each payment deferred into his/her 457 Plan provided he/she completes and files with Human Resources in a timely manner the appropriate paperwork at least two weeks prior to each payment, and any portion remaining that exceeds the maximum allowable contribution as set forth by the IRS shall be paid to the employee as taxable compensation.

<p><u>Tier 7</u></p> <p>Existing City employees who promote or transfer into IMEO</p>	<p><i>Employees shall retain the benefits of their previous bargaining unit.</i></p>
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- a. City shall make its best effort to make the first payment within thirty (30) days after the adoption of the MOU by the City Council provided all unit employees have established their respective deferred compensation accounts and all accounts are prepared to receive said payments.
- b. City shall make subsequent year payments by October 31st of each fiscal year for the duration of the term of the MOU (e.g., there are four [4] guaranteed payments over the three [3] year term of this MOU—July 2014, October 2014, October 2015, and October 2016). Subject to future MOU negotiations, upon expiration of the current MOU, there may be up to four (4) additional payments for Tiers 2, 3, 4, and 5 that would be scheduled for October 2017, October 2018, October 2019, and October 2020.
- c. For the calculation of the number of fulltime years of service, breaks in fulltime years of service will not be counted. However, the sum of all fulltime years of service even if non-consecutive will be used.
- d. Should a unit employee voluntarily retire, resign, or be terminated for cause prior to the completion of all guaranteed payments, said unit employee shall forfeit any remaining payments.
- e. Should a unit employee be involuntarily separated as a result of a workforce reduction plan approved by the City Council, he/she shall receive all remaining payments that would have been paid during the term of the MOU.
- f. Within thirty (30) days of MOU adoption, the parties agree to allow modification to the payment terms (e.g., how the funds are distributed) provided written notice is given to the City by the IMEO board that all unit employees within a given Tier accept the same method payment.

E. Installment Leave Payment – Retiring Employees

- 1. Vacation time and sick leave accrued by an employee entitled to be paid therefore upon retirement or separation from City service ("employee") shall be paid no later than thirty (30) days after the date of retirement or separation from service of the employee unless the employee elects to receive the payment due in no more than two (2) installments, one (1) payable no later than thirty (30) days after the date of retirement or separation from service and the second payable on January 15 of the calendar year after the year of retirement or separation from service.
- 2. If two (2) installments are elected, the second installment shall be no less than fifty percent (50%) of the total payment. The payment designated as the second payment may consist of one hundred percent (100%) of the total payment and such payment shall be deemed to be a permissible "installment" for purposes of this policy.
- 3. For employees retiring or separating from City service after December 31st of any calendar year, such election shall be made on or before the last day of the calendar year preceding the year of retirement or separation from service of the employee and once made shall be irrevocable after such dates.

SECTION VII – LIFE INSURANCE PLAN

The City pays the premiums for the following policies for each general management, supervisory, and professional employee:

1. A five-thousand dollars (\$5,000) whole life policy, effective upon the completion of one (1) year of uninterrupted service.
2. A term life policy equal to the employee's annual salary rounded off to the nearest five hundred dollars (\$500).

SECTION VIII – BENEFITS PAYABLE ON RETIREMENT, TERMINATION, OR DEATH

A. Life Insurance at Retirement

1. Retiring employees, or those employees who terminate, may elect to convert group life coverage to individual coverage.
2. Such conversion right is subject to acceptance by the carrier.
3. Necessary arrangements must be made with the City and the insurance company before the effective termination date.
4. Cost of life insurance continuance upon retirement will be borne by the employee.

SECTION IX – ACCIDENTAL DEATH BENEFITS

The City will provide to the family of an employee who dies as a result of an accidental on-the-job injury a benefit of twenty five hundred dollars (\$2,500) per child for the education of the surviving dependent children under twenty-one (21) years of age, if the deceased employee was responsible for the support of the child.

SECTION X – SHORT AND LONG TERM DISABILITY PLAN (PAYROLL PROTECTION)

Both short and long term disability plan is provided for general management, supervisory, and professional employees by the City. The City pays the monthly premiums and premium increases for the plan. The basic benefit coverage is as follows for non-occupational injury or illness is as follows:

A. Short-Term Disability Income Insurance (Payroll Protection)

1. The short-term disability plan provided by the City (through the City's authorized vendor) includes coverage for unit employee's non-occupational injury or illness of up to sixty percent (60%) of total weekly earnings up to a maximum weekly benefit of \$3,462.
2. Short-term disability benefit payments begin on the 30th day following the date of the non-occupational injury or illness.
3. The maximum benefit period is nine (9) weeks.

B. Long-Term Disability Income Insurance (Payroll Protection)

1. The long-term disability plan provided by the City (through the City's authorized vendor) includes coverage for unit employees non-occupational injury or illness of up to sixty percent (60%) of base

ARTICLE FOUR

salary to the maximum monthly policy benefit payable of \$15,000 for those unit employees hired on or before December 31, 2012, and \$10,000 for those unit employees hired on or after January 1, 2013.

2. Benefit payments begin after ninety (90) days or the end of the unit employee's Short Term Disability Maximum Benefit Period, whichever is later. Unit employees may elect to utilize accrued leave time or Paid Time Off (PTO) prior to receiving their long-term disability benefits.
3. The following table illustrates the unit employee's Maximum Benefit Period or the employee's Normal Retirement Age under the 1983 amendments to the Federal Social Security Act, whichever is longer:

Age at Disability	Maximum Benefit Period
Less than age 60	To age 65, but not less than 60 months
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

SECTION XI – BIENNIAL PHYSICAL EXAMINATION

A. Physical Examination

1. The City shall provide each management, supervisory and professional employee with a biennial physical examination to include a stress electrocardiogram.
2. Employees must contact the Human Resources Department regarding their intent to utilize the City's medical services for their biennial physicals.

B. Process

1. Employees wishing to obtain their own biennial physical examination may present the Human Resources Department with a bill from their own physician for such service.
2. The City will pay up to the required medical standards for management physicals set forth in the City's medical contract, which is currently three hundred and fifty dollars (\$350) annually.

C. Report

A copy of each management, supervisory and professional employee's medical examination report shall be submitted to the City and maintained in separate confidential medical files.

ARTICLE FIVE – LEAVE

SECTION I – CITY RECOGNIZED HOLIDAYS

C. Holidays Recognized

1. **All fulltime general management/professional employees are eligible for the following City recognized thirteen (13) holidays:**

- a. New Year's Day
- b. Martin Luther King, Jr. birthday (3rd Monday in January)
- c. Washington's Birthday (3rd Monday in February)
- d. Cesar Chavez Birthday (March 31st)
- e. Memorial Day (last Monday in May)
- f. Independence Day
- g. Labor Day (1st Monday in September)
- h. Veteran's Day (November 11th)
- i. Thanksgiving Day
- j. Day following Thanksgiving Day
- k. Christmas Eve Day
- l. Christmas Day
- m. New Year's Eve Day

2. **Holiday Hours**

Effective December 24, 2010, the holiday time, for unit employees who do not receive holiday-in-lieu pay, will be valued at the unit employee's regular assigned work schedule hours for that recognized City holiday.

3. **Floating Holiday**

Effective January 1, 2002, reinstate one (1) floating holiday for unit employees.

4. **Weekend Holiday**

Friday is a holiday when regular holiday falls on Saturday, and Monday is a holiday when regular holiday falls on Sunday.

5. **Two (2) Consecutive Holidays Policy**

- a. In instances of two (2) consecutive holidays where the first day of the regular holiday is Friday and the second day of the regular holiday is Saturday, employees shall receive holiday time off on either the preceding Thursday or the following Monday.
- b. In instances of two (2) consecutive holidays where the first day of the regular holiday is Sunday and the second day of the regular holiday is Monday, employees shall receive holiday time off on either the preceding Friday or the following Tuesday.
- c. In instances of two (2) consecutive holidays falling on Saturday and Sunday, one-half (½) of the employees shall observe the holiday on the preceding Friday and one-half (½) of the employees shall observe the holiday on the following Tuesday. Employees shall observe Monday as a holiday.

- d. The scheduling of holiday time shall be the obligation and responsibility of the employee's supervisor in accordance with the operational needs of the department and the City and the desires or needs of the employees.
- e. Written notice of holiday scheduling shall be posted thirty (30) days in advance of the first applicable day off. Scheduling may be modified in cases of emergencies or unforeseen staffing needs.
- f. This policy shall not be applicable to Thanksgiving holidays.

D. Holiday Schedule for 2014-2015 and 2015-2016

The year-ending holiday schedules for 2014 and 2015 are attached in Appendix Four.

SECTION II – VACATION LEAVE

- 1. Vacation leave is accumulated yearly and is computed on the basis of the employee's hire date as a fulltime employee, and is payable upon termination at the employee's base hourly rate exclusive of retention incentive, special adjustment, or any other bonus or assignment differential.
- 2. If a legal City holiday occurs while an employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the employee is entitled.
- 3. Annual vacation which is not used in any one (1) year may be accumulated for use in succeeding years.
- 4. Every effort must be made by both employee and department head to schedule reasonable times for earned vacation to be taken annually.
- 5. Effective June 1, 2006, vacation hours accumulated in excess of two hundred forty (240) hours are redeemable at base salary for up to a maximum of one hundred (100) hours in a 12-month period. Further, there will no longer be a need for employees to take a minimum number of days off before second redemption.
- 6. Effective June 1, 2006, the vacation accumulation schedule shall be converted into hours instead of days.
- 7. The vacation accumulation schedule for general management, supervisory, and professional employees hired before July 1, 1996, is as follows:

Years of Service	Vacation Hours Earned	Hourly Rate Per Pay Period	Vacation Hours Available for Use
1	80	3.077	80
2	96	3.692	96
3	112	4.308	112
4	128	4.923	128
5	128	4.923	128
6	128	4.923	128
7	128	4.923	128
8	128	4.923	128
9	144	5.538	144
10	144	5.538	144
11	144	5.538	144
12	144	5.538	144
13	144	5.538	144
14	144	5.538	144
15	160	6.154	160
16	160	6.154	160
17	176	6.769	176
18	176	6.769	176
19	176	6.769	176

8. The vacation accumulation schedule for Management/Professional employees hired after July 1, 1996, is as follows:

Years of Service	Vacation Hours Earned	Hourly Rate Per Pay Period	Vacation Hours Available for Use
1	80	3.077	80
2	96	3.692	96
3	112	4.308	96
4	112	4.308	96
5	112	4.308	112
6	112	4.308	112
7	128	4.923	128
8	128	4.923	128
9	128	4.923	128
10	128	4.923	128
11	128	4.923	128
12	128	4.923	128
13	128	4.923	128
14	144	5.538	144
15	144	5.538	144
16	144	5.538	144
17	144	5.538	144
18	144	5.538	144
19	144	5.538	144
20	160	6.154	160

9. The City will pay for all duly accumulated unused vacation leave to employees who terminate their employment with the City at the employee's base hourly rate, exclusive of retention incentive, special adjustment, or any other bonus or assignment differential.

SECTION III – SICK LEAVE

1. Effective June 1, 2006, sick leave accrual for unit employees shall be increased to nine (9) hours per month.
2. Employees who are incapacitated due to serious illness or injury while on vacation leave shall have such time charged against sick leave when they promptly notify their supervisor and substantiate such request upon return to work from sick leave.
3. Effective June 1, 2006, once annually during the fiscal year, an employee shall be granted the option of cashing out up to five hundred (500) hours of accumulated sick leave at their base salary according to the following schedule:
 - a. Twenty five percent (25%) of value in excess of two hundred forty (240) hours at five (5) years
 - b. Forty percent (40%) of value in excess of two hundred forty (240) hours at eight (8) years
 - c. Fifty percent (50%) of value in excess of two hundred forty (240) hours at ten (10) years
4. At retirement, termination after ten (10) years of service, or death, fifty percent (50%) of duly accumulated unused, uncompensated sick leave will be paid out at the unit employee's base hourly rate (exclusive of retention incentive, special adjustment, or any other bonus or assignment differential).

SECTION IV – VACATION AND SICK LEAVE HOUR DONATION

1. Unit employees (donors) will be permitted to transfer accumulated vacation and sick time only, to one (1) or more employees in an IPCMA and/or IMEO represented job classification. Unit employee's (recipient) sick leave account balance is subjected to the following conditions:
 - a. The recipient or his/her spouse, children or step-children have sustained a life threatening or debilitating illness, injury, or condition.
 - b. The recipient has exhausted all accumulated vacation and sick leave.
 - c. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
 - d. The recipient shall continue to accrue vacation and sick time as currently prescribed in this MOU.
 - e. The total leave donation received by the recipient shall not exceed seven hundred fifty (750) hours. If the recipient exhausts all of the donated leave due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
 - f. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.
 - g. Any donated hours remaining in the recipient's accrued leave account at the time of retirement shall be subject to the provisions of the retiree health insurance conversion as set forth within this MOU.

- h. A donor offering the transfer must maintain a minimum accrued vacation and sick leave balance of forty (40) hours after any transfer.
 - i. Any unused vacation and sick leave time, under the name of the recipient, shall be subject to cash payment at the time of retirement or separation from the City of Inglewood as prescribed in this MOU.
 - j. A form exercising this elected donation shall be completed prior to the transfer.
2. The names of all donors shall remain confidential.

SECTION V – ADMINISTRATIVE LEAVE-TIME OFF

The City shall provide each management and professional employee with seventy two (72) hours of administrative leave per fiscal year. Administrative Leave will be granted as time off only and cannot be carried forward to succeeding fiscal years.

SECTION VII – OTHER LEAVES

A. Bereavement Leave

1. All fulltime general management, supervisory, and professional employees may have up to three (3) days of bereavement leave with pay when a death occurs in their immediate family
2. Immediate family shall be defined as that group of individuals including, the employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), legal guardian and conservator, and all degree of relatives not listed but living within the household of the employee.
3. Only eighteen (18) working hours (e.g., two [2] days) of sick leave may be used for bereavement travel time per occurrence, and not more than thirty six (36) working hours (e.g., four [4] days) of sick leave may be used for this purpose in any one (1) fiscal year.

B. Maternity Leave

1. A pregnant unit employee may work as long as she is able to perform the duties assigned to her classification. The unit employee will be required to submit a report from her personal physician stating:
 - a. How long she may continue to perform her assigned duties without risk of injury to herself, others, or the unborn child.
 - b. When she may return to work after the termination of her pregnancy.
2. The City will grant a six (6) month maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums for the employee.
3. The employee has the option to use her accumulated sick leave before or after her maternity leave of absence.

C. Jury Duty

1. Full pay for jury duty will be limited to ten (10) calendar days in any one (1) calendar year. The employee must give the City any fees received as a juror, excluding mileage fees, in exchange for their regular paycheck.
2. This time may be extended should a formal request be submitted to the Human Resources Director by the Jury Commissioner.

SECTION VI – FAMILY MEDICAL CARE LEAVE POLICY**A. Required By State and Federal Laws**

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible employees as required by State and Federal law. The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California Family Rights Act ("CFRA")(Government Code § 12945.2). Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

B. Eligibility

An employee is eligible for leave if he/she has been employed for at least twelve (12) consecutive months and has worked at least twelve hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.

1. Eligible employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date an employee's leave first begins.
2. An employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.

C. Request for Medical Leave

1. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave.
2. If an employee requests leave for his/her own serious health condition, in addition to exhausting other accrued leaves, the employee shall also concurrently exhaust sick leave.

SECTION VII – NON-SAFETY JOB-RELATED INJURY LEAVE WITH PAY**A. Injury on Duty Leave Time**

Effective June 17, 2014, all non-safety unit employees who are absent from job duty because of an injury or illness arising out of and in the course of their employment with the City shall be eligible to receive up to six (6) months of full pay.

C. Leave of Absence Beyond Six (6) Months

If the unit employee remains on worker's compensation leave after six (6) months, he/she may elect to supplement their temporary disability payments with accumulated leave hours (e.g., sick leave, vacation leave, or administrative leave) to equal their full pay.

D. Supersedes Civil Service Rules

It is understood that this adjustment of non-safety employee job-related injury leave with pay to a maximum of six (6) months shall supersede any higher non-safety job-related injury or illness leave set forth in the City's Civil Service Rules and Regulations in effect as of June 17, 2014.

ARTICLE SIX – WORKING CONDITIONS

SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES

A. Job Elimination Policy

Any fulltime unit employee with less than ten (10) years of service and satisfactory or above performance rating whose job is eliminated and employment terminated shall receive base compensation for two (2) pay periods and thirty three percent (33%) of unused sick leave as severance pay, and two (2) weeks' notice.

B. Layoff Procedure

The City Council or City Manager (Administrative Officer) may separate any unit employee or class or position without prejudice because of financial economy, reduction of work, or abandonment of activities, after giving a reasonable advance notice of separation and reasons therefore to such employee. However, no permanent fulltime employee shall be separated from any department while there are emergency, seasonal, probationary, part-time, or temporary employees serving in the same class of positions in any department. The conditions of reduction in force layoffs shall be as follows:

1. Order of Separation

Preference for retention shall be based equally upon performance as determined and supported in writing by each supervisory level involved, and upon seniority of service.

2. Offer of Reassignment

Unit employee's appointment shall not be terminated as a result of a reduction in force procedure before he has been made a reasonable offer of reassignment, if such offer is immediately possible;

3. Laid-Off Employees – Re-employment Register

The names of permanent employees who have been laid off due to reduction in force shall be placed on an appropriate layoff re-employment list according to date separated and shall be eligible for re-employment. Such re-employment shall be based on the last employee laid off is the first employee on the list, with other employees being eligible in sequential order thereafter. Each employee on a layoff list shall remain on that list for one (1) year. The City Manager (Administrative Officer) can extend the active period of re-employment lists or an individual employee's eligibility on such lists for six (6) month periods as he determines to be the best interest of the City.

4. Appointment of Laid-Off Employees to Lower Class

The City Manager (Administrative Officer) may approve the appointment of an employee who is to be laid off to an existing vacancy in a lower or equal class for which he/she is qualified without requiring an examination, provided the appropriate appointing authority so appoints.

SECTION II –WORK SCHEDULES

It is understood that the City may have alternate work schedules, which unit employees may work. These work schedules include the 9/80, 4/10, 3/12, or 5/40 work schedule or as further modified by this MOU.

SECTION III – TRAINING OPPORTUNITIES

Any employee may submit training requests with justification to the Department Head. In the event the Department Head does not approve the employee's request, the employee may submit the training request to City Manager (Administrative Officer) for consideration.

SECTION IV – EMPLOYMENT OF RELATIVES

A. Employment of Relatives

In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore, applicants will not be hired and employees will not be placed into positions if the result would be that:

1. One person would be supervised by or be in the chain of command of a relative;
2. One person would participate in making, or advising on, employment decisions concerning a relative.
3. One person would be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives;

B. Violation of Policy

Employees who are working for the City prior to the effective date of this Policy under circumstances which would violate the provisions of paragraph A. 1, 2, and 3 above, will not have their employment circumstances modified on account of this policy provided these circumstances do not, in the judgment of the City, create a problem of supervision, morale, safety or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in circumstances which would create a violation of paragraph A., 1, 2, and 3 of this Policy.

C. Reasonable Effort to Reassign

Employees of the City who become relatives after the effective date of this policy and work in circumstances which violate the provisions of paragraph A. 1, 2, and 3 above will be subject to this Regulation. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security or morale.

D. Affected Employees

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected.

E. Relatives Defined

For purposes of this policy "relatives" includes: spouse; a spousal type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive

and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.

F. Advising Immediate Supervisor

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council Member.

SECTION V – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES

A. Policy and Procedures

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee (which are eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the employee) when any such items are lost or damaged in the line of duty without fault or neglect of the employee. If the items are damaged beyond repair, the actual value of such items will be paid within the specifications of this policy. Proof of ownership of such items must be shown in writing or by other reasonable evidence by the employee to the City, and the loss or damage to the items occurring while in the line of assigned duty must be verified by the employee's immediate supervisor.

B. Reimbursement Schedule

The reimbursement of items damaged within time noted (from the date of original purchase) shall be as follows:

<u>Time Period</u>	<u>Percent of Reimbursement</u>
0 to less than 6 months	100% of present list price
6 to less than 18 months	75% of present list price
18 to less than 36 months	60% of present list price
36 to less than 48 months	50% of present list price
48 months or more	25% of present list price

C. Maximum on Watches

The maximum reimbursement for lost or damaged watches shall not exceed one hundred dollars (\$100).

SECTION VI – EMPLOYEE PARKING

Management, supervisory, and professional employees will be provided free parking privileges in the City's parking facilities.

SECTION VII – JOINT LABOR MANAGEMENT MEETINGS

City Manager (Administrative Officer) or designee agrees to meet with IMEO Board members on a quarterly basis.

SECTION VIII – AMERICANS WITH DISABILITIES ACT (ADA)

The City shall take all actions necessary to comply with the ADA.

ARTICLE SEVEN – GENERAL PROVISIONS

SECTION I – MAINTENANCE OF BENEFITS

All benefits affecting management, supervisory, and professional employees shall remain in effect unless changed after meeting and conferring with IMEO Representatives.

SECTION II – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

Provisions of this MOU can be amended, supplemented, rescinded or otherwise altered only by mutual agreement in writing, hereafter signed by the City Manager or designated representatives of the City and the IMEO president or designee and when required adopted by the City Council of the City of Inglewood.

SECTION III – TERM OF THIS AGREEMENT

The term of this new Memorandum of Understanding shall be from January 1, 2014, through December 31, 2016.

SECTION IV – RATIFICATION AND EXECUTION

The City and the IMEO acknowledge that the Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IMEO and entered into this ____ day of June 2014.

PARTNERS TO AGREEMENT

**Inglewood Management Employee
Organization (IMEO)**

CITY OF INGLEWOOD

Matthew Chambers, IMEO President

John F. Hoffman, Chief Negotiator

Teresa Sanford, IMEO Representative

Michael D. Falkow, Assistant City Manager

Arrick Turner, IMEO Representative

David L. Esparza, Assistant City Manager/CFO

Damian B. Pipkins, IMEO Representative

Jose Cortes, Assistant Human Resources Manager

Cynthia Stuart, IMEO Representative

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this _____ day of June 2014.

**INGLEWOOD MANAGEMENT EMPLOYEE
ORGANIZATION (IMEO)**

CITY OF INGLEWOOD, CALIFORNIA

Matthew Chambers, IMEO President

Artie Fields, City Manager

APPENDIX ONE – 2013 -2014 SALARY ORDINANCE

Management, Supervisory, and Professional Job Classifications

FY 2013 – 2014 (Amended June 17, 2014, to show the ten [10] range point increase across the board in exchange for unit employees paying ten percent [10%] of the cost of CalPERS)

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
600	Accountant	272.0	\$ 4,226.07	307.0	\$ 5,986.67
603	Administrative Analyst	272.0	\$ 4,226.07	307.0	\$ 5,986.67
602	Administrative Assistant	259.0	\$ 3,713.29	294.0	\$ 5,260.26
854	Administrative Operations & Outreach Coordinator	296.0	\$ 5,365.99	331.0	\$ 7,601.48
680	Administrative Secretary	255.0	\$ 3,568.40	290.0	\$ 5,055.01
608	Assistant City Attorney	324.0	\$ 7,090.04	359.0	\$ 10,043.77
655	Assistant Engineer	286.0	\$ 4,857.76	321.0	\$ 6,881.52
689	Assistant Plan Check Engineer	286.0	\$ 4,857.76	321.0	\$ 6,881.52
813	Assistant Planner	259.0	\$ 3,713.29	294.0	\$ 5,260.26
809	Assistant to Department Director	291.0	\$ 5,105.56	326.0	\$ 7,232.55
692	Assistant Transportation Engineer	286.0	\$ 4,857.76	321.0	\$ 6,881.52
618	Associate Engineer	294.0	\$ 5,260.26	329.0	\$ 7,451.70
620	Associate Librarian	268.0	\$ 4,061.17	303.0	\$ 5,753.07
863	Building Inspector Supervisor	294.0	\$ 5,260.26	329.0	\$ 7,451.70
628	Building Official	329.0	\$ 7,451.70	364.0	\$ 10,556.10
839	Business Development Analyst	273.0	\$ 4,268.34	308.0	\$ 6,046.54
605	Chief Public Works Superintendent	329.0	\$ 7,451.70	364.0	\$ 10,556.10
876	Code Enforcement Manager	293.0	\$ 5,208.18	328.0	\$ 7,377.92
611	Code Enforcement Superintendent	308.0	\$ 6,046.54	343.0	\$ 8,565.54
841	Computer Training Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
624	Construction Manager	294.0	\$ 5,260.26	329.0	\$ 7,451.70
849	Construction Projects Supervisor	287.0	\$ 4,906.34	322.0	\$ 6,950.34
626	Cross Connection Control Specialist	286.0	\$ 4,857.76	321.0	\$ 6,881.52
612	Customer Service Supervisor	268.0	\$ 4,061.17	303.0	\$ 5,753.07
640	Deputy City Attorney	298.0	\$ 5,473.85	333.0	\$ 7,754.27
678	Deputy City Clerk	284.0	\$ 4,762.05	319.0	\$ 6,745.93
674	Economic and Business Development Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
685	Emergency Preparedness Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
829	Employee Health Assistant	262.0	\$ 3,825.81	297.0	\$ 5,419.65
677	Employee Health Manager	297.0	\$ 5,419.65	332.0	\$ 7,677.50
625	Energy Operations Supervisor	292.0	\$ 5,156.61	327.0	\$ 7,304.87
614	Enterprise Services Specialist	259.0	\$ 3,713.29	294.0	\$ 5,260.26
637	Environmental Services Manager	293.0	\$ 5,208.18	328.0	\$ 7,377.92
832	Executive Secretary	265.0	\$ 3,941.74	300.0	\$ 5,583.87

APPENDIX ONE

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
613	Facilities Repair Supervisor	291.0	\$ 5,105.56	326.0	\$ 7,232.55
865	Finance Supervisor	295.0	\$ 5,312.86	330.0	\$ 7,526.22
627	Fleet Administrative Secretary	255.0	\$ 3,568.40	290.0	\$ 5,055.01
615	Fleet Services Supervisor	286.0	\$ 4,857.76	321.0	\$ 6,881.52
635	Food Services Manager	273.0	\$ 4,268.34	308.0	\$ 6,046.54
821	GIS Analyst	272.0	\$ 4,226.07	307.0	\$ 5,986.67
851	GIS Manager	312.0	\$ 6,292.05	347.0	\$ 8,913.33
845	Grants Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
830	Grants Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
673	Housing Projects Coordinator	308.0	\$ 6,046.54	343.0	\$ 8,565.54
650	Housing Specialist	259.0	\$ 3,713.29	294.0	\$ 5,260.26
651	Housing Supervisor	291.0	\$ 5,105.56	326.0	\$ 7,232.55
645	HUD Programs Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
858	Human Services Grants Administrator	287.0	\$ 4,906.34	322.0	\$ 6,950.34
805	Human Services Program Coordinator	259.0	\$ 3,713.29	294.0	\$ 5,260.26
652	Human Services Program Manager	297.0	\$ 5,419.65	332.0	\$ 7,677.50
811	Human Services Superintendent	308.0	\$ 6,046.54	343.0	\$ 8,565.54
675	Human Services Transportation Manager	272.0	\$ 4,226.07	307.0	\$ 5,986.67
838	Internal Auditor	303.0	\$ 5,753.07	338.0	\$ 8,149.82
867	ITC Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
669	Lead Web Developer	297.0	\$ 5,419.65	332.0	\$ 7,677.50
630	Legal Secretary	255.0	\$ 3,568.40	290.0	\$ 5,055.01
657	Legal Services Administrative Supervisor	273.0	\$ 4,268.34	308.0	\$ 6,046.54
658	Librarian	258.0	\$ 3,676.53	293.0	\$ 5,208.18
649	Library Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
616	Library Support Supervisor	242.0	\$ 3,135.42	277.0	\$ 4,441.65
835	Maintenance Supervisor	283.0	\$ 4,714.90	318.0	\$ 6,679.14
879	Network & Telecom Analyst	272.0	\$ 4,226.07	307.0	\$ 5,986.67
856	Network Administrator	292.0	\$ 5,156.61	327.0	\$ 7,304.87
664	Paralegal	272.0	\$ 4,226.07	307.0	\$ 5,986.67
661	Park Maintenance Superintendent	308.0	\$ 6,046.54	343.0	\$ 8,565.54
619	Park Maintenance Supervisor	283.0	\$ 4,714.90	318.0	\$ 6,679.14
861	Parking and Enterprise Services Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
692	Parking Program Superintendent	285.0	\$ 4,809.67	320.0	\$ 6,813.39
652	Parking Program Supervisor	242.5	\$ 3,151.13	277.5	\$ 4,463.90
648	Parks Administration Superintendent	295.0	\$ 5,312.86	343.0	\$ 8,565.54
693	Payroll Supervisor	268.0	\$ 4,061.17	303.0	\$ 5,753.07
642	Plan Check Engineer	294.0	\$ 5,260.26	329.0	\$ 7,451.70

APPENDIX ONE

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
866	Plan Check Engineer Supervisor	315.0	\$ 6,482.70	350.0	\$ 9,183.42
622	Planner	288.0	\$ 4,955.40	323.0	\$ 7,019.84
873	Planner II	293.0	\$ 5,208.18	328.0	\$ 7,377.92
632	Planning Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
837	Police Computer Systems Manager	323.0	\$ 7,019.84	358.0	\$ 9,944.32
610	Principal Civil Engineer / Assistant City Engineer	329.0	\$ 7,451.70	364.0	\$ 10,556.10
695	Principal Engineer - Transportation	329.0	\$ 7,451.70	364.0	\$ 10,556.10
697	Principal Engineer - Water Resources	329.0	\$ 7,451.70	364.0	\$ 10,556.10
686	Principal Librarian	280.0	\$ 4,576.23	315.0	\$ 6,482.70
877	Procurement & Contracts Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
801	Program Assistant	259.0	\$ 3,713.29	294.0	\$ 5,260.26
656	Program Specialist	272.0	\$ 4,226.07	307.0	\$ 5,986.67
875	Public Works Field Operations Manager	293.0	\$ 5,208.18	328.0	\$ 7,377.92
646	Public Works Superintendent - Fleet Services	308.0	\$ 6,046.54	343.0	\$ 8,565.54
647	Public Works Superintendent - General Services	308.0	\$ 6,046.54	343.0	\$ 8,565.54
691	Public Works Superintendent - Public Services	312.0	\$ 6,292.05	347.0	\$ 8,913.33
639	Public Works Supervisor	283.0	\$ 4,714.90	318.0	\$ 6,679.14
814	Public Works Supervisor - General Services	283.0	\$ 4,714.90	318.0	\$ 6,679.14
670	Purchasing & Contracts Services Manager	302.0	\$ 5,696.11	337.0	\$ 8,069.13
844	Real Estate Development Specialist	273.0	\$ 4,268.34	308.0	\$ 6,046.54
802	Recreation Superintendent	308.0	\$ 6,046.54	343.0	\$ 8,565.54
690	Recreation Supervisor	286.0	\$ 4,857.76	321.0	\$ 6,881.52
855	Reprographics Manager	283.0	\$ 4,714.90	318.0	\$ 6,679.14
676	Revenue Manager	311.0	\$ 6,229.75	346.0	\$ 8,825.08
817	Revenue Supervisor	283.0	\$ 4,714.90	318.0	\$ 6,679.14
668	Risk Manager	292.0	\$ 5,156.61	327.0	\$ 7,304.87
827	RSI Program Manager - Administration	310.0	\$ 6,168.07	345.0	\$ 8,737.71
679	RSI Program Manager - Construction	327.0	\$ 7,304.87	362.0	\$ 10,348.10
878	RSI Program Planning & Fiscal Coordinator	293.0	\$ 5,208.18	328.0	\$ 7,377.92
663	Sanitation Services Coordinator	283.0	\$ 4,714.90	318.0	\$ 6,679.14
683	Senior Accountant	293.0	\$ 5,208.18	328.0	\$ 7,377.92
604	Senior Administrative Analyst	284.0	\$ 4,762.05	319.0	\$ 6,745.93
860	Senior Administrative Secretary	260.0	\$ 3,750.43	295.0	\$ 5,312.86
681	Senior Assistant City Attorney	339.0	\$ 8,231.31	374.0	\$ 11,660.50
826	Senior Assistant to City Council	284.0	\$ 4,762.05	319.0	\$ 6,745.93
601	Senior Center Manager	284.0	\$ 4,762.05	319.0	\$ 6,745.93
609	Senior Construction Manager	305.0	\$ 5,868.71	340.0	\$ 8,313.63
682	Senior Deputy City Attorney	310.0	\$ 6,168.07	345.0	\$ 8,737.71

APPENDIX ONE

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
667	Senior Economic & Community Development Manager	339.0	\$ 8,231.31	374.0	\$ 11,660.50
808	Senior Engineer	305.0	\$ 5,868.71	340.0	\$ 8,313.63
836	Senior ERP Analyst	307.0	\$ 5,986.67	342.0	\$ 8,480.73
815	Senior Grants Coordinator	284.0	\$ 4,762.05	319.0	\$ 6,745.93
653	Senior Housing Specialist	268.0	\$ 4,061.17	303.0	\$ 5,753.07
846	Senior Network and Telecommunications Analyst	292.0	\$ 5,156.61	327.0	\$ 7,304.87
659	Senior Plan Check Engineer	305.0	\$ 5,868.71	340.0	\$ 8,313.63
643	Senior Planner	305.0	\$ 5,868.71	340.0	\$ 8,313.63
824	Senior Real Estate Development Specialist	288.0	\$ 4,955.40	323.0	\$ 7,019.84
848	Senior Transportation Engineer	305.0	\$ 5,868.71	340.0	\$ 8,313.63
671	Stormwater Runoff Coordinator	305.0	\$ 5,868.71	340.0	\$ 8,313.63
843	Stormwater Runoff Investigator Supervisor	286.0	\$ 4,857.76	321.0	\$ 6,881.52
812	Systems Administrator	302.0	\$ 5,696.11	337.0	\$ 8,069.13
694	Systems Analyst	272.0	\$ 4,226.07	307.0	\$ 5,986.67
870	Systems Analyst II	297.0	\$ 5,419.65	332.0	\$ 7,677.50
638	Systems Development Management Coordinator	315.0	\$ 6,482.70	350.0	\$ 9,183.42
833	Telecommunication Manager	282.0	\$ 4,668.22	317.0	\$ 6,613.01
606	Traffic Paint Supervisor	283.0	\$ 4,714.90	318.0	\$ 6,679.14
627	Traffic Systems & Street Lights Supervisor	290.0	\$ 5,055.01	325.0	\$ 7,160.94
696	Transportation Engineer	294.0	\$ 5,260.26	329.0	\$ 7,451.70
617	Transportation Engineer Planner	305.0	\$ 5,868.71	340.0	\$ 8,313.63
629	Tree Maintenance Supervisor	283.0	\$ 4,714.90	318.0	\$ 6,679.14
631	Warehouse Supervisor	272.0	\$ 4,226.07	307.0	\$ 5,986.67
868	Water Operations Supervisor	293.0	\$ 5,208.18	328.0	\$ 7,377.92
636	Water Treatment Plant Supervisor	290.0	\$ 5,055.01	325.0	\$ 7,160.94
864	Webmaster	272.0	\$ 4,226.07	307.0	\$ 5,986.67

FY 2013 -14 Confidential Management / Professional Job Classifications

FY 2013 – 2014 (Amended June 17, 2014, to show the ten [10] range point increase across the board in exchange for unit employees paying ten percent [10%] of the cost of CalPERS)

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
825	Accounting Manager	315.0	\$ 6,482.70	350.0	\$ 9,183.42
672	Assistant Finance Director	338.0	\$ 8,149.82	373.0	\$ 11,545.05
634	Assistant Human Resources Manager	300.0	\$ 5,583.87	335.0	\$ 7,910.13
820	Assistant to City Council	272.0	\$ 4,226.07	307.0	\$ 5,986.67
810	Assistant to City Manager	308.0	\$ 6,046.54	343.0	\$ 8,565.54
823	Budget Analyst	284.0	\$ 4,762.05	319.0	\$ 6,745.93
800	Budget and Accounting Manager	338.0	\$ 8,149.82	373.0	\$ 11,545.05
607	Budget Officer	317.0	\$ 6,613.01	352.0	\$ 9,368.00
832	Executive Secretary	265.0	\$ 3,941.74	300.0	\$ 5,583.87
621	Human Resources Analyst	277.0	\$ 4,441.65	312.0	\$ 6,292.05
660	Human Resources Manager	329.0	\$ 7,451.70	364.0	\$ 10,556.10
859	Human Resources Specialist	252.0	\$ 3,463.46	287.0	\$ 4,906.34
826	Senior Assistant to City Council	284.0	\$ 4,762.05	319.0	\$ 6,745.93
880	Senior Assistant to the Mayor	294.0	\$ 5,260.26	329.0	\$ 7,451.70
641	Senior Budget Analyst	293.0	\$ 5,208.18	328.0	\$ 7,377.92
687	Senior Human Resources Analyst	293.0	\$ 5,208.18	328.0	\$ 7,377.92
872	Senior Human Resources Specialist	265.0	\$ 3,941.74	300.0	\$ 5,583.87

APPENDIX TWO – PROFESSIONAL DEVELOPMENT ALLOWANCE ADMINISTRATIVE POLICY

Approved and Issued by the City Manager (Administrative Officer)
Effective October 15, 2010

A. Purpose

The following policy is the guideline for the Annual Professional Development Allowance provided for Management, Supervisory and Professional Employees.

B. Policy

1. It is the policy of the City of Inglewood to encourage continued and active participation on the part of all Management, Supervisory and Professional Employees in professional growth activities designed to improve and enhance the services of the City.
2. In recognition of the important duties and responsibilities performed by the City Management, Supervisory and Professional Employees, the City grants an annual allowance of five-hundred dollars (\$500), once, each City fiscal year to assist and encourage these employees to participate in self-improvement and skills development programs, activities and events.
3. Beginning in FY 2011-12, all payments will be made in September and reported on the employees' W-2. No forms will be required.

C. Items eligible for the Professional Development Allowance

The following is a list of items where the professional development allowance could be utilized each fiscal year:

1. Computer Equipment:
 - a. CPUs, Video monitors, Laptop computers, PDA and GPS
 - b. Repair to these items
2. Computer Peripherals:
 - a. Digital cameras, lens and accessories, Keyboards, Mouse, Printers, Scanners
 - b. Storage Memory, Modems, and routers, and Network Cards
 - c. Repairs to these items
3. Computer Supplies and Accessories
 - a. Software, Laptop computer cases, Cables, plugs, etc.
 - b. Ink Cartridges
 - c. Paper
4. Communications:
 - a. Telephones, cell phones & batteries, cell phone accessories (including automotive hands-free installations or hands-free devices)
 - b. Personal tape recorder, installation charges for phone, fax, or Internet access
 - c. Internet access
 - d. Monthly charges for any of these items
 - e. Repairs for any of these items

5. Education: Tuition, Books, Campus Parking, and Supplies for post-secondary education
6. Training, Memberships and Subscriptions:
 - a. Professional training and conferences
 - b. Books for professional or personal development
 - c. Books on tape
 - d. Professional series, language instruction, and "self-help" audio tapes
 - e. Newspapers
 - f. Journals
 - g. Periodicals
 - h. Museum Memberships
 - i. Lecture Series Fees
 - j. Professional Memberships
 - k. Office Furnishings (excludes home office)
 - l. Furnishings to enhance office or work space
7. Professional and Personal Services:
 - a. Financial planning
 - b. Computer skills
 - c. Fitness trainer
 - d. Language and communication skills
 - e. Art and music instruction
8. Fitness Equipment for the Home: Conventional exercise equipment commonly found in health clubs and residences. (Excludes Jacuzzis, whirlpool baths, saunas, and steam equipment.)
9. Health Services – excludes non-prescriptive drugs or vitamins:
 - a. Health and fitness club memberships
 - b. Spa Treatments
 - c. Weight reduction programs (excluding food)
 - d. Medical, dental, or psychological services and prescriptions not paid for by the City's plans
 - e. Holistic medical treatments
 - f. Smoking cessation programs
 - g. Lasik surgery
 - h. Hearing aids
10. Entertainment: Not eligible
11. Dining: Not eligible unless it is related to approved training, travel, or other professional activities.
12. Sports Equipment Purchases: Not eligible (e.g., golf clubs, tennis racquets, bats, balls, gloves, etc.)
13. Travel:
 - a. Other than Formal Training and Conferences, Prior approval required by Department Head.
 - b. Professional travel dedicated proportionately to the expense claimed (e.g., employee spends \$5,000 on a 10-day trip, and devotes a full day to visiting government offices or programs may be eligible to claim up to five hundred dollars (\$500) reimbursed under the Professional Development program. City may require reasonable proof of professional development travel activities).

14. Cosmetics: Not eligible: Any services or material items of a strictly cosmetic nature, e.g., hairdressers, barbers, manicures, make-up, wigs, hairpieces, clothing (excludes uniforms), non-prescriptive eyewear, etc.

D. Conditions for Receiving Allowance

The following shall be the terms and conditions governing this policy:

1. All Fulltime Management, Supervisory, and Professional employees shall receive this allowance once per each City fiscal year.
2. Newly hired Management, Supervisory, and Professional employees must complete one (1) full year of City employment and pass probation in their current Management, Supervisory, and Professional classification **before** receiving their payment in September.
3. No receipts or forms will be required to receive this allowance.
4. This allowance will only be paid once annually on a separate check on the second pay date in September. This allowance will be reportable by the City as taxable earnings and included in your annual W-2.

APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ($\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you'd obtain 12.96.

If you add that back to the 108, you'd obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following is an Excel-based formula that can be used to determine the corresponding salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5,0))-1}) * ((1.001)^{(\text{RangePoint}-\text{ROUND}(\text{RangePoint}-0.5,0))/0.1}))$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120

APPENDIX THREE

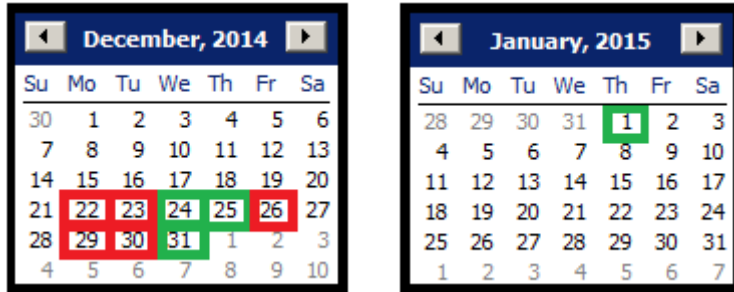
Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

APPENDIX FOUR – Holiday Schedule for 2014-2015 and 2015-2016

Holiday Schedule for 2014-2015

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 22, 2014, through Thursday, January 1, 2015, with staff returning to work on Monday, January 5, 2015.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 22, 2014, through Friday, January 2, 2015.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Wednesday, December 24, 2014) and Christmas Day (Thursday, December 25, 2014) along with New Year’s Eve (Wednesday, December 31, 2014) and New Year’s Day (Thursday, January 1, 2015).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, four (4) days of this two-week period will be holidays resulting in two weeks with only Monday and Tuesday workdays with one Friday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the five (5) work days as shown above with red boxes.

Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure (e.g., the Wednesdays or Thursdays).

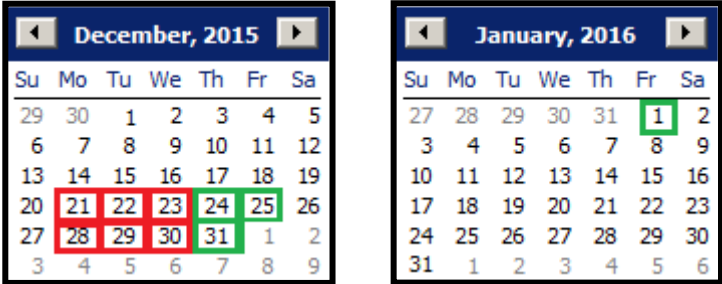
In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday, November 28, 2014) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.

Holiday Schedule for 2015-2016

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 21, 2015, through Friday, January 1, 2016, with staff returning to work on Monday, January 4, 2016.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 21, 2015, through Friday, January 1, 2016.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Thursday, December 24, 2015) and Christmas Day (Friday, December 25, 2015) along with New Year’s Eve (Thursday, December 31, 2015) and New Year’s Day (Friday, January 1, 2016).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, three (3) days of this two-week period will be holidays with one holiday falling on a Friday when City Hall is scheduled to be closed (e.g., Friday, January 1, 2016). Therefore, civilian staff will receive eight (8) hours of compensatory time for that holiday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the six (6) work days as shown above with red boxes.

Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure.

In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday November 27, 2015) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.

1 Resolution No. _____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 INGLEWOOD, CALIFORNIA APPROVING AND EFFECTUATING THE
5 UNDERSTANDING REACHED WITH REPRESENTATIVES FROM THE
6 INGLEWOOD POLICE CIVILIAN MANAGEMENT ASSOCIATION
7 PURSUANT TO THE STATE MEET AND CONFER LAWS.
8

9 WHEREAS, the City has reached a Memorandum of Understanding with
10 the Inglewood Police Civilian Management Association embracing the
11 period beginning January 1, 2014, through December 31, 2017;
12

13 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INGLEWOOD,
14 CALIFORNIA DOES RESOLVE AS FOLLOWS:
15

16 SECTION 1. INGLEWOOD POLICE CIVILIAN MANAGEMENT ASSOCIATION

17 That insofar as is legally possible, all provisions of the Memorandum
18 of Understanding between the City of Inglewood and the Inglewood
19 Police Civilian Management Association(attached hereto as Exhibit A)
20 are approved and shall be implemented and made effective for the
21 period beginning January 1, 2014, through December 31, 2017.
22

23 SECTION 2. PREVIOUS BENEFITS CARRY OVER

24 All previous monetary and non-monetary benefits accorded to employees
25 designated in this resolution shall be carried over and continued to
26 be paid and accorded in addition to the benefits referred to herein
27 except only to the extent this resolution amends or modifies such
28 preexisting benefits.

Resolution No. _____

SECTION 3. CERTIFICATION

The City Clerk shall certify to the adoption of this resolution and the same shall be in full force and effect immediately upon adoption.

PASSED, APPROVED, AND ADOPTED THIS ____ DAY OF _____ 2014.

JAMES T. BUTTS, JR., MAYOR

ATTEST:

YVONNE HORTON, CITY CLERK

//

//

CITY OF INGLEWOOD

Human Resources Department



MEMORANDUM OF UNDERSTANDING

Between

**City of Inglewood and
Inglewood Police Civilian Management Association (IPCMA)
Covering Non-Sworn Management, Supervisory, and Professional Employees**

January 1, 2014 through December 31, 2017 (48 Months)

TABLE OF CONTENTS

ARTICLE ONE – MEMORANDUM OF UNDERSTANDING	5
SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING	5
SECTION II – EMPLOYEE – EMPLOYER RELATIONS RESOLUTION	5
SECTION III – RECOGNITION CLAUSE	5
A. Recognized IPCMA.....	5
B. Represented Job Classification Titles / Job Class Codes.....	5
C. Class Titles: Added “Police” in Title	5
ARTICLE TWO – GRIEVANCE PROCEDURES.....	6
SECTION I – GRIEVANCE PROCEDURE.....	6
A. Purpose of Grievance Procedure.....	6
B. Conduct of Grievance Procedure.....	6
SECTION II – MATTERS SUBJECT TO GRIEVANCE PROCEDURE	6
A. Processing a Personal Grievance.....	6
B. Probationary Employees	7
SECTION III – GRIEVANCE PROCEDURE STEPS.....	7
A. Step One	7
B. Step Two.....	7
C. Step Three	8
D. Step Four – Advisory Arbitration	8
E. Step Five – Final Process/City Manager (City Administrator).....	9
ARTICLE THREE – SALARIES AND COMPENSATION	10
SECTION I – MANAGEMENT, SUPERVISORY & PROFESSIONAL EMPLOYEE SALARIES	10
A. Salary Adjustment Criteria	10
SECTION II – SALARIES ADJUSTMENTS AND CALPERS AND EMPLOYER RATE PAYMENTS	10
A. Employee-Paid CalPERS Contributions	10
B. Salary Range Increases.....	10
SECTION III – SALARIES SCHEDULE FOR UNIT EMPLOYEES	10
SECTION IV – MERIT PAY PLAN.....	10
A. Appointment & Probationary Status	10
B. Merit Increases.....	11
C. Performance Evaluations	12
D. Reduction In Pay.....	12
E. Administration Of Merit Pay Plan	12
F. Base Salary.....	12
G. Supervisory Differential.....	12
SECTION V - SUPPLEMENTAL COMPENSATION	13
A. Bilingual Interpretation Assignment.....	13
B. Voluntary Deferred Compensation.....	13
C. Shift Differential.....	13
D. Overtime.....	13
E. Forensic Supervisor Assignment and Compensation	13
F. Special Assignment Pay	14
SECTION VI – ACTING APPOINTMENTS	15
A. Definition	15
B. Policies and Procedures	15
SECTION VII – FILLING CIVILIAN UNIT POSITIONS	16
SECTION VIII – EDUCATION REIMBURSEMENT	16
A. Purpose.....	16
SECTION IX – PROFESSIONAL DEVELOPMENT ALLOWANCE PROGRAM	16
A. Allowance.....	16

SECTION X – TRAVEL TO CONFERENCES	16
A. Travel	16
SECTION XI – LIBRARY PRIVILEGE	17
SECTION XII – UNIFORMS	17
A. Uniforms for Code Enforcement Management Employees	17
ARTICLE FOUR – FRINGE BENEFITS	18
SECTION I – FRINGE BENEFITS.....	18
A. Medical Insurance Plan.....	18
B. Medical Insurance – Employees Hired Before October 1, 2007	18
C. Medical Insurance – Unit Employees Hired after October 1, 2007	18
D. Medical Insurance – Unit Employees Hired on or after December 24, 2010	19
E. Medical Insurance Waiver.....	19
SECTION II – DENTAL INSURANCE PLAN	19
A. Dental Insurance	19
B. Benefits	19
SECTION III – OPTICAL PLAN	20
SECTION IV – RETIREMENT - CalPERS.....	20
A. CalPERS Benefits.....	20
B. Public Employee Pension Reform Act of 2013 (PEPRA).....	21
SECTION VI – RETIREE BENEFIT MEDICAL PROGRAM	21
A. Medical Insurance Option for Employees Retiring Prior to June 17, 2014.....	21
B. Retiree Medical Benefits – Hired on or After December 24, 2010	22
C. Effective June 17, 2014, Retiree Health Benefit Plan – Eliminated	23
D. Modified Benefit Plan – Effective June 17, 2014.....	23
E. Installment Leave Payment – Retiring Employees.....	25
SECTION VII – LIFE INSURANCE PLAN	25
SECTION VIII – BENEFITS PAYABLE ON RETIREMENT, TERMINATION, OR DEATH	25
A. Life Insurance at Retirement.....	25
SECTION IX – ACCIDENTAL DEATH BENEFITS	26
SECTION X – SHORT AND LONG-TERM DISABILITY PLAN (PAYROLL PROTECTION)	26
SECTION XI – BIENNIAL PHYSICAL EXAMINATION	26
A. Physical Examination.....	26
B. Process	26
C. Report	27
ARTICLE FIVE – LEAVE TIME BENEFITS	28
SECTION I – CITY RECOGNIZED HOLIDAYS	28
A. Holidays Recognized	28
B. Holiday-In-Lieu Pay – Regularly Assigned To Work Holidays	29
C. Holiday-In-Lieu Pay – 3/12 Work Schedule COMMS Unit Employees	29
D. Emergency Services Dispatcher Manager’s Work Schedule.....	29
E. Meal Breaks – COMMS	30
F. Review of 3/12 Work Schedule	30
SECTION II – EXEMPT FROM YEAR-ENDING HOLIDAY SCHEDULE	30
SECTION III – VACATION LEAVE	30
SECTION IV – SICK LEAVE	32
SECTION V – VACATION AND SICK LEAVE HOUR DONATION	32
SECTION VI– ADMINISTRATIVE LEAVE-TIME OFF	33
SECTION VII – OTHER LEAVES	33
A. Bereavement Leave	33
B. Maternity Leave.....	33
C. Jury Duty	34
SECTION VIII – FAMILY MEDICAL CARE LEAVE POLICY.....	34
A. Required By State and Federal Laws	34

B.	Eligibility	34
C.	Request for Medical Leave	34
SECTION IX – NON-SAFETY JOB-RELATED INJURY LEAVE WITH PAY		35
A.	Injury on Duty Leave Time	35
B.	Leave of Absence Beyond Six (6) Months	35
C.	Supersedes Civil Service Rules	35
ARTICLE SIX – WORKING CONDITIONS.....		36
SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES		36
A.	Job Elimination Policy	36
B.	Layoff Procedure.....	36
SECTION II –WORK SCHEDULES.....		37
SECTION III – TRAINING OPPORTUNITIES		37
SECTION IV – EMPLOYMENT OF RELATIVES		37
A.	Employment of Relatives	37
B.	Violation of Policy.....	37
C.	Reasonable Effort to Reassign	37
D.	Affected Employees	37
E.	Relatives Defined.....	38
F.	Advising Immediate Supervisor.....	38
SECTION V – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES.....		38
A.	Policy and Procedures	38
B.	Reimbursement Schedule.....	38
C.	Maximum on Watches.....	38
SECTION VI – EMPLOYEE PARKING		39
SECTION VII – JOINT LABOR MANAGEMENT MEETINGS		39
SECTION VIII – AMERICANS WITH DISABILITIES ACT (ADA).....		39
ARTICLE SEVEN – GENERAL PROVISIONS.....		40
SECTION I – MAINTENANCE OF BENEFITS		40
SECTION II – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING.....		40
SECTION III – TERM OF THIS AGREEMENT.....		40
SECTION IV – RATIFICATION AND EXECUTION.....		40
PARTNERS TO AGREEMENT		41
APPENDIX ONE – 2013 -2014 SALARY ORDINANCE.....		42
APPENDIX TWO – PROFESSIONAL DEVELOPMENT ALLOWANCE ADMINISTRATIVE POLICY ...		43
A.	Purpose.....	43
B.	Policy.....	43
C.	Items eligible for the Professional Development Allowance.....	43
D.	Conditions for Receiving Allowance.....	45
APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts		46
APPENDIX FOUR – Holiday Schedule for 2014-2015 and 2015-2016.....		62
Holiday Schedule for 2014-2015		62
Christmas and New Year’s Holidays		62
Limitations.....		62
Permanent Part-Time		62
Holiday Schedule for 2015-2016		63
Christmas and New Year’s Holidays		63
Limitations.....		63
Permanent Part-Time		63

ARTICLE ONE – MEMORANDUM OF UNDERSTANDING

SECTION I – PARTIES TO MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (hereinafter referred to as “MOU” or “Agreement,” interchangeably) is made and entered into by and between the City of Inglewood, a Municipal Corporation, (hereinafter referred to as “City”) and Inglewood Police Civilian Management Association (hereinafter referred to as IPCMA) pursuant to Government Code Section 3500.

SECTION II – EMPLOYEE – EMPLOYER RELATIONS RESOLUTION

The Rules and Regulations governing the City’s Employer-Employee Relations program pursuant to Government Code Section 3500, as Amended, et seq., is set forth in the City’s Employer-Employee Relations Resolution # 7177.

SECTION III – RECOGNITION CLAUSE

A. Recognized IPCMA

The City recognizes the Inglewood Police Civilian Management Association (IPCMA) as the recognized exclusive representative organization for all fulltime general non-sworn police management, supervisory, and professional classifications as set forth in Section IV below:

B. Represented Job Classification Titles / Job Class Codes

Job Class Code	Job Classification Title
806	Crime Analyst
804	Community Affairs Program Specialist
816	Public Safety Dispatch Manager
819	Public Safety Dispatch Supervisor
874	Forensic Supervisor
834	Jail Manager
828	Jail Supervisor
842	Police Administrative Secretary
654	Police Administrative Coordinator
869	Police Administrative Specialist
818	Police Fiscal Services Analyst
852	Police Fiscal Services Coordinator
850	Police Grants Coordinator
688	Police Records Manager
623	Police Records Supervisor
831	Property Room Supervisor
881	Senior Community Affairs Liaison
807	Senior Crime Analyst
684	Special Enforcement Manager
633	Special Enforcement Supervisor

C. Class Titles: Added “Police” in Title

Any unit classification title, which was changed to include “police” in their class title (e.g., Police Administrative Coordinator, Police Administrative Secretary, Police Grants Coordinator, and Police Administrative Specialist) when the IPCMA Unit was created in 2010, shall continue to be in the same classification series for seniority and layoff purposes.

ARTICLE TWO – GRIEVANCE PROCEDURES**SECTION I – GRIEVANCE PROCEDURE**

The following grievance procedure shall be the sole and exclusive procedure for all fulltime probationary and permanent status general management, supervisory, and professional employees.

A. Purpose of Grievance Procedure

1. To promote improved employer-employee relations by establishing grievance procedures on matters for which an appeal, hearing, or process is not provided by other regulations.
2. To provide that grievances shall be heard and settled as informally as possible.
3. To enable grievances to be settled promptly and as nearly as possible to the point of origin.
4. To afford employees individually, or through qualified representation, a systematic means of attempting to resolve issues and or obtaining considerations of questions and disputes.

B. Conduct of Grievance Procedure

1. An employee may request the assistance of another person of his/her own choosing in preparing and presenting his/her grievance at any level of review; or may be represented by a recognized employee organization, or may represent himself/herself.
2. The employee and his/her representative, if any, may use a reasonable amount of work time, as determined by the appropriate management supervisor, in conferring about and presenting a grievance and shall be free from reprisal for using the grievance procedure.
3. Any retroactivity on monetary grievances shall be limited to the date the grievance was filed in writing, except in cases where it was impossible for the employee to have had prior knowledge of an accounting error.
4. The time limits specified may be extended to a definite date by mutual agreement of the employee and the reviewer concerned.
5. Employees shall be free from reprisal for using the grievance procedure.
6. Business days, for the purposes of the grievance procedure, shall mean Monday through Thursday excluding recognized City holidays.

SECTION II – MATTERS SUBJECT TO GRIEVANCE PROCEDURE**A. Processing a Personal Grievance**

Fulltime employees having probationary or permanent status may process a personal grievance on one or more than one of the following grounds:

1. Improper application of rules, regulations, and procedures.
2. Unfair treatment, including coercion, restraint, or reprisal.

- 3. Reduction in force action - layoffs.
- 4. Promotion procedures implemented unfairly.
- 5. Classification of position.
- 6. Non-selection for training opportunities.
- 7. Discrimination because of race, religion, color, creed, or national origin.
- 8. Any matter personally affecting an employee's:

Holidays	Retirement	Performance Rating
Vacation	Fringe Benefits	Classification
Sick Leave	Salary	Working Schedule

B. Probationary Employees

Probationary employees may file a grievance under all of the above, but not as applied to their performance rating or discharge.

SECTION III – GRIEVANCE PROCEDURE STEPS

A. Step One

- 1. An employee must attempt first to resolve a grievance through discussion with his/her immediate supervisor without undue delay on an informal basis. If after such discussion the employee does not believe the problem has been satisfactorily resolved, he/she shall have the right and obligation to discuss it with his/her supervisor's immediate superior, if any, and his/her department head if necessary. Every effort shall be made to find an acceptable solution by these informal means at the most immediate level of supervision.
- 2. At no time may the informal process go beyond the department head concerned.
- 3. In order that this informal procedure may be responsive, all parties involved shall expedite this process. In no case may more than twenty-one (21) business days elapse from the date of the alleged incident or action and the resolution of the grievance or completion of the informal process.

B. Step Two

- 1. If the grievance is not resolved through the informal process, the employee shall have the right within seven (7) business days from the decision or completion of the informal process to file the grievance in writing and present it through channels to his/her immediate management supervisor.
- 2. The immediate management supervisor shall discuss the grievance with the employee and shall render a decision and comments in writing and return them to the employee within seven (7) business days after receiving the grievance in writing.

C. Step Three

1. If the grievance is not resolved in Step Two, or if no answer has been received within seven (7) business days from the presentation of the written grievance, the employee may, within the next seven (7) business days, present the grievance in writing to his/her department head.
2. Failure of the employee to take this action will constitute termination of the grievance. The department head shall further review and discuss the grievance with the employee and shall render his/her decision and comments in writing and return them to the employee within seven (7) business days after receiving the grievance.

D. Step Four – Advisory Arbitration

1. If the grievance is not resolved in Step Three, or if no answer has been received within the time limits established in Step Three, the employee may within seven (7) business days present the grievance in writing to the Human Resources Manager for processing. Failure of the grievant to take this action will constitute a waiver and bar to the grievance.
2. The scope of advisory arbitration of grievances shall be limited to discharges, demotions, or suspensions without pay. All other grievances shall bypass Step Four of the grievance procedures and advance to Step Five. A grievant that chooses advisory arbitration shall be deemed to have made a choice for arbitration and shall be deemed to have waived his/her rights of appeal under the Civil Service Board of Review.
3. The Human Resources Manager will process the grievance by invoking the advisory arbitration process with said impartial arbitrator being jointly selected by both parties within the shortest possible time, not to exceed ten (10) business days from the date the grievant submitted the written grievance to the Human Resources Manager for processing in Step Four, unless external constraints prohibit compliance, whereupon the earliest date available shall apply.
4. Arbitrator shall be selected from a list provided by the State of California Conciliation and Mediation Services within five (5) business days after receipt of said list by both parties. If a mutual agreement cannot be reached at a meeting of the two (2) parties as to selection of an arbitrator, then each party shall strike off a name from the list on an alternating basis until one (1) name remains, which person shall become the arbitrator. The party to have the first opportunity to strike a name from the list of arbitrators shall be determined by lot. The priority of striking names shall alternate from one (1) party to the other each time advisory arbitration is invoked by the same parties. The appointment of an arbitrator shall be on a case-by-case basis.
5. The arbitrator shall adhere to the rules of evidence so far as is practicable in the conduct of an administrative proceeding. The arbitrator shall not hear witnesses or take evidence out of the presence of the other party. The arbitrator shall be bound by the express terms and conditions of the MOU, as well as the Civil Service Rules and Regulations, and departmental rules and regulations in determining the validity of the discharge, demotion, or suspension without pay, and shall not have the authority to recommend any additions or subtractions from the MOU or any provisions of the Civil Service Rules and Regulations, or departmental rules, regulations, and procedures. Moreover, the arbitrator shall be limited to ascertaining whether or not the individual grievant was discharged, demoted, or suspended without pay in violation of this MOU, Civil Service Rules and Regulations, or departmental rules and regulations. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not question or entertain any grievance in which employees have not adhered to such time limits.

6. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings. So that arrangements can be made for employees to be released from duty without causing interference with the normal operations and efficiency of the department, the grievant must submit a list of witnesses, the estimated time that their testimonies will take, and the hearing date to the Human Resources Manager or designee with a copy to the department head five (5) business days prior to the scheduled arbitration date.
7. The findings of facts and the recommendations of the arbitrator shall be transmitted to the involved parties and the City Manager (City Administrator).
8. The arbitrator's fee and any mutually agreed upon expenses shall be borne one-half ($\frac{1}{2}$) by the grieving employee and one-half ($\frac{1}{2}$) by the City. Calling of witnesses by either party shall be done with a reasonable amount of restraint.

E. Step Five – Final Process/City Manager (City Administrator)

1. If the grievance is submitted to the City Manager (Administrative Officer) for review and settlement, the City Manager (Administrative Officer), in non-arbitral cases, may elect the methods he/she considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen (15) business days.
2. For all cases involving advisory arbitration recommendations, the City Manager (Administrative Officer) shall review the entire matter within ten (10) business days after receipt of arbitrator's recommendations and render his/her decision.
3. The decision of the City Manager (Administrative Officer) shall be final, subject to review by a court of competent jurisdiction.

ARTICLE THREE – SALARIES AND COMPENSATION

SECTION I – MANAGEMENT, SUPERVISORY & PROFESSIONAL EMPLOYEE SALARIES

A. Salary Adjustment Criteria

1. Internal classification relationships
2. Total compensation analysis
3. Labor market conditions
4. Financial condition of the City
5. Cost of living analysis

SECTION II – SALARIES ADJUSTMENTS AND CALPERS AND EMPLOYER RATE PAYMENTS

A. Employee-Paid CalPERS Contributions

1. Effective the pay period beginning on or about July 18, 2014, all “Classic Members of CalPERS” as defined in Article Four, Section IV – Retirement - CalPERS, A. CalPERS Benefits, Paragraph 8 who are in employee classifications set forth in the City’s Salary Ordinance attached as Appendix One shall pay eight percent (8%) of the CalPERS employee rate, which is the full 100% CalPERS employee rate plus an additional two percent (2%) or two (2) points of the City’s CalPERS employer rate.
2. All “New Members of CalPERS” as defined by Article Four, Section IV – Retirement - CalPERS, A. CalPERS Benefits, Paragraph 8, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees, plus three and three-fourths percent (3.75%) of the employer rate (for a total of ten percent [10%]).
3. All payments to CalPERS by unit employees are on a pre-tax basis.
4. This provision eliminates the Employer Paid Member Contribution (EPMC) premiums paid by the City.

B. Salary Range Increases

1. Effective the pay period beginning on or about July 18, 2014, the salary ranges for all unit employees shall increase by ten (10) range points (e.g., twenty [20] half-points) on the salary range scale meaning all unit employees will move up in salary by remaining at the same step within their range. See Appendix Three for a complete list of all ranges and corresponding pay rates.
2. Using range points rather than percentages in this MOU is clarifying language designed specifically to set forth the parties intent to determine pensionable compensation for employees and to comport with CalPERS guidelines. This clarification is made retroactive to January 1, 2010.

SECTION III – SALARIES SCHEDULE FOR UNIT EMPLOYEES

The assigned salary schedule for each unit employee, which incorporates the ten (10) range point (e.g., twenty [20] half-point) salary adjustment set forth in Section II A above, is located in Appendix One.

SECTION IV – MERIT PAY PLAN

A. Appointment & Probationary Status

1. Employees appointed to Step A of a salary range typically receive a salary increase of five (5) range points (e.g., ten [10] half-points) at the conclusion of their probationary period.
2. It will be general practice to hire new employees at the first step, but promoted employees may be assigned a higher salary range in accordance with the City's Civil Service Rules and Regulations.
3. All initial and promotional appointments to fulltime positions shall be subject to probationary appointment status for a period that may vary from one (1) day to one (1) year.
4. Appointees may be granted permanent status at any time during this one (1) year period if the appointing authority objectively determines that the appointee has sufficiently met all the standards and requirements of the position.
5. An employee's probationary status may be extended by the appointing authority for a six (6) month period.

B. Merit Increases

1. Merit Increase Increments:
 - a. After an employee has completed the probationary period, he/she shall receive an automatic merit increase of five (5) range points (e.g., ten [10] half-points) unless such an increase would exceed the maximum salary range of the position. Additionally, an employee shall receive another automatic increase of five (5) range points (e.g., ten [10] half-points) one (1) year after completion of probation unless such an increase would exceed the maximum salary range of the position.
 - b. Thereafter, he/she is eligible to receive merit increases in one (1) range point (e.g., two [2] half-point) increments at any time during a fiscal year on the recommendation of the employee's supervisor and the approval of the department head and City Manager (Administrative Officer).
 - c. Merit increases, other than those specified above, are not granted automatically specific intervals, but at the discretion of the department head and City Manager (Administrative Officer) based upon employee job performance. Salary increases of five (5) range points (e.g., ten [10] half-points) per year is considered a normal advancement through the salary range for employees whose job performance is rated satisfactory by their supervisor. Advancements which are below or above this norm may be granted when warranted and justified accordingly.

2. Criteria for Merit Increases

Criteria for granting merit increases by department heads shall include but not be limited to:

- a. Ability, skill, and knowledge
- b. Competency in completing assignments and performing responsibilities
- c. Productivity
- d. Creativity
- e. Attitude and integrity in the performance of their job duties and responsibilities
- f. Present salary and total compensation
- g. Actions toward self-improvement

C. Performance Evaluations

1. Department heads shall evaluate each unit employee at least once annually. An opportunity will be afforded each unit employee to participate in a face-to-face evaluation.
2. Evaluations will be made in writing and will contain a recommendation indicating whether or not a merit increase is to be granted and supporting statements for the recommendation.
3. Human Resources staff members will be responsible for monitoring and requiring that evaluations are completed in a timely manner.
4. A two and one-half percent (2.5%) merit increase shall be awarded to the bargaining unit member (up to the maximum of the salary range) annually when no annual evaluation is provided within ninety (90) days of the anniversary date. The increase shall be retroactive to the anniversary date.

D. Reduction In Pay

1. The City Manager (Administrative Officer) must give written approval for reducing pay or approving a reduction in an unit employee's compensation in one (1) range point (e.g., two [2] half-point) increments (not lower than step B) and not without consultation with the department head and affected unit employee.
2. All such reduction actions shall be subject to the City's grievance procedure.

E. Administration Of Merit Pay Plan

The Human Resources Department is responsible for the administration and coordination of the merit pay plan as well as the training of the unit employees on the objectives and operations of the plan. Requests for further information and clarification of the merit pay plan should be directed to the Human Resources Department.

F. Base Salary

Base salary is defined as the assigned salary range to any classification, exclusive of retention incentive, deferred compensation, and any bonus or assignment differentials.

G. Supervisory Differential

1. All unit employees promoted to or serving in a higher job classification, and who are required to directly supervise unit employees of a lower-level job classification, shall for the purpose of this provision be referred to as "supervisors."
2. All supervisors shall receive a rate of pay which is at least five (5) range points (e.g., ten [10] half-points) per pay period above the base salary (exclusive of retention incentive or any other bonus or assignment differential) of any unit employee of a lower-level classification whom they supervise, (excluding temporary, part-time, or Y-rated unit employees).
3. Unit employees who are appointed to "acting" appointments shall not be eligible for supervisory differential compensation during the time they are serving in an "acting" appointment.

SECTION V - SUPPLEMENTAL COMPENSATION**A. Bilingual Interpretation Assignment**

A unit employee who is qualified and assigned the responsibility for bilingual interpretation and whose use of the language is of significant benefit to the operations of the department as determined by the department head, shall receive assignment pay according to the following rules:

1. To be eligible for this assignment pay, a unit employee must pass a language proficiency test, which is job related to the duties and responsibilities performed.
2. The test need not be written, but may test verbal skills in communication with non-English speaking persons.
3. The City shall pay each eligible designated unit employee forty dollars (\$40) per pay period for the duration of the assignment.

B. Voluntary Deferred Compensation

The City provides a voluntary deferred compensation plan as per standards approved for all fulltime unit employees who elect to participate.

C. Shift Differential

1. The City will pay general management, supervisory, and professional unit employees a shift differential of five (5) range points (e.g., ten [10] half-points) per pay period above base salary if a unit employee's regular schedule of work requires that he/she work at least three (3) hours between 5:00 p.m. and 7:00 a.m. and/or on Saturday or Sunday.
2. If not all workdays qualify for the differential, then the five (5) range points (e.g., ten [10] half-points) shall be prorated according to the percentage of days in the pay period in which the unit employee is required to work on Saturdays or Sundays and/or at least three (3) hours a full work day between 5:00 p.m. and 7:00 a.m.

D. Overtime

No management, supervisory, and/or professional unit employee will be paid overtime hours unless approved in writing in advance by the City Manager (Administrative Officer).

E. Forensic Supervisor Assignment and Compensation

1. Definition
 - a. Standby is defined as the time when the Forensic Supervisor is directed by the authorized supervisor to be available for work on an on-call basis during a specified off-duty period of time.
 - b. The Forensic Supervisor assigned to standby must be able to be reached at any time during the assignment by a designated telephone number.

2. Rate of Pay

- a. The Forensic Supervisor assigned to standby shall be paid at one and one half (1½) times the regular rate for the following periods of time:
 - (1) Two (2) hours of pay for each sixteen (16) hours of weekday standby: and
 - (2) Four (4) hours of pay for each twenty four (24) hours of weekend and holiday standby.
- b. The Forensic Supervisor called back to work during an authorized standby assignment shall be entitled to receive the minimums described in E2. a (1) and (2) above if hours worked including travel time up to one (1) hour equals an amount that is the same or less than E2. (1) and (2) above.
- c. The Forensic Supervisor called back to work during an authorized standby assignment and whose hours worked including travel time up to one (1) hour exceeds the minimums established in E2. (1) and (2) above, the Forensic Supervisor shall have the total hours reported and paid as call-back hours.
- d. There shall be no pyramiding of standby and call-back pay.

F. Special Assignment Pay

1. On occasion a City employee may volunteer, or otherwise agree, to perform special projects or other additional duties outside the scope of his/her normal responsibilities. In event that these duties do not result in an acting appointment, the City Manager (Administrative Officer) shall have the authority to grant Special Assignment Pay as compensation if the unit employee performs these duties consistently for more than twenty (20) consecutive days and the unit employee's department head has submitted a written request to give the unit employee such pay.
2. The Special Assignment Pay can be requested in one (1) to ten (10) range point (e.g., two [2] to twenty [20] half-point) increments not to exceed ten (10) range points (e.g., twenty [20] half-points) for additional responsibilities for a period up to twelve (12) months. The department head's written request will clearly define the nature of the additional duties, and the start and end date for the Special Assignment Pay. In the event the department head believes the assignment warrants an extension beyond the twelve (12) month period set forth above, a new written request must be provided to the City Manager (Administrative Officer).
3. Unit employee shall not be eligible for "acting" appointments or supervisory differential compensation during the time they receive Special Assignment Pay. Requests for the special pay may not result in a deficit to the requesting department's total operating budget.
4. The Special Assignment Pay shall not be used to compensate unit employees for working long hours, stellar performance, or as a way to increase a unit employee's pay when the employee has reached his/her classification's maximum salary step. Special Assignment Pay is not available to employees whose duties have changed as a result of an accretion of duties. Nothing in this provision however, shall be construed to prevent a unit employee or a City Manager (Administrative Officer) from pursuing a request for reclassification, provided the request is in compliance with City rules regarding reclassification.

SECTION VI – ACTING APPOINTMENTS**A. Definition**

An acting status unit employee is a probationary or permanent status City employee who is appointed to perform the responsibilities of a vacated or newly-created fulltime position of a higher level than that currently held by the unit employee. A vacated position shall mean one from which the incumbent employee has been given extended leave of one (1) pay period or more, or has terminated.

B. Policies and Procedures**1. Authority for Appointments**

The appointing authority for acting appointments will be the City Manager (Administrative Officer) or his/her designee.

2. Types of Appointments

Acting appointments may be made only to fulfill the responsibilities of the vacated position until such time as an appropriate selection procedure is held and a permanent appointment is made, or until such time as the incumbent has returned to duty.

3. Extension of Appointments

Acting appointments may not be extended for a period greater than ninety (90) days without special approval of the City Manager (Administrative Officer).

4. Limitation on Appointments

Acting appointments may not be made in excess of authorized strength or budgeted funds without approval of the Mayor and City Council Members.

5. Appointment Pay

Upon assignment of acting duty status, a unit employee will begin to earn a salary which is equal to step A of the salary assigned to the acting position; but shall at all times receive at least five (5) range points (e.g., ten [10] half-points) above the salary of the unit employee's permanent position.

6. Benefit Accrual

While working in an acting capacity, unit employees will continue to accrue and have recorded general, special, or normal salary step increases in the unit employee's permanent position. However, such salary increases will be paid only to maintain a minimum five (5) range points (e.g., ten [10] half-points) differential above the salary to which a unit employee is entitled in his/her permanent position.

7. Appointments While Maintaining Current Responsibilities

Unit employees who are appointed to a higher level position on an acting basis, while also fulfilling the responsibilities of their permanent position, will at all times earn a salary which is at

least ten (10) range points (e.g., twenty [20] half-points) more than the salary to which they are entitled in their permanent position.

8. Permanent Appointment

With approval of the City Manager (Administrative Officer), a department head may appoint a unit employee to a vacant position for a period not to exceed three (3) months, except as provided above. In conjunction with the appointment, the department head shall initiate a recruitment process to permanently fill the position.

SECTION VII – FILLING CIVILIAN UNIT POSITIONS

The filling of vacant non-sworn police civilian positions by police sworn employee(s) shall be limited to six (6) months. The Police Chief agrees to meet with IPCMA representatives over the impact of continuing to fill this vacant non-sworn civilian unit position longer than six (6) months, basing the decision on operational efficiency, resources limitations or budget constraints.

SECTION VIII – EDUCATION REIMBURSEMENT

A. Purpose

1. The City shall provide reimbursement to each management, supervisory, and professional unit employee for educational development after the completion of one (1) full year of City service.
2. Payable expenses include one hundred percent (100%) coverage for tuition and books for courses taken at either public or private institutions.
3. The maximum payment per fiscal year is eight hundred dollars (\$800) per unit employee.
4. Expenses in excess of eight hundred dollars (\$800) per fiscal year may be reimbursed up to a maximum of eight hundred dollars (\$800) in subsequent fiscal years as long as the unit employee remains active in the City's service.

SECTION IX – PROFESSIONAL DEVELOPMENT ALLOWANCE PROGRAM

A. Allowance

1. Management, supervisory, and professional unit employees shall receive an allowance of five hundred dollars (\$500) for expenses each fiscal year for professional and personal development.
2. The specific details of the Professional Development Allowance are set forth in Appendix Two.

SECTION X – TRAVEL TO CONFERENCES

A. Travel

1. Management/Supervisory/Professional unit employees who travel at their own expense to conferences for the purpose of professional growth and development may be granted reasonable time for such trips by their department head. This time is not to be charged to their vacation or administrative leave time.

2. The City will, at the department head discretion, pay conference registration fees for management/supervisory/professional unit employees

SECTION XI – LIBRARY PRIVILEGE

Unit employees who are not residents of Inglewood may be allowed the privilege of using the library services without charge.

SECTION XII – UNIFORMS

A. Uniforms for Code Enforcement Management Employees

1. The City shall provide unit employees required to wear City uniforms in the performance of their duties an initial uniform allowance of three hundred seventy five dollars (\$375).
2. The City will provide a uniform replacement allowance of three hundred thirty dollars (\$330) per fiscal year payable once annually during the last pay period of each fiscal year.

ARTICLE FOUR – FRINGE BENEFITS**SECTION I – FRINGE BENEFITS****A. Medical Insurance Plan**

1. The City currently contracts with Wells Fargo Insurance Services Medical program to make available to active unit employees and eligible retirees the medical benefits available under the program.
2. Enrollment shall occur as provided in program requirements.
3. All newly hired unit employee(s) are required to pay their first month medical insurance plan premium.
4. At no time shall unit employees be able to enroll in the Aetna 90/60 plan or equal after January 1, 2009. Employees enrolled in the Aetna 90/60 plan or equal as of December 31, 2008, or before, may continue enrollment in the plan.

B. Medical Insurance – Employees Hired Before October 1, 2007

1. Eligible unit employees hired before October 1, 2007, were grandfathered into their existing medical plans, as long as the plans are available, and shall receive paid health premiums from the City while actively employed by the City.
2. Effective October 1, 2007, all bargaining unit employees who retire from the City with at least five (5) years of fulltime service to the City prior to June 17, 2014, shall be eligible to participate in the existing retiree medical plan of their current enrollment, as long as the plan is available, regardless of which plan is chosen.
3. At the time of retirement all unit employees who were eligible may elect to retain their existing medical plan at the retiree plus one (1) qualified dependent pursuant to Section VI Retiree Medical Plan.
4. Those unit employees in a plan who experience a qualifying event for a change in insurance coverage (i.e., marriage, birth, adoption, etc.) shall be permitted to retain their current medical plan with no additional out-of-pocket cost for the cost of insurance coverage.
5. Should a medical plan no longer be available to the City, a replacement plan will be made available.

C. Medical Insurance – Unit Employees Hired after October 1, 2007

1. Unit employees entering the bargaining unit after October 1, 2007, shall receive a City contribution up to the cost of the Kaiser HMO Employee plus Family rate.
2. Unit employees shall not receive the difference in premium cost in the event he/she chooses a plan less than the cost of the Kaiser HMO Employee plus Family rate.
3. Any bargaining unit member and retiree, including newly hired bargaining unit members, may purchase a higher costing plan than the Kaiser HMO Employee plus Family Plan, except for the Aetna 90/60 Plan, during the annual open enrollment period (i.e., the bargaining unit employee will

then pay the difference in cost between the Kaiser HMO Employee plus Family rates and the plan selected).

4. Enrollment shall occur as provided in program requirements.

D. Medical Insurance – Unit Employees Hired on or after December 24, 2010

1. All unit employees (not promoted employees or employees rehired from a City layoff re-employment list) hired on or after December 24, 2010, shall pay five percent (5%) of the monthly medical premiums and the City shall pay ninety-five (95%) of the total monthly medical insurance premiums for eligible unit employees based on their enrollment eligibility up to the Kaiser HMO Employee plus Family rate (based on the number of dependents enrolled in said plan).
2. Unit employees who chose to participate in another City offered medical plan will pay all the difference in the monthly premium cost which is higher than the Kaiser HMO medical plan.

E. Medical Insurance Waiver

Unit employees who choose to waive medical insurance shall receive a monthly stipend of two hundred dollars (\$200) per month.

1. The City shall pay all active fulltime unit employees who elect to waive their medical coverage in writing in lieu of participating in one of the City's sponsored group medical insurance plans, two hundred dollars (\$200) per month for their Medical Waiver.
2. Unit employees who have waived medical insurance plan coverage after paying the first month's premium of selected plan shall be eligible to re-enroll in a City offered plan during open enrollment and/or following a qualifying event under the guidelines in this Article Four.
3. Eligible once applicable forms are completed in Human Resources Department.

SECTION II – DENTAL INSURANCE PLAN

A. Dental Insurance

An employee and family dental plan is provided by the City. The City shall pay all monthly dental premiums for eligible management, supervisory and professional employees and their dependents and all premium increases during the term of this agreement.

B. Benefits

1. Dental non-orthodontia benefits for unit employees shall be a maximum of twelve hundred dollars (\$1,200) per calendar year.
2. The City shall provide a one-time orthodontics benefit for unit employees with no deductible, one hundred percent (100%) coverage up to two thousand dollars (\$2,000) for each eligible dependent.
3. Dental plan premiums shall be paid by the City.

SECTION III – OPTICAL PLAN

The City shall provide a vision care program for its employees and qualified dependents.

SECTION IV – RETIREMENT - CalPERS**A. CalPERS Benefits**

1. The City provides retirement coverage through the California Public Employees' Retirement System (CalPERS).
2. The City's contribution is established by the California Public Employees' Retirement System and varies.
3. Effective April 26, 2002, the employee's contribution is eight percent (8%) of the total required reportable contribution to the system. The contribution rate for employees is governed by State legislation.
 - a. Effective April 26, 2002, the City shall provide the 3% @ 60 formula for miscellaneous employees in accordance with Government Code, Section 21354.3. These formulas are valid for all employees hired before December 14, 2010.
 - b. The City shall pay eight percent (8%) of the employee's CalPERS contribution rate for miscellaneous employees as deferred compensation paid to CalPERS on account of benefits payable under that retirement system to each employee.
 - c. Effective January 1, 2007, the City shall report the value of Employer Paid Member Contributions (EPMC) of eight percent (8%) as additional compensation as provided in Government Code Section 20636 (c) 4 in accordance with Government Code Section 20691 for all unit employees hired prior to January 1, 2013. This EPMC benefit shall be discontinued effective on or about the pay period beginning July 18, 2014.
 - d. Effective December 14, 2010, all new unit employees hired from outside the City shall receive the 2.5% @ 55 CalPERS formula in accordance with Government Code 21354.4.
 - e. Effective on or about the pay period beginning July 18, 2014, and in conjunction with the implementation of the ten (10) range point (e.g., twenty [20] half-point) salary increase, the unit employees shall pay the full eight percent (8%), which is one hundred percent (100%) of the employee CalPERS rate and two (2) points of the CalPERS employer rate for a total CalPERS employee payment of ten percent (10%). This provision supersedes Item 3 b above.
4. The City provides the military service credits provision as specified in Government Code, Section 21024.
5. The City provides for the highest single year of compensation as specified in Government Code, Section 20042 for all unit employees hired prior to January 1, 2013.
6. The City provides the pre-retirement optional settlement (2) death benefit as specified in Government Code, Section 21548.

7. Effective on or about the pay period beginning July 18, 2014, the City will cease reporting EPMC as reportable income to CalPERS for each unit employee.
8. New unit employees, who are not classified as "Classic Employees" by CalPERS, hired on or after January 1, 2013, shall pay fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) for miscellaneous employees. Effective the pay period beginning July 18, 2014, New Members of CalPERS shall begin paying an additional three and three-fourths percent (3.75%) for miscellaneous employees, which coincides with the salary increases described in Article Three, Section II above.
9. The City will provide the 1959 Survivor Allowance Benefit:
 - a. Miscellaneous Group Level 3 in accordance with Government Code Section 21573.

B. Public Employee Pension Reform Act of 2013 (PEPRA)

1. Purpose

The Public Employee Pension Reform Act of 2013 (PEPRA) limits the pension benefits to new employees and increases flexibility for employees and employer cost savings.

2. PEPRA

- a. This provision affects new members of CalPERS as of January 1, 2013 (or new hires with a break in CalPERS service of more than six [6] months).
- b. Effective January 1, 2013, the City will implement a new retirement formula (2% @ 62) for new unit employees into CalPERS in accordance with Government Code Section 7522.20 as required by the Public Employee Pension Reform Act of 2013 (PEPRA).
- c. Final compensation will be based on any thirty-six (36) consecutive months of employment in accordance with Government Code Section 20037.
- d. New members must pay the greater of fifty percent (50%) of "Normal Cost" or the contribution rate of similarly situated employees.
- e. No EPMC for new members.
- f. The earliest retirement age shall be 52 with five (5) years of service.

SECTION VI – RETIREE BENEFIT MEDICAL PROGRAM

The following retiree medical insurance provision applies only to fulltime employees who retire prior to June 17, 2014, and who have at least five (5) years of fulltime service to the City:

A. Medical Insurance Option for Employees Retiring Prior to June 17, 2014

1. Effective January 1, 2002, retiring employees with **LESS THAN 25 YEARS** of City service with accumulated unused sick and/or vacation leave of eight hundred (800) hours or more may, in lieu of receiving payment for such eight hundred (800) hours utilize such eight hundred (800) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee

and one (1) qualified dependent under the City plans as described in this section for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.

2. Effective January 1, 2002, retiring employees with **LESS THAN 25 YEARS** of City service with accumulated unused sick and/or vacation leave of six hundred (600) hours or more may, in lieu of receiving payment for such six hundred (600) hours utilize such six hundred (600) hours to have the City pay seventy-five percent (75%) of the total medical premium for the retiring employee and one (1) qualified dependent under the City plans as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
3. Effective January 1, 2002, retiring employees with **25 YEARS OR MORE** of City service and six hundred (600) hours or more of accumulated unused sick and/or vacation leave may, in lieu of receiving payment for such six hundred (600) hours utilize such six hundred (600) hours to have the City pay one hundred percent (100%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans, as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
4. Effective January 1, 2002, retiring employees with **25 YEARS or more** of City service and four hundred (400) hours or more of accumulated unused sick and/or vacation leave may, in lieu of receiving payment for such four hundred (400) hours utilize such four hundred hours (400) to have the City pay seventy-five percent (75%) of the medical premium for the retiring employee and one (1) qualified dependent under the City plans, as described in this section, for the lifetimes of the retiring employee and dependent as provided for in Articles Four and Five.
5. Employees who retire from City service after June 21, 1977, shall receive a contribution by the City in the amount of twenty-five percent (25%) of their personal medical insurance monthly premium pursuant to the City's then approved medical insurance plans as then in effect, provided that they have duly selected to continue said City insurance coverage past retirement, and provided the insurance carrier accepts the retiring employee for coverage.
6. Retiring employees who elect any of the options available may add or substitute dependents after retirement at the retiring employee's expense.
7. Any accumulated vacation and/or sick leave hours not utilized under the options of this section shall be paid to the retiring employee as provided for in Articles Four and Five.
8. With respect to retirees who shall be required under the applicable medical plan to pay for coverage under Medicare, the City will reimburse such retiree for the premium for such mandatory Medicare coverage, against written verification of payment, up to a maximum amount equal to the premium contributions provided for in this section without taking into account any reduction in such medical premiums provided by the Medicare coverage.

B. Retiree Medical Benefits – Hired on or After December 24, 2010

The following applies to employees hired on or after December 24, 2010:

1. Unit employees (not promoted employees or employees rehired from a City layoff re-employment list) who are hired on or after December 24, 2010, and retire prior to June 17, 2014, into a fulltime capacity from outside the agency can earn the City's contribution up to the Kaiser Employee-Only rate upon retirement as follows:

Per MOU, Retiring Employees may exchange Sick/Vacation hours for Retiree Medical Program	Years of Service	City's Monthly Contribution for Retired Employees Hired on or After December 24, 2010, and Retire Prior to June 17, 2014
NOT AVAILABLE	1 to 5 years 12 months to 60 months	No City contribution; employee may participate at their own cost
Exchange 500 Sick / Vacation Hours	5 to 10 years 61 months to 120 months	30% of Kaiser employee only rate
Exchange 600 Sick / Vacation Hours	10 to 15 years 121 months to 180 months	60% of Kaiser employee only rate
Exchange 700 Sick/ Vacation Hours	15 to 20 years 181 months to 240 months	80% of Kaiser employee only rate
Exchange 800 Sick / Vacation Hours	20+ years 241 months and more	100% of Kaiser employee only rate

2. Continued mandatory Medicare enrollment at age 65.
3. Retiring employee may pay difference to enroll in any plan up to the 80/60 PPO, and for spouse and/or family coverage.

C. Effective June 17, 2014, Retiree Health Benefit Plan – Eliminated

Due to the overwhelming unfunded liability of the City's Retiree Health Benefit Plan, which was available for eligible unit employees prior to June 17, 2014, the retiree health benefit plan was eliminated effective June 17, 2014, for all current and future eligible fulltime unit employees who retire from the City.

D. Modified Benefit Plan – Effective June 17, 2014

1. In exchange for the elimination of the previous Retiree Health Benefit Plan, effective June 17, 2014, one (1) of the following two (2) options are available for all eligible fulltime unit employees who retire from the City on or after June 17, 2014.
 2. Option A
 - a. Option A involves a straight cash-out payment equal to one thousand dollars (\$1,000) times each year of fulltime service to the City of Inglewood (e.g., a taxable cash payment to the eligible unit employee selecting this option).
 - b. Unit employees must choose this option by completing and signing a selection form not later than June 27, 2014, or they will automatically be given Option B.
 - c. Unit employees selecting Option A must notify Human Resources not later than July 3, 2014, how he/she wishes to receive the one-time payment (e.g., the unit employee must complete an Action Status Form indicating how much [if any] he/she may wish to have contributed to his/her 457 Deferred Compensation Account, which must be established and ready to receive funds). If no election is made, the one-time payment will be paid as taxable cash.
 - d. For the calculation of the number of fulltime years of service, breaks in fulltime years of service will not be counted. However, the sum of all fulltime years of service even if non-consecutive will be used.

- e. Those unit employees who may be required by the City to wait twelve (12) months from the date of Option A payments due to cash flow limitations of the City will receive eight percent (8%) simple interest in addition to their Option A payment.

3. Option B

- a. Those unit employees who do not select Option A will receive Option B, which involves an amortized payout annually as detailed in the table below.

Tiers Total Fulltime Years of Service to the City Prior to June 17, 2014	Option B Amount and Payment Terms	Option B Destination of Funds
<u>Tier 1</u> Twenty-five (25) or more years of service (e.g., 300 months or more)	\$90,000 paid over five (5) years (e.g., \$18,000 per fiscal year per person)	<ol style="list-style-type: none"> 1. Seventy five percent (75%) to the unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan. 2. Twenty five percent (25%) to be contributed to the unit employee's Retiree Health Savings (RHS) Plan.
<u>Tier 2</u> More than fifteen (15) but less twenty five (25) years of service (e.g., 180 months to less than 300 months)	\$60,000 over eight (8) years (e.g., \$7,500 per fiscal year per person)	<ol style="list-style-type: none"> 1. Forty percent (40%) to the unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan. 2. Sixty percent (60%) to be contributed to the unit employee's Retiree Health Savings (RHS) Plan.
<u>Tier 3</u> More than ten (10) but less fifteen (15) years of service (e.g., 120 months to less than 180 months)	\$40,000 over eight (8) years (e.g., \$5,000 per fiscal year per person)	One hundred percent (100%) to unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan.
<u>Tier 4</u> More than five (5) but less ten (10) years of service (e.g., 60 months to less than 120 months)	\$25,000 over eight (8) years (e.g., \$3,125 per fiscal year per person)	One hundred percent (100%) to unit employee's 457 Plan with any excess to be deferred to the unit employee's 401(a) Plan.
<u>Tier 5</u> Existing City employees who promote or transfer into IPCMA	<i>Employees shall retain the benefits of their previous bargaining unit.</i>	

- b. City shall make its best effort to make the first payment within thirty (30) days after the adoption of the MOU by the City Council provided all unit employees have established their respective deferred compensation accounts and Retiree Health Savings Accounts and all accounts are prepared to receive said payments.
- c. City shall make subsequent year payments by October 31st of each fiscal year for the duration of the term of the MOU (e.g., there are five [5] guaranteed payments over the four [4] year term of this MOU—July 2014, October 2014, October 2015, October 2016, and October 2017). Subject to future MOU negotiations, upon expiration of the current MOU, there may be up to three (3) additional payments for Tiers 2, 3, and 4, that would be scheduled for October 2018, October 2019, and October 2020.

- d. For the calculation of the number of fulltime years of service, breaks in fulltime years of service will not be counted. However, the sum of all fulltime years of service even if non-consecutive will be used.
- e. Should a unit employee voluntarily retire, resign, or be terminated for cause prior to the completion of all guaranteed payments, said unit employee shall forfeit any remaining payments.
- f. Should a unit employee be involuntarily separated as a result of a workforce reduction plan approved by the City Council, he/she shall receive all remaining payments that would have been paid during the term of the MOU.

E. Installment Leave Payment – Retiring Employees

- 1. Vacation time and sick leave accrued by an employee entitled to be paid therefore upon retirement or separation from City service ("employee") shall be paid no later than thirty (30) days after the date of retirement or separation from service of the employee unless the employee elects to receive the payment due in no more than two (2) installments, one (1) payable no later than thirty (30) days after the date of retirement or separation from service and the second payable on January 15 of the calendar year after the year of retirement or separation from service.
- 2. If two (2) installments are elected, the second installment shall be no less than fifty percent (50%) of the total payment. The payment designated as the second payment may consist of one hundred percent (100%) of the total payment and such payment shall be deemed to be a permissible "installment" for purposes of this policy.
- 3. For employees retiring or separating from City service after December 31st of any calendar year, such election shall be made on or before the last day of the calendar year preceding the year of retirement or separation from service of the employee and once made shall be irrevocable after such dates.

SECTION VII – LIFE INSURANCE PLAN

The City pays the premiums for the following policies for each general management, supervisory, and professional employee:

- 1. A five-thousand dollars (\$5,000) whole life policy, effective upon the completion of one (1) year of uninterrupted service.
- 2. A term life policy equal to the employee's annual salary rounded off to the nearest five hundred dollars (\$500).

SECTION VIII – BENEFITS PAYABLE ON RETIREMENT, TERMINATION, OR DEATH

A. Life Insurance at Retirement

- 1. Retiring employees, or those employees who terminate, may elect to convert group life coverage to individual coverage.
- 2. Such conversion right is subject to acceptance by the carrier.
- 3. Necessary arrangements must be made with the City and the insurance company before the effective termination date.

4. Cost of life insurance continuance upon retirement will be borne by the employee.

SECTION IX – ACCIDENTAL DEATH BENEFITS

The City will provide to the family of an employee who dies as a result of an accidental on-the-job injury a benefit of twenty five hundred dollars (\$2,500) per child for the education of the surviving dependent children under twenty-one (21) years of age, if the deceased employee was responsible for the support of the child.

SECTION X – SHORT AND LONG-TERM DISABILITY PLAN (PAYROLL PROTECTION)

Both short- and long-term disability plan is provided for general management, supervisory, and professional employees by the City. The City pays the monthly premiums and premium increases for the plan. The basic benefit coverage for non-occupational injury or illness is as follows:

1. Short-Term Disability Benefits

Short-term disability benefits are paid after twenty-nine (29) days waiting period. The maximum benefit is sixty six and two-thirds percent (66 $\frac{2}{3}$ %) of the affected unit employee's base salary up to eight hundred sixty four dollars (\$864) per month, not to exceed a total of one hundred eighty (180) days.

2. Long-Term Disability Benefits

After the short-term disability benefit expires after one hundred eighty (180) days and if the affected employee is still disabled from a non-occupational injury or illness, the long-term disability benefits begins. The long-term benefits are up to age 65 based upon when the disability began. The maximum benefit is sixty six and two-thirds percent (66 $\frac{2}{3}$ %) of employee's base salary up to five thousand (\$5,000) per month.

3. Benefit

Benefit payments begin after the thirtieth calendar day of disability. Employees may elect to utilize their sick leave time prior to receiving benefits.

SECTION XI – BIENNIAL PHYSICAL EXAMINATION

A. Physical Examination

1. The City shall provide each management, supervisory and professional employee with a biennial physical examination to include a stress electrocardiogram.
2. Employees must contact the Human Resources Department regarding their intent to utilize the City's medical services for their biennial physicals.

B. Process

1. Employees wishing to obtain their own biennial physical examination may present the Human Resources Department with a bill from their own physician for such service.
2. The City will pay up to the required medical standards for management physicals set forth in the City's medical contract, which is currently three hundred and fifty dollars (\$350) annually.

C. Report

A copy of each management, supervisory and professional employee's medical examination report shall be submitted to the City and maintained in separate confidential medical files.

ARTICLE FIVE – LEAVE TIME BENEFITS

SECTION I – CITY RECOGNIZED HOLIDAYS

A. Holidays Recognized

1. **All fulltime general management/professional employees are eligible for the following City recognized thirteen (13) holidays:**

- a. New Year's Day
- b. Martin Luther King, Jr. birthday (3rd Monday in January)
- c. Washington's Birthday (3rd Monday in February)
- d. Cesar Chavez Birthday (March 31st)
- e. Memorial Day (last Monday in May)
- f. Independence Day
- g. Labor Day (1st Monday in September)
- h. Veteran's Day (November 11th)
- i. Thanksgiving Day
- j. Day following Thanksgiving Day
- k. Christmas Eve Day
- l. Christmas Day
- m. New Year's Eve Day

2. **Holiday Hours**

Effective December 24, 2010, the holiday time, for unit employees who do not receive holiday-in-lieu pay, will be valued at the unit employee's regular assigned work schedule hours for that recognized City holiday.

3. **Floating Holiday**

Effective January 1, 2002, reinstate one (1) floating holiday for unit employees.

4. **Weekend Holiday**

Friday is a holiday when regular holiday falls on Saturday, and Monday is a holiday when regular holiday falls on Sunday.

5. **Two (2) Consecutive Holidays Policy**

- a. In instances of two (2) consecutive holidays where the first day of the regular holiday is Friday and the second day of the regular holiday is Saturday, employees shall receive holiday time off on either the preceding Thursday or the following Monday.
- b. In instances of two (2) consecutive holidays where the first day of the regular holiday is Sunday and the second day of the regular holiday is Monday, employees shall receive holiday time off on either the preceding Friday or the following Tuesday.
- c. In instances of two (2) consecutive holidays falling on Saturday and Sunday, one-half of the employees shall observe the holiday on the preceding Friday and one-half of the employees shall observe the holiday on the following Tuesday. Employees shall observe Monday as a holiday.

- d. The scheduling of holiday time shall be the obligation and responsibility of the employee's supervisor in accordance with the operational needs of the department and the City and the desires or needs of the employees.
- e. Written notice of holiday scheduling shall be posted thirty (30) days in advance of the first applicable day off. Scheduling may be modified in cases of emergencies or unforeseen staffing needs.
- f. This policy shall not be applicable to Thanksgiving holidays.

B. Holiday-In-Lieu Pay – Regularly Assigned To Work Holidays

1. Effective December 24, 2010, unit members assigned to the following classifications shall receive Holiday-In-Lieu pay in exchange for no holiday time off and shall not receive overtime (1 ½) for any time worked on said recognized city holidays.
 - a. Emergency Services Dispatcher Supervisor
 - b. Emergency Services Dispatcher Manager
 - c. Jail Supervisor
 - d. Jail Manager
 - e. Special Enforcement Supervisor
 - f. Special Enforcement Manager
2. Upon written approval from their supervisor, eligible unit employees may be permitted to take the recognized holiday off in lieu of receiving holiday pay. Holiday time off will be granted based on staffing needs and on a first come first serve basis or in conjunction with prearranged vacation time off.
3. Holiday-In-Lieu pay shall begin December 24th on each calendar year and ends with the day after Thanksgiving, and shall be paid in a separate check on the first pay period in December of each year.
4. Unit members who are not eligible for Holiday-In-Lieu pay, who work on a City recognized holiday shall receive their regular pay, plus overtime at time and one half (1 ½) for all hours worked on said holidays, and paid on the pay check for that pay period.
5. Holidays recognized by the City for holidays-in-lieu pay are as set forth in this agreement.

C. Holiday-In-Lieu Pay – 3/12 Work Schedule COMMS Unit Employees

Effective June 17, 2012, unit employees assigned to work the 3/12 work schedule in the Police Department communications division (COMMS) shall receive Holiday-In-Lieu Pay in exchange for no Holiday time off for a total of one-hundred and thirty hours (130) per calendar year.

D. Emergency Services Dispatcher Manager's Work Schedule

1. The Emergency Services Dispatcher Manager will continue to have assigned workdays that do not include the weekend days off Saturday or Sunday, except under the following conditions.
2. With the understanding that the Emergency Services Dispatcher Manager can adjust her/his work schedule as needed to control overtime costs.

E. Meal Breaks – COMMS

All paid meal breaks for COMMS unit employees shall be taken within their assigned twelve (12) hour work schedule, unless emergencies occur which would prevent a meal break during the employees assigned work schedule.

F. Review of 3/12 Work Schedule

Effective January 1, 2013, and thereafter Police Management agrees to review the results of the 3/12 work schedule and may return to another work schedule if the 3/12 work schedule is found to increase operational issues such as, but not limited to, increase sick leave usage and/or employee fatigue issues, communication problems such as release time, accidents, increased IOD's, or increased costs such as overtime.

SECTION II – EXEMPT FROM YEAR-ENDING HOLIDAY SCHEDULE

IPCMA unit employees are exempt from the provisions of Appendix Four Year-Ending Holiday schedule.

SECTION III – VACATION LEAVE

1. Vacation leave is accumulated yearly and is computed on the basis of the employee's hire date as a fulltime employee, and is payable upon termination at the employee's base hourly rate exclusive of retention incentive, special adjustment, or any other bonus or assignment differential.
2. If a legal City holiday occurs while an employee is on vacation, such holiday time shall not be deducted from the amount of vacation to which the employee is entitled.
3. Annual vacation which is not used in any one year (1) may be accumulated for use in succeeding years.
4. Every effort must be made by both employee and department head to schedule reasonable times for earned vacation to be taken annually.
5. Effective June 1, 2006, vacation hours accumulated in excess of two hundred forty (240) hours are redeemable at base salary for up to a maximum of one hundred (100) hours in a 12-month period. Further, there will no longer be a need for employees to take a minimum number of days off before second redemption.
6. Effective June 1, 2006, the vacation accumulation schedule shall be converted into hours instead of days.
7. The vacation accumulation schedule for general management, supervisory, and professional employees hired before July 1, 1996, is as follows:

Years of Service	Vacation Hours Earned	Hourly Rate Per Pay Period	Vacation Hours Available for Use
1	80	3.077	80
2	96	3.692	96
3	112	4.308	112
4	128	4.923	128
5	128	4.923	128
6	128	4.923	128
7	128	4.923	128
8	128	4.923	128
9	144	5.538	144
10	144	5.538	144
11	144	5.538	144
12	144	5.538	144
13	144	5.538	144
14	144	5.538	144
15	160	6.154	160
16	160	6.154	160
17	176	6.769	176
18	176	6.769	176
19	176	6.769	176

8. The vacation accumulation schedule for Management/Professional employees hired after July 1, 1996, is as follows:

Years of Service	Vacation Hours Earned	Hourly Rate Per Pay Period	Vacation Hours Available for Use
1	80	3.077	80
2	96	3.692	96
3	112	4.308	96
4	112	4.308	96
5	112	4.308	112
6	112	4.308	112
7	128	4.923	128
8	128	4.923	128
9	128	4.923	128
10	128	4.923	128
11	128	4.923	128
12	128	4.923	128
13	128	4.923	128
14	144	5.538	144
15	144	5.538	144
16	144	5.538	144
17	144	5.538	144
18	144	5.538	144
19	144	5.538	144
20	160	6.154	160

9. The City will pay for all duly accumulated unused vacation leave to employees who terminate their employment with the City at the employee's base hourly rate, exclusive of retention incentive, special adjustment, or any other bonus or assignment differential.

SECTION IV – SICK LEAVE

1. Effective June 1, 2006, sick leave accrual for unit employees shall be increased to nine (9) hours per month.
2. Employees who are incapacitated due to serious illness or injury while on vacation leave shall have such time charged against sick leave when they promptly notify their supervisor and substantiate such request upon return to work from sick leave.
3. Effective June 1, 2006, once annually during the fiscal year, an employee shall be granted the option of cashing out up to five hundred (500) hours of accumulated sick leave at their base salary according to the following schedule:
 - a. Twenty five percent (25%) of value in excess of two hundred forty (240) hours at five (5) years
 - b. Forty percent (40%) of value in excess of two hundred forty (240) hours at eight (8) years
 - c. Fifty percent (50%) of value in excess of two hundred forty (240) hours at ten (10) years
4. At retirement, termination after ten (10) years of service, or death, fifty percent (50%) of duly accumulated unused, uncompensated sick leave will be paid out at the unit employee's base hourly rate (exclusive of retention incentive, special adjustment, or any other bonus or assignment differential).

SECTION V – VACATION AND SICK LEAVE HOUR DONATION

1. Unit employees (donors) will be permitted to transfer accumulated vacation and sick time only, to one or more employees in an IPCMA and/or IMEO represented job classification. Unit employee's (recipient) sick leave account balance is subjected to the following conditions:
 - a. The recipient or his/her spouse, children or step-children have sustained a life threatening or debilitating illness, injury, or condition.
 - b. The recipient has exhausted all accumulated vacation and sick leave.
 - c. The donations must be a minimum of two (2) hours, and thereafter in whole hour increments.
 - d. The recipient shall continue to accrue vacation and sick time as currently prescribed in this MOU.
 - e. The total leave donation received by the recipient shall not exceed seven hundred fifty (750) hours. If the recipient exhausts all of the donated leave due to conditions specified in number one above, donations may be reinstated with restrictions stated herein.
 - f. The recipients of family care leave will be allowed to use all hours received, within the limits of his/her policy, notwithstanding any limits established for family medical leave set forth elsewhere in this MOU.

- g. Any donated hours remaining in the recipient's accrued leave account at the time of retirement shall be subject to the provisions of the retiree health insurance conversion as set forth within this MOU.
 - h. A donor offering the transfer must maintain a minimum accrued vacation and sick leave balance of forty (40) hours after any transfer.
 - i. Any unused vacation and sick leave time, under the name of the recipient, shall be subject to cash payment at the time of retirement or separation from the City of Inglewood as prescribed in this MOU.
 - j. A form exercising this elected donation shall be completed prior to the transfer.
2. The names of all donors shall remain confidential.

SECTION VI– ADMINISTRATIVE LEAVE-TIME OFF

The City shall provide each management and professional employee with seventy two (72) hours of administrative leave per fiscal year. Administrative Leave will be granted as time off only and cannot be carried forward to succeeding fiscal years.

SECTION VII – OTHER LEAVES

A. Bereavement Leave

- 1. All fulltime general management, supervisory, and professional employees may have up to three (3) days of bereavement leave with pay when a death occurs in their immediate family
- 2. Immediate family shall be defined as that group of individuals including, the employee's mother and father, spouse's father and mother, spouse's step-parents, step-mother, step-father, foster parents, sister(s), brother(s), spouse, child(ren), step-child(ren), foster child(ren), grandparents, spouse's grandparents, grandchild(ren), step-grandchild(ren), legal guardian and conservator, and all degree of relatives not listed but living within the household of the employee.
- 3. Only eighteen (18) working hours (e.g., two [2] days) of sick leave may be used for bereavement travel time per occurrence, and not more than thirty six (36) working hours (e.g., four [4] days) of sick leave may be used for this purpose in any one (1) fiscal year.

B. Maternity Leave

- 1. A pregnant unit employee may work as long as she is able to perform the duties assigned to her classification. The unit employee will be required to submit a report from her personal physician stating:
 - a. How long she may continue to perform her assigned duties without risk of injury to herself, others, or the unborn child.
 - b. When she may return to work after the termination of her pregnancy.

2. The City will grant a six (6) month maternity leave of absence during which time the City will continue its portion of medical, health, dental, and life insurance premiums for the employee.
3. The employee has the option to use her accumulated sick leave before or after her maternity leave of absence.

C. Jury Duty

1. Full pay for jury duty will be limited to ten (10) calendar days in any one (1) calendar year. The employee must give the City any fees received as a juror, excluding mileage fees, in exchange for their regular paycheck.
2. This time may be extended should a formal request be submitted to the Human Resources Director by the Jury Commissioner.

SECTION VIII – FAMILY MEDICAL CARE LEAVE POLICY

A. Required By State and Federal Laws

To the extent not already provided for under current leave policies and provisions, the City will provide family and medical care leave for eligible employees as required by State and Federal law. The following provisions set forth certain of the rights and obligations with respect to such leave. Rights and obligations which are not specifically set forth below are set forth in the Department of Labor regulations implementing the Federal Family and Medical Leave Act of 1993 ("FMLA") and the regulations of the California Family Rights Act ("CFRA")(Government Code § 12945.2). Unless otherwise provided by this article, "Leave" under this article shall mean leave pursuant to the FMLA and CFRA.

B. Eligibility

An employee is eligible for leave if he/she has been employed for at least twelve (12) consecutive months and has worked at least twelve hundred fifty (1,250) hours during the twelve (12) month period immediately preceding the commencement of leave.

1. Eligible employees are entitled to a total of twelve (12) work weeks of leave during any twelve (12) month period measured forward from the date an employee's leave first begins.
2. An employee's entitlement to leave for birth or placement of a child for adoption or foster care expires twelve (12) months after the birth or placement.

C. Request for Medical Leave

1. If an employee requests leave for any reason permitted under the law, he/she must exhaust all accrued leaves (except sick leave) in connection with the leave. The exhaustion of accrued leave will run concurrently with the leave.
2. If an employee requests leave for his/her own serious health condition, in addition to exhausting other accrued leaves, the employee shall also concurrently exhaust sick leave.

SECTION IX – NON-SAFETY JOB-RELATED INJURY LEAVE WITH PAY

A. Injury on Duty Leave Time

Effective June 17, 2014, all non-safety unit employees who are absent from job duty because of an injury or illness arising out of and in the course of their employment with the City shall be eligible to receive up to six (6) months of full pay.

B. Leave of Absence Beyond Six (6) Months

If the unit employee remains on worker’s compensation leave after six (6) months, he/she may elect to supplement their temporary disability payments with accumulated leave hours (e.g., sick leave, vacation leave, or administrative leave) to equal their full pay.

C. Supersedes Civil Service Rules

It is understood that this adjustment of non-safety employee job-related injury leave with pay to a maximum of six (6) months shall supersede any higher non-safety job-related injury or illness leave set forth in the City’s Civil Service Rules and Regulations in effect as of June 17, 2014.

ARTICLE SIX – WORKING CONDITIONS**SECTION I – LAYOFF AND RE-EMPLOYMENT POLICIES****A. Job Elimination Policy**

Any fulltime unit employee with less than ten (10) years of service and satisfactory or above performance rating whose job is eliminated and employment terminated shall receive base compensation for two (2) pay periods and thirty three percent (33%) of unused sick leave as severance pay, and two (2) weeks' notice.

B. Layoff Procedure

The City Council or City Manager (Administrative Officer) may separate any unit employee or class or position without prejudice because of financial economy, reduction of work, or abandonment of activities, after giving a reasonable advance notice of separation and reasons therefore to such employee. However, no permanent fulltime employee shall be separated from any department while there are emergency, seasonal, probationary, part-time, or temporary employees serving in the same class of positions in any department. The conditions of reduction in force layoffs shall be as follows:

1. Order of Separation

Preference for retention shall be based equally upon performance as determined and supported in writing by each supervisory level involved, and upon seniority of service.

2. Offer of Reassignment

Unit employee's appointment shall not be terminated as a result of a reduction in force procedure before he has been made a reasonable offer of reassignment, if such offer is immediately possible;

3. Laid-Off Employees – Re-employment Register

The names of permanent employees who have been laid off due to reduction in force shall be placed on an appropriate layoff re-employment list according to date separated and shall be eligible for re-employment. Such re-employment shall be based on the last employee laid off is the first employee on the list, with other employees being eligible in sequential order thereafter. Each employee on a layoff list shall remain on that list for one (1) year. The City Manager (Administrative Officer) can extend the active period of re-employment lists or an individual employee's eligibility on such lists for six (6) month periods as he determines to be the best interest of the City.

4. Appointment of Laid-Off Employees to Lower Class

The City Manager (Administrative Officer) may approve the appointment of an employee who is to be laid off to an existing vacancy in a lower or equal class for which he/she is qualified without requiring an examination, provided the appropriate appointing authority so appoints.

SECTION II –WORK SCHEDULES

It is understood that the City may have alternate work schedules which unit employees may work. These work schedules include the 9/80, 4/10, 3/12, or 5/40 work schedule or as further modified by this MOU.

SECTION III – TRAINING OPPORTUNITIES

Any employee may submit training requests with justification to the Department Head. In the event the Department Head does not approve the employee's request, the employee may submit the training request to City Manager (Administrative Officer) for consideration.

SECTION IV – EMPLOYMENT OF RELATIVES

A. Employment of Relatives

In order to minimize problems relating to supervision, morale, safety and security, it is necessary to regulate the employment of relatives by the City. Therefore, applicants will not be hired and employees will not be placed into positions if the result would be that:

1. One person would be supervised by or be in the chain of command of a relative;
2. One person would participate in making, or advising on, employment decisions concerning a relative.
3. One person would be employed in the same department or division as a relative and, if for reasons of supervision, morale, safety or security, it is determined that the work involves potential conflicts of interest or other hazards greater for relatives than for non-relatives;

B. Violation of Policy

Employees who are working for the City prior to the effective date of this Policy under circumstances which would violate the provisions of paragraph A. 1, 2, and 3 above, will not have their employment circumstances modified on account of this policy provided these circumstances do not, in the judgment of the City, create a problem of supervision, morale, safety or security. Should one of these employees become separated from employment by the City and later reapply, he/she will not be eligible for rehire in circumstances which would create a violation of paragraph A., 1, 2, and 3 of this Policy.

C. Reasonable Effort to Reassign

Employees of the City who become relatives after the effective date of this policy and work in circumstances which violate the provisions of paragraph A. 1, 2, and 3 above will be subject to this Regulation. In such circumstances, the City will make reasonable efforts to reassign job duties so as to minimize problems of supervision, safety, security or morale.

D. Affected Employees

If no reasonable effort will alleviate the problem of supervision, safety, security or morale, the City will determine whether, and under what circumstances, an employee may be permitted to remain in his/her current position. In applying this paragraph, the City will choose which of the employees will be affected, with primary consideration given to the operational needs of the City, including interests

of economy, efficiency and effectiveness, and giving consideration to the work history and seniority of the employees affected.

E. Relatives Defined

For purposes of this policy "relatives" includes: spouse; a spousal type relationship which has, however, not been legally certified; parent (including foster, step, in-law); sibling (including foster, step, adoptive and in-law); children (including adoptive, foster or step); grandparent or grandchild; aunt or uncle; niece or nephew; and any other relative living in the same household as the employee.

F. Advising Immediate Supervisor

Employees are responsible for advising their immediate supervisor if they are related or become related to another employee or City Council Member.

SECTION V – REPLACING OR REPAIRING PROPERTY OF EMPLOYEES

A. Policy and Procedures

The City shall provide for the payment of the costs of replacing or repairing property or prostheses of an employee (which are eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the employee) when any such items are lost or damaged in the line of duty without fault or neglect of the employee. If the items are damaged beyond repair, the actual value of such items will be paid within the specifications of this policy. Proof of ownership of such items must be shown in writing or by other reasonable evidence by the employee to the City, and the loss or damage to the items occurring while in the line of assigned duty must be verified by the employee's immediate supervisor.

B. Reimbursement Schedule

The reimbursement of items damaged within time noted (from the date of original purchase) shall be as follows:

<u>Time Period</u>	<u>Percent of Reimbursement</u>
0 to less than 6 months	100% of present list price
6 to less than 18 months	75% of present list price
18 to less than 36 months	60% of present list price
36 to less than 48 months	50% of present list price
48 months or more	25% of present list price

C. Maximum on Watches

The maximum reimbursement for lost or damaged watches shall not exceed one-hundred dollars (\$100).

SECTION VI – EMPLOYEE PARKING

Management, supervisory, and professional employees will be provided free parking privileges in the City's parking facilities.

SECTION VII – JOINT LABOR MANAGEMENT MEETINGS

City Manager (Administrative Officer) or designee agrees to meet with IPCMA Board members on a quarterly basis.

SECTION VIII – AMERICANS WITH DISABILITIES ACT (ADA)

The City shall take all actions necessary to comply with the ADA.

ARTICLE SEVEN – GENERAL PROVISIONS

SECTION I – MAINTENANCE OF BENEFITS

All benefits affecting management, supervisory, and professional employees shall remain in effect unless changed after meeting and conferring with IPCMA Representatives.

SECTION II – AMENDMENTS TO MEMORANDUM OF UNDERSTANDING

Provisions of this MOU can be amended, supplemented, rescinded or otherwise altered only by mutual agreement in writing, hereafter signed by the City Manager or designated representatives of the City and the IPCMA president or designee and when required adopted by the City Council of the City of Inglewood.

SECTION III – TERM OF THIS AGREEMENT

The term of this new Memorandum of Understanding shall be from January 1, 2014, through December 31, 2017.

SECTION IV – RATIFICATION AND EXECUTION

The City and the IPCMA acknowledge that the Memorandum of Understanding shall not be in full force and effect until ratified by its membership and adopted in the form of a resolution by the City Council of the City of Inglewood. Subject to the foregoing, this Memorandum of Understanding is hereby executed by the authorized representatives of the City and IPCMA and entered into this ____ day of June 2014.

PARTNERS TO AGREEMENT

**INGLEWOOD POLICE CIVILIAN
MANAGEMENT ASSOCIATION (IPCMA)**

CITY OF INGLEWOOD

Virginia Connolly, Acting IPCMA President

John F. Hoffman, Chief Negotiator

Meran Metters, IPCMA Representative

Michael D. Falkow, Assistant City Manager

Tracy Claverie, IPCMA Representative

David L. Esparza, Assistant City Manager/CFO

Angel Galvan, IPCMA Representative

Jose Cortes, Assistant Human Resources Manager

EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this _____ day of June 2014.

**INGLEWOOD POLICE CIVILIAN
MANAGEMENT ASSOCIATION (IPCMA)**

CITY OF INGLEWOOD, CALIFORNIA

Virginia Connolly, Acting IPCMA President

Artie Fields, City Manager

APPENDIX ONE – 2013 -2014 SALARY ORDINANCE

Management, Supervisory, and Professional Job Classifications

FY 2013 – 2014 (Amended June 17, 2014, to show the ten [10] range point increase across the board in exchange for unit employees paying ten percent [10%] of the cost of CalPERS)

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
804	Community Affairs Program Specialist	272.0	\$ 4,226.07	307.0	\$ 5,986.67
806	Crime Analyst	272.0	\$ 4,226.07	307.0	\$ 5,986.67
874	Forensic Supervisor	302.0	\$ 5,696.11	337.0	\$ 8,069.13
834	Jail Manager	276.0	\$ 4,397.67	311.0	\$ 6,229.75
828	Jail Supervisor	256.0	\$ 3,604.09	291.0	\$ 5,105.56
842	Police Administrative Secretary	255.0	\$ 3,568.40	290.0	\$ 5,055.01
654	Police Administrative Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
869	Police Administrative Specialist	259.0	\$ 3,713.29	294.0	\$ 5,260.26
818	Police Fiscal Services Analyst	293.0	\$ 5,208.18	328.0	\$ 7,377.92
852	Police Fiscal Services Coordinator	293.0	\$ 5,208.18	328.0	\$ 7,377.92
850	Police Grants Coordinator	272.0	\$ 4,226.07	307.0	\$ 5,986.67
688	Police Records Manager	291.0	\$ 5,105.56	326.0	\$ 7,232.55
623	Police Records Supervisor	246.0	\$ 3,262.73	281.0	\$ 4,622.00
831	Property Room Supervisor	262.0	\$ 3,825.81	297.0	\$ 5,419.65
816	Public Safety Dispatch Manager	286.0	\$ 4,857.76	321.0	\$ 6,881.52
819	Public Safety Dispatch Supervisor	259.0	\$ 3,713.29	294.0	\$ 5,260.26
881	Senior Community Affairs Liaison	284.0	\$ 4,762.05	319.0	\$ 6,745.93
807	Senior Crime Analyst	284.0	\$ 4,762.05	319.0	\$ 6,745.93

APPENDIX TWO – PROFESSIONAL DEVELOPMENT ALLOWANCE ADMINISTRATIVE POLICY

Approved and Issued by the City Manager (Administrative Officer)
Effective October 15, 2010

A. Purpose

The following policy is the guideline for the Annual Professional Development Allowance provided for Management, Supervisory and Professional Employees.

B. Policy

1. It is the policy of the City of Inglewood to encourage continued and active participation on the part of all Management, Supervisory and Professional Employees in professional growth activities designed to improve and enhance the services of the City.
2. In recognition of the important duties and responsibilities performed by the City Management, Supervisory and Professional Employees, the City grants an annual allowance of five-hundred dollars (\$500), once, each City fiscal year to assist and encourage these employees to participate in self-improvement and skills development programs, activities and events.
3. Beginning in FY 2011-12, all payments will be made in September and reported on the employees' W-2. No forms will be required.

C. Items eligible for the Professional Development Allowance

The following is a list of items where the professional development allowance could be utilized each fiscal year:

1. Computer Equipment:
 - a. CPUs, Video monitors, Laptop computers, PDA and GPS
 - b. Repair to these items
2. Computer Peripherals:
 - a. Digital cameras, lens and accessories, Keyboards, Mouse, Printers, Scanners
 - b. Storage Memory, Modems, and routers, and Network Cards
 - c. Repairs to these items
3. Computer Supplies and Accessories
 - a. Software, Laptop computer cases, Cables, plugs, etc.
 - b. Ink Cartridges
 - c. Paper
4. Communications:
 - a. Telephones, cell phones & batteries, cell phone accessories (including automotive hands-free installations or hands-free devices)
 - b. Personal tape recorder, installation charges for phone, fax, or Internet access
 - c. Internet access
 - d. Monthly charges for any of these items
 - e. Repairs for any of these items

5. Education: Tuition, Books, Campus Parking, and Supplies for post-secondary education
6. Training, Memberships and Subscriptions:
 - a. Professional training and conferences
 - b. Books for professional or personal development
 - c. Books on tape
 - d. Professional series, language instruction, and “self-help” audio tapes
 - e. Newspapers
 - f. Journals
 - g. Periodicals
 - h. Museum Memberships
 - i. Lecture Series Fees
 - j. Professional Memberships
 - k. Office Furnishings (excludes home office)
 - l. Furnishings to enhance office or work space
7. Professional and Personal Services:
 - a. Financial planning
 - b. Computer skills
 - c. Fitness trainer
 - d. Language and communication skills
 - e. Art and music instruction
8. Fitness Equipment for the Home: Conventional exercise equipment commonly found in health clubs and residences. (Excludes Jacuzzis, whirlpool baths, saunas, and steam equipment.)
9. Health Services – excludes non-prescriptive drugs or vitamins:
 - a. Health and fitness club memberships
 - b. Spa Treatments
 - c. Weight reduction programs (excluding food)
 - d. Medical, dental, or psychological services and prescriptions not paid for by the City’s plans
 - e. Holistic medical treatments
 - f. Smoking cessation programs
 - g. Lasik surgery
 - h. Hearing aids
10. Entertainment: Not eligible
11. Dining: Not eligible unless it is related to approved training, travel, or other professional activities.
12. Sports Equipment Purchases: Not eligible (e.g., golf clubs, tennis racquets, bats, balls, gloves, etc.)
13. Travel:
 - a. Other than Formal Training and Conferences, Prior approval required by Department Head.
 - b. Professional travel dedicated proportionately to the expense claimed (e.g., employee spends \$5,000 on a 10-day trip, and devotes a full day to visiting government offices or programs may be eligible to claim up to five hundred dollars (\$500) reimbursed under the Professional Development program. City may require reasonable proof of professional development travel activities).

14. Cosmetics: Not eligible: Any services or material items of a strictly cosmetic nature, e.g., hairdressers, barbers, manicures, make-up, wigs, hairpieces, clothing (excludes uniforms), non-prescriptive eyewear, etc.

D. Conditions for Receiving Allowance

The following shall be the terms and conditions governing this policy:

1. All Fulltime Management, Supervisory, and Professional employees shall receive this allowance once per each City fiscal year.
2. Newly hired Management, Supervisory, and Professional employees must complete one (1) full year of City employment and pass probation in their current Management, Supervisory, and Professional classification **before** receiving their payment in September.
3. No receipts or forms will be required to receiving allowance.
4. This allowance will only be paid once annually on a separate check on the second pay date in September. This allowance will be reportable by the City as taxable earnings and included in your annual W-2.

APPENDIX THREE— Salary Range Points and Corresponding Pay Amounts

The California Public Employee Retirement System (CalPERS) has notified the City of Inglewood that it requires specific clarification to the way in which our employee Memorandums of Understanding (MOUs) describe pay that is considered as part of compensation subject to retirement calculations (e.g., “PERSable” or pensionable earnings).

The City currently, and has for more than four (4) decades, determined compensation based upon ranges set forth using a complex, exponential-based calculation wherein hourly base rates are calculated using “range points” that are defined as two (2) half points and listed in half-point ($\frac{1}{2}$ -point) increments.

A range point-based system creates a structure whereby any components of salary such as special assignment pay, acting pay, POST pay, longevity pay, etc., can be expressed as a number of range points and simply summed up and added to the salary range of a given position to determine the total amount of compensation to be paid. This eliminates any mathematical issues associated with creating an order by which certain components of salary are computed.

For example, if you take 100 times 8%, you obtain 8.

If you then add the 8 to back to the 100, you obtain 108.

If you have another component of 12% that you want to multiply by the 108, you’d obtain 12.96.

If you add that back to the 108, you’d obtain 120.96.

If, however, you first added the 12% to the 8% to get 20%, you would only obtain 120 if you multiplied 20% by 100 and added the result back.

Thus, you would lose the compounding effect.

This would get more pronounced as the number of components gets larger.

The following table illustrates how the range points equate to percentages based on the compounding effect:

Range Points	Percentage Value
0.5	0.5010%
1.0	1.0000%
1.5	1.5060%
2.0	2.0100%
2.5	2.5211%
3.0	3.0301%
3.5	3.5463%
4.0	4.0604%
4.5	4.5817%
5.0	5.1010%
5.5	5.6276%
6.0	6.1520%
6.5	6.6838%
7.0	7.2135%
7.5	7.7507%
8.0	8.2857%
8.5	8.8282%
9.0	9.3685%
9.5	9.9165%
10.0	10.4622%
10.5	11.0156%
11.0	11.5668%
11.5	12.1258%
12.0	12.6825%
12.5	13.2470%
13.0	13.8093%
13.5	14.3795%
14.0	14.9474%
14.5	15.5233%
15.0	16.0969%
15.5	16.6785%
16.0	17.2579%
16.5	17.8453%
17.0	18.4304%

Range Points	Percentage Value
17.5	19.0238%
18.0	19.6147%
18.5	20.2140%
19.0	20.8109%
19.5	21.4162%
20.0	22.0190%
20.5	22.6303%
21.0	23.2392%
21.5	23.8566%
22.0	24.4716%
22.5	25.0952%
23.0	25.7163%
23.5	26.3461%
24.0	26.9735%
24.5	27.6096%
25.0	28.2432%
25.5	28.8857%
26.0	29.5256%
26.5	30.1746%
27.0	30.8209%
27.5	31.4763%
28.0	32.1291%
28.5	32.7911%
29.0	33.4504%
29.5	34.1190%
30.0	34.7849%
30.5	35.4602%
31.0	36.1327%
31.5	36.8148%
32.0	37.4941%
32.5	38.1829%
33.0	38.8690%
33.5	39.5647%
34.0	40.2577%

Range Points	Percentage Value
34.5	40.9604%
35.0	41.6603%
35.5	42.3700%
36.0	43.0769%
36.5	43.7937%
37.0	44.5076%
37.5	45.2316%
38.0	45.9527%
38.5	46.6839%
39.0	47.4123%
39.5	48.1508%
40.0	48.8864%
40.5	49.6323%
41.0	50.3752%
41.5	51.1286%
42.0	51.8790%
42.5	52.6399%
43.0	53.3978%
43.5	54.1663%
44.0	54.9318%
44.5	55.7080%
45.0	56.4811%
45.5	57.2650%
46.0	58.0459%
46.5	58.8377%
47.0	59.6263%
47.5	60.4261%
48.0	61.2226%
48.5	62.0303%
49.0	62.8348%
49.5	63.6506%
50.0	64.4632%

As you can see, the actual percentage value becomes greater as the number of range points increases. This is a result of the compounding effect of the formula.

The following is an Excel-based formula that can be used to determine the corresponding salary given a specific range point value (referred to below as *RangePoint*):

$$3420 * ((1.01^{(\text{ROUND}(\text{RangePoint}-0.5,0))-1}) * ((1.001)^{(\text{RangePoint}-\text{ROUND}(\text{RangePoint}-0.5,0))/0.1}))$$

The following table shows the pay values corresponding to the range points used. To determine a pay rate, all applicable range points are added together and the resulting pay rate corresponding to that number of range points determines the pay amount, which is subject to retirement calculations.

To achieve the same value using percentages, you can simply add up all the salary components in terms of range points, locate the corresponding percentage value in the table above, and then multiply that percentage times the hourly, monthly, or annual salary value that corresponds to the salary range value in the table below.

For example, if an employee is currently at salary range 290 (which corresponds to \$60,660.10 annually) and has eight (8) range points of special assignment pay, twelve (12) range points for longevity, and seven-and-one-half (7½) range points for POST Certificate Pay, he/she would have the following:

$$290 + 8 + 12 + 7.5 = 317.5 \text{ range points}$$

Looking at the table below, 317.5 range points corresponds to an annual salary of \$79,753.66.

Using the percentage method, you would use the base salary range value of 290, which is \$60,660.10 annually, and multiply it by the corresponding percentage in the table above that equates to 27.5 range points, which is 31.4763%.

As such, you would have the following:

$$\$60,660.10 \times 0.314763 = \$19,093.56$$

Now, adding the two (2) components together, you would get the following:

$$\$60,660.10 + \$19,093.56 = \$79,753.66$$

As you can see, the values are the same.

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
1.0	\$ 3,420.000	\$ 285.000	\$ 1.644
1.5	\$ 3,437.134	\$ 286.428	\$ 1.652
2.0	\$ 3,454.200	\$ 287.850	\$ 1.661
2.5	\$ 3,471.506	\$ 289.292	\$ 1.669
3.0	\$ 3,488.742	\$ 290.729	\$ 1.677
3.5	\$ 3,506.221	\$ 292.185	\$ 1.686
4.0	\$ 3,523.629	\$ 293.636	\$ 1.694
4.5	\$ 3,541.283	\$ 295.107	\$ 1.703
5.0	\$ 3,558.866	\$ 296.572	\$ 1.711
5.5	\$ 3,576.696	\$ 298.058	\$ 1.720
6.0	\$ 3,594.454	\$ 299.538	\$ 1.728
6.5	\$ 3,612.463	\$ 301.039	\$ 1.737
7.0	\$ 3,630.399	\$ 302.533	\$ 1.745
7.5	\$ 3,648.587	\$ 304.049	\$ 1.754
8.0	\$ 3,666.703	\$ 305.559	\$ 1.763
8.5	\$ 3,685.073	\$ 307.089	\$ 1.772
9.0	\$ 3,703.370	\$ 308.614	\$ 1.780
9.5	\$ 3,721.924	\$ 310.160	\$ 1.789
10.0	\$ 3,740.404	\$ 311.700	\$ 1.798
10.5	\$ 3,759.143	\$ 313.262	\$ 1.807
11.0	\$ 3,777.808	\$ 314.817	\$ 1.816
11.5	\$ 3,796.735	\$ 316.395	\$ 1.825
12.0	\$ 3,815.586	\$ 317.965	\$ 1.834
12.5	\$ 3,834.702	\$ 319.558	\$ 1.844
13.0	\$ 3,853.742	\$ 321.145	\$ 1.853
13.5	\$ 3,873.049	\$ 322.754	\$ 1.862
14.0	\$ 3,892.279	\$ 324.357	\$ 1.871
14.5	\$ 3,911.779	\$ 325.982	\$ 1.881
15.0	\$ 3,931.202	\$ 327.600	\$ 1.890
15.5	\$ 3,950.897	\$ 329.241	\$ 1.899
16.0	\$ 3,970.514	\$ 330.876	\$ 1.909
16.5	\$ 3,990.406	\$ 332.534	\$ 1.918
17.0	\$ 4,010.219	\$ 334.185	\$ 1.928
17.5	\$ 4,030.310	\$ 335.859	\$ 1.938
18.0	\$ 4,050.321	\$ 337.527	\$ 1.947
18.5	\$ 4,070.613	\$ 339.218	\$ 1.957
19.0	\$ 4,090.824	\$ 340.902	\$ 1.967
19.5	\$ 4,111.319	\$ 342.610	\$ 1.977
20.0	\$ 4,131.733	\$ 344.311	\$ 1.986
20.5	\$ 4,152.433	\$ 346.036	\$ 1.996

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
21.0	\$ 4,173.050	\$ 347.754	\$ 2.006
21.5	\$ 4,193.957	\$ 349.496	\$ 2.016
22.0	\$ 4,214.780	\$ 351.232	\$ 2.026
22.5	\$ 4,235.897	\$ 352.991	\$ 2.036
23.0	\$ 4,256.928	\$ 354.744	\$ 2.047
23.5	\$ 4,278.255	\$ 356.521	\$ 2.057
24.0	\$ 4,299.498	\$ 358.291	\$ 2.067
24.5	\$ 4,321.038	\$ 360.087	\$ 2.077
25.0	\$ 4,342.492	\$ 361.874	\$ 2.088
25.5	\$ 4,364.248	\$ 363.687	\$ 2.098
26.0	\$ 4,385.917	\$ 365.493	\$ 2.109
26.5	\$ 4,407.891	\$ 367.324	\$ 2.119
27.0	\$ 4,429.777	\$ 369.148	\$ 2.130
27.5	\$ 4,451.970	\$ 370.997	\$ 2.140
28.0	\$ 4,474.074	\$ 372.840	\$ 2.151
28.5	\$ 4,496.490	\$ 374.707	\$ 2.162
29.0	\$ 4,518.815	\$ 376.568	\$ 2.173
29.5	\$ 4,541.454	\$ 378.455	\$ 2.183
30.0	\$ 4,564.003	\$ 380.334	\$ 2.194
30.5	\$ 4,586.869	\$ 382.239	\$ 2.205
31.0	\$ 4,609.643	\$ 384.137	\$ 2.216
31.5	\$ 4,632.738	\$ 386.061	\$ 2.227
32.0	\$ 4,655.740	\$ 387.978	\$ 2.238
32.5	\$ 4,679.065	\$ 389.922	\$ 2.250
33.0	\$ 4,702.297	\$ 391.858	\$ 2.261
33.5	\$ 4,725.856	\$ 393.821	\$ 2.272
34.0	\$ 4,749.320	\$ 395.777	\$ 2.283
34.5	\$ 4,773.114	\$ 397.760	\$ 2.295
35.0	\$ 4,796.813	\$ 399.734	\$ 2.306
35.5	\$ 4,820.845	\$ 401.737	\$ 2.318
36.0	\$ 4,844.781	\$ 403.732	\$ 2.329
36.5	\$ 4,869.054	\$ 405.754	\$ 2.341
37.0	\$ 4,893.229	\$ 407.769	\$ 2.353
37.5	\$ 4,917.744	\$ 409.812	\$ 2.364
38.0	\$ 4,942.162	\$ 411.847	\$ 2.376
38.5	\$ 4,966.922	\$ 413.910	\$ 2.388
39.0	\$ 4,991.583	\$ 415.965	\$ 2.400
39.5	\$ 5,016.591	\$ 418.049	\$ 2.412
40.0	\$ 5,041.499	\$ 420.125	\$ 2.424
40.5	\$ 5,066.757	\$ 422.230	\$ 2.436

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
41.0	\$ 5,091.914	\$ 424.326	\$ 2.448
41.5	\$ 5,117.425	\$ 426.452	\$ 2.460
42.0	\$ 5,142.833	\$ 428.569	\$ 2.473
42.5	\$ 5,168.599	\$ 430.717	\$ 2.485
43.0	\$ 5,194.261	\$ 432.855	\$ 2.497
43.5	\$ 5,220.285	\$ 435.024	\$ 2.510
44.0	\$ 5,246.204	\$ 437.184	\$ 2.522
44.5	\$ 5,272.488	\$ 439.374	\$ 2.535
45.0	\$ 5,298.666	\$ 441.556	\$ 2.547
45.5	\$ 5,325.212	\$ 443.768	\$ 2.560
46.0	\$ 5,351.653	\$ 445.971	\$ 2.573
46.5	\$ 5,378.465	\$ 448.205	\$ 2.586
47.0	\$ 5,405.169	\$ 450.431	\$ 2.599
47.5	\$ 5,432.249	\$ 452.687	\$ 2.612
48.0	\$ 5,459.221	\$ 454.935	\$ 2.625
48.5	\$ 5,486.572	\$ 457.214	\$ 2.638
49.0	\$ 5,513.813	\$ 459.484	\$ 2.651
49.5	\$ 5,541.437	\$ 461.786	\$ 2.664
50.0	\$ 5,568.951	\$ 464.079	\$ 2.677
50.5	\$ 5,596.852	\$ 466.404	\$ 2.691
51.0	\$ 5,624.641	\$ 468.720	\$ 2.704
51.5	\$ 5,652.820	\$ 471.068	\$ 2.718
52.0	\$ 5,680.887	\$ 473.407	\$ 2.731
52.5	\$ 5,709.349	\$ 475.779	\$ 2.745
53.0	\$ 5,737.696	\$ 478.141	\$ 2.759
53.5	\$ 5,766.442	\$ 480.537	\$ 2.772
54.0	\$ 5,795.073	\$ 482.923	\$ 2.786
54.5	\$ 5,824.106	\$ 485.342	\$ 2.800
55.0	\$ 5,853.024	\$ 487.752	\$ 2.814
55.5	\$ 5,882.348	\$ 490.196	\$ 2.828
56.0	\$ 5,911.554	\$ 492.630	\$ 2.842
56.5	\$ 5,941.171	\$ 495.098	\$ 2.856
57.0	\$ 5,970.670	\$ 497.556	\$ 2.871
57.5	\$ 6,000.583	\$ 500.049	\$ 2.885
58.0	\$ 6,030.376	\$ 502.531	\$ 2.899
58.5	\$ 6,060.589	\$ 505.049	\$ 2.914
59.0	\$ 6,090.680	\$ 507.557	\$ 2.928
59.5	\$ 6,121.194	\$ 510.100	\$ 2.943
60.0	\$ 6,151.587	\$ 512.632	\$ 2.957
60.5	\$ 6,182.406	\$ 515.201	\$ 2.972

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
61.0	\$ 6,213.103	\$ 517.759	\$ 2.987
61.5	\$ 6,244.230	\$ 520.353	\$ 3.002
62.0	\$ 6,275.234	\$ 522.936	\$ 3.017
62.5	\$ 6,306.673	\$ 525.556	\$ 3.032
63.0	\$ 6,337.986	\$ 528.166	\$ 3.047
63.5	\$ 6,369.739	\$ 530.812	\$ 3.062
64.0	\$ 6,401.366	\$ 533.447	\$ 3.078
64.5	\$ 6,433.437	\$ 536.120	\$ 3.093
65.0	\$ 6,465.380	\$ 538.782	\$ 3.108
65.5	\$ 6,497.771	\$ 541.481	\$ 3.124
66.0	\$ 6,530.033	\$ 544.169	\$ 3.139
66.5	\$ 6,562.749	\$ 546.896	\$ 3.155
67.0	\$ 6,595.334	\$ 549.611	\$ 3.171
67.5	\$ 6,628.376	\$ 552.365	\$ 3.187
68.0	\$ 6,661.287	\$ 555.107	\$ 3.203
68.5	\$ 6,694.660	\$ 557.888	\$ 3.219
69.0	\$ 6,727.900	\$ 560.658	\$ 3.235
69.5	\$ 6,761.607	\$ 563.467	\$ 3.251
70.0	\$ 6,795.179	\$ 566.265	\$ 3.267
70.5	\$ 6,829.223	\$ 569.102	\$ 3.283
71.0	\$ 6,863.131	\$ 571.928	\$ 3.300
71.5	\$ 6,897.515	\$ 574.793	\$ 3.316
72.0	\$ 6,931.762	\$ 577.647	\$ 3.333
72.5	\$ 6,966.490	\$ 580.541	\$ 3.349
73.0	\$ 7,001.080	\$ 583.423	\$ 3.366
73.5	\$ 7,036.155	\$ 586.346	\$ 3.383
74.0	\$ 7,071.090	\$ 589.258	\$ 3.400
74.5	\$ 7,106.517	\$ 592.210	\$ 3.417
75.0	\$ 7,141.801	\$ 595.150	\$ 3.434
75.5	\$ 7,177.582	\$ 598.132	\$ 3.451
76.0	\$ 7,213.219	\$ 601.102	\$ 3.468
76.5	\$ 7,249.358	\$ 604.113	\$ 3.485
77.0	\$ 7,285.352	\$ 607.113	\$ 3.503
77.5	\$ 7,321.851	\$ 610.154	\$ 3.520
78.0	\$ 7,358.205	\$ 613.184	\$ 3.538
78.5	\$ 7,395.070	\$ 616.256	\$ 3.555
79.0	\$ 7,431.787	\$ 619.316	\$ 3.573
79.5	\$ 7,469.020	\$ 622.418	\$ 3.591
80.0	\$ 7,506.105	\$ 625.509	\$ 3.609
80.5	\$ 7,543.711	\$ 628.643	\$ 3.627

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
81.0	\$ 7,581.166	\$ 631.764	\$ 3.645
81.5	\$ 7,619.148	\$ 634.929	\$ 3.663
82.0	\$ 7,656.978	\$ 638.081	\$ 3.681
82.5	\$ 7,695.339	\$ 641.278	\$ 3.700
83.0	\$ 7,733.547	\$ 644.462	\$ 3.718
83.5	\$ 7,772.293	\$ 647.691	\$ 3.737
84.0	\$ 7,810.883	\$ 650.907	\$ 3.755
84.5	\$ 7,850.016	\$ 654.168	\$ 3.774
85.0	\$ 7,888.992	\$ 657.416	\$ 3.793
85.5	\$ 7,928.516	\$ 660.710	\$ 3.812
86.0	\$ 7,967.882	\$ 663.990	\$ 3.831
86.5	\$ 8,007.801	\$ 667.317	\$ 3.850
87.0	\$ 8,047.561	\$ 670.630	\$ 3.869
87.5	\$ 8,087.879	\$ 673.990	\$ 3.888
88.0	\$ 8,128.036	\$ 677.336	\$ 3.908
88.5	\$ 8,168.758	\$ 680.730	\$ 3.927
89.0	\$ 8,209.316	\$ 684.110	\$ 3.947
89.5	\$ 8,250.445	\$ 687.537	\$ 3.967
90.0	\$ 8,291.410	\$ 690.951	\$ 3.986
90.5	\$ 8,332.950	\$ 694.412	\$ 4.006
91.0	\$ 8,374.324	\$ 697.860	\$ 4.026
91.5	\$ 8,416.279	\$ 701.357	\$ 4.046
92.0	\$ 8,458.067	\$ 704.839	\$ 4.066
92.5	\$ 8,500.442	\$ 708.370	\$ 4.087
93.0	\$ 8,542.648	\$ 711.887	\$ 4.107
93.5	\$ 8,585.446	\$ 715.454	\$ 4.128
94.0	\$ 8,628.074	\$ 719.006	\$ 4.148
94.5	\$ 8,671.301	\$ 722.608	\$ 4.169
95.0	\$ 8,714.355	\$ 726.196	\$ 4.190
95.5	\$ 8,758.014	\$ 729.834	\$ 4.211
96.0	\$ 8,801.498	\$ 733.458	\$ 4.231
96.5	\$ 8,845.594	\$ 737.133	\$ 4.253
97.0	\$ 8,889.513	\$ 740.793	\$ 4.274
97.5	\$ 8,934.050	\$ 744.504	\$ 4.295
98.0	\$ 8,978.409	\$ 748.201	\$ 4.317
98.5	\$ 9,023.390	\$ 751.949	\$ 4.338
99.0	\$ 9,068.193	\$ 755.683	\$ 4.360
99.5	\$ 9,113.624	\$ 759.469	\$ 4.382
100.0	\$ 9,158.875	\$ 763.240	\$ 4.403
100.5	\$ 9,204.761	\$ 767.063	\$ 4.425

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
101.0	\$ 9,250.463	\$ 770.872	\$ 4.447
101.5	\$ 9,296.808	\$ 774.734	\$ 4.470
102.0	\$ 9,342.968	\$ 778.581	\$ 4.492
102.5	\$ 9,389.776	\$ 782.481	\$ 4.514
103.0	\$ 9,436.398	\$ 786.366	\$ 4.537
103.5	\$ 9,483.674	\$ 790.306	\$ 4.559
104.0	\$ 9,530.762	\$ 794.230	\$ 4.582
104.5	\$ 9,578.511	\$ 798.209	\$ 4.605
105.0	\$ 9,626.069	\$ 802.172	\$ 4.628
105.5	\$ 9,674.296	\$ 806.191	\$ 4.651
106.0	\$ 9,722.330	\$ 810.194	\$ 4.674
106.5	\$ 9,771.039	\$ 814.253	\$ 4.698
107.0	\$ 9,819.553	\$ 818.296	\$ 4.721
107.5	\$ 9,868.749	\$ 822.396	\$ 4.745
108.0	\$ 9,917.749	\$ 826.479	\$ 4.768
108.5	\$ 9,967.437	\$ 830.620	\$ 4.792
109.0	\$ 10,016.926	\$ 834.744	\$ 4.816
109.5	\$ 10,067.111	\$ 838.926	\$ 4.840
110.0	\$ 10,117.095	\$ 843.091	\$ 4.864
110.5	\$ 10,167.782	\$ 847.315	\$ 4.888
111.0	\$ 10,218.266	\$ 851.522	\$ 4.913
111.5	\$ 10,269.460	\$ 855.788	\$ 4.937
112.0	\$ 10,320.449	\$ 860.037	\$ 4.962
112.5	\$ 10,372.155	\$ 864.346	\$ 4.987
113.0	\$ 10,423.654	\$ 868.638	\$ 5.011
113.5	\$ 10,475.876	\$ 872.990	\$ 5.036
114.0	\$ 10,527.890	\$ 877.324	\$ 5.061
114.5	\$ 10,580.635	\$ 881.720	\$ 5.087
115.0	\$ 10,633.169	\$ 886.097	\$ 5.112
115.5	\$ 10,686.441	\$ 890.537	\$ 5.138
116.0	\$ 10,739.501	\$ 894.958	\$ 5.163
116.5	\$ 10,793.306	\$ 899.442	\$ 5.189
117.0	\$ 10,846.896	\$ 903.908	\$ 5.215
117.5	\$ 10,901.239	\$ 908.437	\$ 5.241
118.0	\$ 10,955.365	\$ 912.947	\$ 5.267
118.5	\$ 11,010.251	\$ 917.521	\$ 5.293
119.0	\$ 11,064.918	\$ 922.077	\$ 5.320
119.5	\$ 11,120.354	\$ 926.696	\$ 5.346
120.0	\$ 11,175.568	\$ 931.297	\$ 5.373
120.5	\$ 11,231.557	\$ 935.963	\$ 5.400

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
121.0	\$ 11,287.323	\$ 940.610	\$ 5.427
121.5	\$ 11,343.873	\$ 945.323	\$ 5.454
122.0	\$ 11,400.196	\$ 950.016	\$ 5.481
122.5	\$ 11,457.312	\$ 954.776	\$ 5.508
123.0	\$ 11,514.198	\$ 959.517	\$ 5.536
123.5	\$ 11,571.885	\$ 964.324	\$ 5.563
124.0	\$ 11,629.340	\$ 969.112	\$ 5.591
124.5	\$ 11,687.603	\$ 973.967	\$ 5.619
125.0	\$ 11,745.634	\$ 978.803	\$ 5.647
125.5	\$ 11,804.480	\$ 983.707	\$ 5.675
126.0	\$ 11,863.090	\$ 988.591	\$ 5.703
126.5	\$ 11,922.524	\$ 993.544	\$ 5.732
127.0	\$ 11,981.721	\$ 998.477	\$ 5.760
127.5	\$ 12,041.750	\$ 1,003.479	\$ 5.789
128.0	\$ 12,101.538	\$ 1,008.462	\$ 5.818
128.5	\$ 12,162.167	\$ 1,013.514	\$ 5.847
129.0	\$ 12,222.554	\$ 1,018.546	\$ 5.876
129.5	\$ 12,283.789	\$ 1,023.649	\$ 5.906
130.0	\$ 12,344.779	\$ 1,028.732	\$ 5.935
130.5	\$ 12,406.627	\$ 1,033.886	\$ 5.965
131.0	\$ 12,468.227	\$ 1,039.019	\$ 5.994
131.5	\$ 12,530.693	\$ 1,044.224	\$ 6.024
132.0	\$ 12,592.909	\$ 1,049.409	\$ 6.054
132.5	\$ 12,656.000	\$ 1,054.667	\$ 6.085
133.0	\$ 12,718.838	\$ 1,059.903	\$ 6.115
133.5	\$ 12,782.560	\$ 1,065.213	\$ 6.145
134.0	\$ 12,846.027	\$ 1,070.502	\$ 6.176
134.5	\$ 12,910.385	\$ 1,075.865	\$ 6.207
135.0	\$ 12,974.487	\$ 1,081.207	\$ 6.238
135.5	\$ 13,039.489	\$ 1,086.624	\$ 6.269
136.0	\$ 13,104.232	\$ 1,092.019	\$ 6.300
136.5	\$ 13,169.884	\$ 1,097.490	\$ 6.332
137.0	\$ 13,235.274	\$ 1,102.940	\$ 6.363
137.5	\$ 13,301.583	\$ 1,108.465	\$ 6.395
138.0	\$ 13,367.627	\$ 1,113.969	\$ 6.427
138.5	\$ 13,434.599	\$ 1,119.550	\$ 6.459
139.0	\$ 13,501.303	\$ 1,125.109	\$ 6.491
139.5	\$ 13,568.945	\$ 1,130.745	\$ 6.524
140.0	\$ 13,636.316	\$ 1,136.360	\$ 6.556
140.5	\$ 13,704.634	\$ 1,142.053	\$ 6.589

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
141.0	\$ 13,772.679	\$ 1,147.723	\$ 6.621
141.5	\$ 13,841.681	\$ 1,153.473	\$ 6.655
142.0	\$ 13,910.406	\$ 1,159.201	\$ 6.688
142.5	\$ 13,980.097	\$ 1,165.008	\$ 6.721
143.0	\$ 14,049.510	\$ 1,170.793	\$ 6.755
143.5	\$ 14,119.898	\$ 1,176.658	\$ 6.788
144.0	\$ 14,190.005	\$ 1,182.500	\$ 6.822
144.5	\$ 14,261.097	\$ 1,188.425	\$ 6.856
145.0	\$ 14,331.905	\$ 1,194.325	\$ 6.890
145.5	\$ 14,403.708	\$ 1,200.309	\$ 6.925
146.0	\$ 14,475.224	\$ 1,206.269	\$ 6.959
146.5	\$ 14,547.745	\$ 1,212.312	\$ 6.994
147.0	\$ 14,619.977	\$ 1,218.331	\$ 7.029
147.5	\$ 14,693.223	\$ 1,224.435	\$ 7.064
148.0	\$ 14,766.176	\$ 1,230.515	\$ 7.099
148.5	\$ 14,840.155	\$ 1,236.680	\$ 7.135
149.0	\$ 14,913.838	\$ 1,242.820	\$ 7.170
149.5	\$ 14,988.557	\$ 1,249.046	\$ 7.206
150.0	\$ 15,062.977	\$ 1,255.248	\$ 7.242
150.5	\$ 15,138.442	\$ 1,261.537	\$ 7.278
151.0	\$ 15,213.606	\$ 1,267.801	\$ 7.314
151.5	\$ 15,289.827	\$ 1,274.152	\$ 7.351
152.0	\$ 15,365.742	\$ 1,280.479	\$ 7.387
152.5	\$ 15,442.725	\$ 1,286.894	\$ 7.424
153.0	\$ 15,519.400	\$ 1,293.283	\$ 7.461
153.5	\$ 15,597.152	\$ 1,299.763	\$ 7.499
154.0	\$ 15,674.594	\$ 1,306.216	\$ 7.536
154.5	\$ 15,753.124	\$ 1,312.760	\$ 7.574
155.0	\$ 15,831.340	\$ 1,319.278	\$ 7.611
155.5	\$ 15,910.655	\$ 1,325.888	\$ 7.649
156.0	\$ 15,989.653	\$ 1,332.471	\$ 7.687
156.5	\$ 16,069.761	\$ 1,339.147	\$ 7.726
157.0	\$ 16,149.550	\$ 1,345.796	\$ 7.764
157.5	\$ 16,230.459	\$ 1,352.538	\$ 7.803
158.0	\$ 16,311.045	\$ 1,359.254	\$ 7.842
158.5	\$ 16,392.764	\$ 1,366.064	\$ 7.881
159.0	\$ 16,474.156	\$ 1,372.846	\$ 7.920
159.5	\$ 16,556.691	\$ 1,379.724	\$ 7.960
160.0	\$ 16,638.897	\$ 1,386.575	\$ 7.999
160.5	\$ 16,722.258	\$ 1,393.522	\$ 8.040

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
161.0	\$ 16,805.286	\$ 1,400.441	\$ 8.079
161.5	\$ 16,889.481	\$ 1,407.457	\$ 8.120
162.0	\$ 16,973.339	\$ 1,414.445	\$ 8.160
162.5	\$ 17,058.376	\$ 1,421.531	\$ 8.201
163.0	\$ 17,143.072	\$ 1,428.589	\$ 8.242
163.5	\$ 17,228.959	\$ 1,435.747	\$ 8.283
164.0	\$ 17,314.503	\$ 1,442.875	\$ 8.324
164.5	\$ 17,401.249	\$ 1,450.104	\$ 8.366
165.0	\$ 17,487.648	\$ 1,457.304	\$ 8.408
165.5	\$ 17,575.261	\$ 1,464.605	\$ 8.450
166.0	\$ 17,662.525	\$ 1,471.877	\$ 8.492
166.5	\$ 17,751.014	\$ 1,479.251	\$ 8.534
167.0	\$ 17,839.150	\$ 1,486.596	\$ 8.577
167.5	\$ 17,928.524	\$ 1,494.044	\$ 8.619
168.0	\$ 18,017.541	\$ 1,501.462	\$ 8.662
168.5	\$ 18,107.809	\$ 1,508.984	\$ 8.706
169.0	\$ 18,197.717	\$ 1,516.476	\$ 8.749
169.5	\$ 18,288.888	\$ 1,524.074	\$ 8.793
170.0	\$ 18,379.694	\$ 1,531.641	\$ 8.836
170.5	\$ 18,471.776	\$ 1,539.315	\$ 8.881
171.0	\$ 18,563.491	\$ 1,546.958	\$ 8.925
171.5	\$ 18,656.494	\$ 1,554.708	\$ 8.969
172.0	\$ 18,749.126	\$ 1,562.427	\$ 9.014
172.5	\$ 18,843.059	\$ 1,570.255	\$ 9.059
173.0	\$ 18,936.617	\$ 1,578.051	\$ 9.104
173.5	\$ 19,031.490	\$ 1,585.957	\$ 9.150
174.0	\$ 19,125.983	\$ 1,593.832	\$ 9.195
174.5	\$ 19,221.805	\$ 1,601.817	\$ 9.241
175.0	\$ 19,317.243	\$ 1,609.770	\$ 9.287
175.5	\$ 19,414.023	\$ 1,617.835	\$ 9.334
176.0	\$ 19,510.415	\$ 1,625.868	\$ 9.380
176.5	\$ 19,608.163	\$ 1,634.014	\$ 9.427
177.0	\$ 19,705.520	\$ 1,642.127	\$ 9.474
177.5	\$ 19,804.244	\$ 1,650.354	\$ 9.521
178.0	\$ 19,902.575	\$ 1,658.548	\$ 9.569
178.5	\$ 20,002.287	\$ 1,666.857	\$ 9.616
179.0	\$ 20,101.601	\$ 1,675.133	\$ 9.664
179.5	\$ 20,202.310	\$ 1,683.526	\$ 9.713
180.0	\$ 20,302.617	\$ 1,691.885	\$ 9.761
180.5	\$ 20,404.333	\$ 1,700.361	\$ 9.810

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
181.0	\$ 20,505.643	\$ 1,708.804	\$ 9.858
181.5	\$ 20,608.376	\$ 1,717.365	\$ 9.908
182.0	\$ 20,710.699	\$ 1,725.892	\$ 9.957
182.5	\$ 20,814.460	\$ 1,734.538	\$ 10.007
183.0	\$ 20,917.806	\$ 1,743.151	\$ 10.057
183.5	\$ 21,022.605	\$ 1,751.884	\$ 10.107
184.0	\$ 21,126.984	\$ 1,760.582	\$ 10.157
184.5	\$ 21,232.831	\$ 1,769.403	\$ 10.208
185.0	\$ 21,338.254	\$ 1,778.188	\$ 10.259
185.5	\$ 21,445.159	\$ 1,787.097	\$ 10.310
186.0	\$ 21,551.637	\$ 1,795.970	\$ 10.361
186.5	\$ 21,659.611	\$ 1,804.968	\$ 10.413
187.0	\$ 21,767.153	\$ 1,813.929	\$ 10.465
187.5	\$ 21,876.207	\$ 1,823.017	\$ 10.517
188.0	\$ 21,984.825	\$ 1,832.069	\$ 10.570
188.5	\$ 22,094.969	\$ 1,841.247	\$ 10.623
189.0	\$ 22,204.673	\$ 1,850.389	\$ 10.675
189.5	\$ 22,315.918	\$ 1,859.660	\$ 10.729
190.0	\$ 22,426.719	\$ 1,868.893	\$ 10.782
190.5	\$ 22,539.078	\$ 1,878.256	\$ 10.836
191.0	\$ 22,650.987	\$ 1,887.582	\$ 10.890
191.5	\$ 22,764.468	\$ 1,897.039	\$ 10.944
192.0	\$ 22,877.497	\$ 1,906.458	\$ 10.999
192.5	\$ 22,992.113	\$ 1,916.009	\$ 11.054
193.0	\$ 23,106.272	\$ 1,925.523	\$ 11.109
193.5	\$ 23,222.034	\$ 1,935.170	\$ 11.164
194.0	\$ 23,337.334	\$ 1,944.778	\$ 11.220
194.5	\$ 23,454.255	\$ 1,954.521	\$ 11.276
195.0	\$ 23,570.708	\$ 1,964.226	\$ 11.332
195.5	\$ 23,688.797	\$ 1,974.066	\$ 11.389
196.0	\$ 23,806.415	\$ 1,983.868	\$ 11.445
196.5	\$ 23,925.685	\$ 1,993.807	\$ 11.503
197.0	\$ 24,044.479	\$ 2,003.707	\$ 11.560
197.5	\$ 24,164.942	\$ 2,013.745	\$ 11.618
198.0	\$ 24,284.924	\$ 2,023.744	\$ 11.675
198.5	\$ 24,406.591	\$ 2,033.883	\$ 11.734
199.0	\$ 24,527.773	\$ 2,043.981	\$ 11.792
199.5	\$ 24,650.657	\$ 2,054.221	\$ 11.851
200.0	\$ 24,773.051	\$ 2,064.421	\$ 11.910
200.5	\$ 24,897.164	\$ 2,074.764	\$ 11.970

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
201.0	\$ 25,020.781	\$ 2,085.065	\$ 12.029
201.5	\$ 25,146.135	\$ 2,095.511	\$ 12.089
202.0	\$ 25,270.989	\$ 2,105.916	\$ 12.150
202.5	\$ 25,397.597	\$ 2,116.466	\$ 12.210
203.0	\$ 25,523.699	\$ 2,126.975	\$ 12.271
203.5	\$ 25,651.573	\$ 2,137.631	\$ 12.332
204.0	\$ 25,778.936	\$ 2,148.245	\$ 12.394
204.5	\$ 25,908.088	\$ 2,159.007	\$ 12.456
205.0	\$ 26,036.725	\$ 2,169.727	\$ 12.518
205.5	\$ 26,167.169	\$ 2,180.597	\$ 12.580
206.0	\$ 26,297.092	\$ 2,191.424	\$ 12.643
206.5	\$ 26,428.841	\$ 2,202.403	\$ 12.706
207.0	\$ 26,560.063	\$ 2,213.339	\$ 12.769
207.5	\$ 26,693.129	\$ 2,224.427	\$ 12.833
208.0	\$ 26,825.664	\$ 2,235.472	\$ 12.897
208.5	\$ 26,960.061	\$ 2,246.672	\$ 12.962
209.0	\$ 27,093.921	\$ 2,257.827	\$ 13.026
209.5	\$ 27,229.661	\$ 2,269.138	\$ 13.091
210.0	\$ 27,364.860	\$ 2,280.405	\$ 13.156
210.5	\$ 27,501.958	\$ 2,291.830	\$ 13.222
211.0	\$ 27,638.508	\$ 2,303.209	\$ 13.288
211.5	\$ 27,776.978	\$ 2,314.748	\$ 13.354
212.0	\$ 27,914.893	\$ 2,326.241	\$ 13.421
212.5	\$ 28,054.747	\$ 2,337.896	\$ 13.488
213.0	\$ 28,194.042	\$ 2,349.504	\$ 13.555
213.5	\$ 28,335.295	\$ 2,361.275	\$ 13.623
214.0	\$ 28,475.983	\$ 2,372.999	\$ 13.690
214.5	\$ 28,618.648	\$ 2,384.887	\$ 13.759
215.0	\$ 28,760.743	\$ 2,396.729	\$ 13.827
215.5	\$ 28,904.834	\$ 2,408.736	\$ 13.897
216.0	\$ 29,048.350	\$ 2,420.696	\$ 13.966
216.5	\$ 29,193.883	\$ 2,432.824	\$ 14.036
217.0	\$ 29,338.834	\$ 2,444.903	\$ 14.105
217.5	\$ 29,485.821	\$ 2,457.152	\$ 14.176
218.0	\$ 29,632.222	\$ 2,469.352	\$ 14.246
218.5	\$ 29,780.680	\$ 2,481.723	\$ 14.318
219.0	\$ 29,928.544	\$ 2,494.045	\$ 14.389
219.5	\$ 30,078.486	\$ 2,506.541	\$ 14.461
220.0	\$ 30,227.830	\$ 2,518.986	\$ 14.533
220.5	\$ 30,379.271	\$ 2,531.606	\$ 14.605

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
221.0	\$ 30,530.108	\$ 2,544.176	\$ 14.678
221.5	\$ 30,683.064	\$ 2,556.922	\$ 14.751
222.0	\$ 30,835.409	\$ 2,569.617	\$ 14.825
222.5	\$ 30,989.895	\$ 2,582.491	\$ 14.899
223.0	\$ 31,143.763	\$ 2,595.314	\$ 14.973
223.5	\$ 31,299.794	\$ 2,608.316	\$ 15.048
224.0	\$ 31,455.201	\$ 2,621.267	\$ 15.123
224.5	\$ 31,612.792	\$ 2,634.399	\$ 15.198
225.0	\$ 31,769.753	\$ 2,647.479	\$ 15.274
225.5	\$ 31,928.919	\$ 2,660.743	\$ 15.350
226.0	\$ 32,087.450	\$ 2,673.954	\$ 15.427
226.5	\$ 32,248.209	\$ 2,687.351	\$ 15.504
227.0	\$ 32,408.325	\$ 2,700.694	\$ 15.581
227.5	\$ 32,570.691	\$ 2,714.224	\$ 15.659
228.0	\$ 32,732.408	\$ 2,727.701	\$ 15.737
228.5	\$ 32,896.398	\$ 2,741.366	\$ 15.816
229.0	\$ 33,059.732	\$ 2,754.978	\$ 15.894
229.5	\$ 33,225.362	\$ 2,768.780	\$ 15.974
230.0	\$ 33,390.329	\$ 2,782.527	\$ 16.053
230.5	\$ 33,557.615	\$ 2,796.468	\$ 16.133
231.0	\$ 33,724.233	\$ 2,810.353	\$ 16.214
231.5	\$ 33,893.191	\$ 2,824.433	\$ 16.295
232.0	\$ 34,061.475	\$ 2,838.456	\$ 16.376
232.5	\$ 34,232.123	\$ 2,852.677	\$ 16.458
233.0	\$ 34,402.090	\$ 2,866.841	\$ 16.539
233.5	\$ 34,574.444	\$ 2,881.204	\$ 16.622
234.0	\$ 34,746.111	\$ 2,895.509	\$ 16.705
234.5	\$ 34,920.189	\$ 2,910.016	\$ 16.789
235.0	\$ 35,093.572	\$ 2,924.464	\$ 16.872
235.5	\$ 35,269.391	\$ 2,939.116	\$ 16.956
236.0	\$ 35,444.507	\$ 2,953.709	\$ 17.041
236.5	\$ 35,622.085	\$ 2,968.507	\$ 17.126
237.0	\$ 35,798.952	\$ 2,983.246	\$ 17.211
237.5	\$ 35,978.306	\$ 2,998.192	\$ 17.297
238.0	\$ 36,156.942	\$ 3,013.078	\$ 17.383
238.5	\$ 36,338.089	\$ 3,028.174	\$ 17.470
239.0	\$ 36,518.511	\$ 3,043.209	\$ 17.557
239.5	\$ 36,701.470	\$ 3,058.456	\$ 17.645
240.0	\$ 36,883.697	\$ 3,073.641	\$ 17.733
240.5	\$ 37,068.484	\$ 3,089.040	\$ 17.821

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
241.0	\$ 37,252.533	\$ 3,104.378	\$ 17.910
241.5	\$ 37,439.169	\$ 3,119.931	\$ 18.000
242.0	\$ 37,625.059	\$ 3,135.422	\$ 18.089
242.5	\$ 37,813.561	\$ 3,151.130	\$ 18.180
243.0	\$ 38,001.309	\$ 3,166.776	\$ 18.270
243.5	\$ 38,191.696	\$ 3,182.641	\$ 18.361
244.0	\$ 38,381.323	\$ 3,198.444	\$ 18.453
244.5	\$ 38,573.613	\$ 3,214.468	\$ 18.545
245.0	\$ 38,765.136	\$ 3,230.428	\$ 18.637
245.5	\$ 38,959.349	\$ 3,246.612	\$ 18.730
246.0	\$ 39,152.787	\$ 3,262.732	\$ 18.823
246.5	\$ 39,348.943	\$ 3,279.079	\$ 18.918
247.0	\$ 39,544.315	\$ 3,295.360	\$ 19.012
247.5	\$ 39,742.432	\$ 3,311.869	\$ 19.107
248.0	\$ 39,939.758	\$ 3,328.313	\$ 19.202
248.5	\$ 40,139.857	\$ 3,344.988	\$ 19.298
249.0	\$ 40,339.156	\$ 3,361.596	\$ 19.394
249.5	\$ 40,541.255	\$ 3,378.438	\$ 19.491
250.0	\$ 40,742.547	\$ 3,395.212	\$ 19.588
250.5	\$ 40,946.668	\$ 3,412.222	\$ 19.686
251.0	\$ 41,149.973	\$ 3,429.164	\$ 19.784
251.5	\$ 41,356.135	\$ 3,446.345	\$ 19.883
252.0	\$ 41,561.472	\$ 3,463.456	\$ 19.981
252.5	\$ 41,769.696	\$ 3,480.808	\$ 20.082
253.0	\$ 41,977.087	\$ 3,498.091	\$ 20.181
253.5	\$ 42,187.393	\$ 3,515.616	\$ 20.282
254.0	\$ 42,396.858	\$ 3,533.072	\$ 20.383
254.5	\$ 42,609.267	\$ 3,550.772	\$ 20.485
255.0	\$ 42,820.827	\$ 3,568.402	\$ 20.587
255.5	\$ 43,035.359	\$ 3,586.280	\$ 20.690
256.0	\$ 43,249.035	\$ 3,604.086	\$ 20.793
256.5	\$ 43,465.713	\$ 3,622.143	\$ 20.897
257.0	\$ 43,681.525	\$ 3,640.127	\$ 21.001
257.5	\$ 43,900.370	\$ 3,658.364	\$ 21.106
258.0	\$ 44,118.340	\$ 3,676.528	\$ 21.211
258.5	\$ 44,339.374	\$ 3,694.948	\$ 21.317
259.0	\$ 44,559.524	\$ 3,713.294	\$ 21.423
259.5	\$ 44,782.768	\$ 3,731.897	\$ 21.530
260.0	\$ 45,005.119	\$ 3,750.427	\$ 21.637
260.5	\$ 45,230.595	\$ 3,769.216	\$ 21.745

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
261.0	\$ 45,455.170	\$ 3,787.931	\$ 21.853
261.5	\$ 45,682.901	\$ 3,806.908	\$ 21.963
262.0	\$ 45,909.722	\$ 3,825.810	\$ 22.072
262.5	\$ 46,139.730	\$ 3,844.978	\$ 22.183
263.0	\$ 46,368.819	\$ 3,864.068	\$ 22.293
263.5	\$ 46,601.128	\$ 3,883.427	\$ 22.404
264.0	\$ 46,832.507	\$ 3,902.709	\$ 22.516
264.5	\$ 47,067.139	\$ 3,922.262	\$ 22.628
265.0	\$ 47,300.833	\$ 3,941.736	\$ 22.741
265.5	\$ 47,537.810	\$ 3,961.484	\$ 22.855
266.0	\$ 47,773.841	\$ 3,981.153	\$ 22.968
266.5	\$ 48,013.188	\$ 4,001.099	\$ 23.083
267.0	\$ 48,251.579	\$ 4,020.965	\$ 23.198
267.5	\$ 48,493.320	\$ 4,041.110	\$ 23.314
268.0	\$ 48,734.095	\$ 4,061.175	\$ 23.430
268.5	\$ 48,978.253	\$ 4,081.521	\$ 23.547
269.0	\$ 49,221.436	\$ 4,101.786	\$ 23.664
269.5	\$ 49,468.036	\$ 4,122.336	\$ 23.783
270.0	\$ 49,713.650	\$ 4,142.804	\$ 23.901
270.5	\$ 49,962.716	\$ 4,163.560	\$ 24.021
271.0	\$ 50,210.787	\$ 4,184.232	\$ 24.140
271.5	\$ 50,462.343	\$ 4,205.195	\$ 24.261
272.0	\$ 50,712.895	\$ 4,226.075	\$ 24.381
272.5	\$ 50,966.967	\$ 4,247.247	\$ 24.503
273.0	\$ 51,220.024	\$ 4,268.335	\$ 24.625
273.5	\$ 51,476.637	\$ 4,289.720	\$ 24.748
274.0	\$ 51,732.224	\$ 4,311.019	\$ 24.871
274.5	\$ 51,991.403	\$ 4,332.617	\$ 24.996
275.0	\$ 52,249.546	\$ 4,354.129	\$ 25.120
275.5	\$ 52,511.317	\$ 4,375.943	\$ 25.246
276.0	\$ 52,772.042	\$ 4,397.670	\$ 25.371
276.5	\$ 53,036.430	\$ 4,419.703	\$ 25.498
277.0	\$ 53,299.762	\$ 4,441.647	\$ 25.625
277.5	\$ 53,566.794	\$ 4,463.900	\$ 25.753
278.0	\$ 53,832.760	\$ 4,486.063	\$ 25.881
278.5	\$ 54,102.462	\$ 4,508.539	\$ 26.011
279.0	\$ 54,371.087	\$ 4,530.924	\$ 26.140
279.5	\$ 54,643.487	\$ 4,553.624	\$ 26.271
280.0	\$ 54,914.798	\$ 4,576.233	\$ 26.401
280.5	\$ 55,189.922	\$ 4,599.160	\$ 26.534

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
281.0	\$ 55,463.946	\$ 4,621.996	\$ 26.665
281.5	\$ 55,741.821	\$ 4,645.152	\$ 26.799
282.0	\$ 56,018.586	\$ 4,668.215	\$ 26.932
282.5	\$ 56,299.239	\$ 4,691.603	\$ 27.067
283.0	\$ 56,578.771	\$ 4,714.898	\$ 27.201
283.5	\$ 56,862.232	\$ 4,738.519	\$ 27.338
284.0	\$ 57,144.559	\$ 4,762.047	\$ 27.473
284.5	\$ 57,430.854	\$ 4,785.904	\$ 27.611
285.0	\$ 57,716.005	\$ 4,809.667	\$ 27.748
285.5	\$ 58,005.162	\$ 4,833.764	\$ 27.887
286.0	\$ 58,293.165	\$ 4,857.764	\$ 28.026
286.5	\$ 58,585.214	\$ 4,882.101	\$ 28.166
287.0	\$ 58,876.096	\$ 4,906.341	\$ 28.306
287.5	\$ 59,171.066	\$ 4,930.922	\$ 28.448
288.0	\$ 59,464.857	\$ 4,955.405	\$ 28.589
288.5	\$ 59,762.777	\$ 4,980.231	\$ 28.732
289.0	\$ 60,059.506	\$ 5,004.959	\$ 28.875
289.5	\$ 60,360.405	\$ 5,030.034	\$ 29.019
290.0	\$ 60,660.101	\$ 5,055.008	\$ 29.164
290.5	\$ 60,964.009	\$ 5,080.334	\$ 29.310
291.0	\$ 61,266.702	\$ 5,105.559	\$ 29.455
291.5	\$ 61,573.649	\$ 5,131.137	\$ 29.603
292.0	\$ 61,879.369	\$ 5,156.614	\$ 29.750
292.5	\$ 62,189.385	\$ 5,182.449	\$ 29.899
293.0	\$ 62,498.163	\$ 5,208.180	\$ 30.047
293.5	\$ 62,811.279	\$ 5,234.273	\$ 30.198
294.0	\$ 63,123.144	\$ 5,260.262	\$ 30.348
294.5	\$ 63,439.392	\$ 5,286.616	\$ 30.500
295.0	\$ 63,754.376	\$ 5,312.865	\$ 30.651
295.5	\$ 64,073.786	\$ 5,339.482	\$ 30.805
296.0	\$ 64,391.920	\$ 5,365.993	\$ 30.958
296.5	\$ 64,714.524	\$ 5,392.877	\$ 31.113
297.0	\$ 65,035.839	\$ 5,419.653	\$ 31.267
297.5	\$ 65,361.669	\$ 5,446.806	\$ 31.424
298.0	\$ 65,686.197	\$ 5,473.850	\$ 31.580
298.5	\$ 66,015.286	\$ 5,501.274	\$ 31.738
299.0	\$ 66,343.059	\$ 5,528.588	\$ 31.896
299.5	\$ 66,675.439	\$ 5,556.287	\$ 32.055
300.0	\$ 67,006.490	\$ 5,583.874	\$ 32.215
300.5	\$ 67,342.193	\$ 5,611.849	\$ 32.376

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
301.0	\$ 67,676.555	\$ 5,639.713	\$ 32.537
301.5	\$ 68,015.615	\$ 5,667.968	\$ 32.700
302.0	\$ 68,353.320	\$ 5,696.110	\$ 32.862
302.5	\$ 68,695.771	\$ 5,724.648	\$ 33.027
303.0	\$ 69,036.853	\$ 5,753.071	\$ 33.191
303.5	\$ 69,382.729	\$ 5,781.894	\$ 33.357
304.0	\$ 69,727.222	\$ 5,810.602	\$ 33.523
304.5	\$ 70,076.556	\$ 5,839.713	\$ 33.691
305.0	\$ 70,424.494	\$ 5,868.708	\$ 33.858
305.5	\$ 70,777.322	\$ 5,898.110	\$ 34.028
306.0	\$ 71,128.739	\$ 5,927.395	\$ 34.197
306.5	\$ 71,485.095	\$ 5,957.091	\$ 34.368
307.0	\$ 71,840.026	\$ 5,986.669	\$ 34.538
307.5	\$ 72,199.946	\$ 6,016.662	\$ 34.712
308.0	\$ 72,558.427	\$ 6,046.536	\$ 34.884
308.5	\$ 72,921.945	\$ 6,076.829	\$ 35.059
309.0	\$ 73,284.011	\$ 6,107.001	\$ 35.233
309.5	\$ 73,651.165	\$ 6,137.597	\$ 35.409
310.0	\$ 74,016.851	\$ 6,168.071	\$ 35.585
310.5	\$ 74,387.676	\$ 6,198.973	\$ 35.763
311.0	\$ 74,757.020	\$ 6,229.752	\$ 35.941
311.5	\$ 75,131.553	\$ 6,260.963	\$ 36.121
312.0	\$ 75,504.590	\$ 6,292.049	\$ 36.300
312.5	\$ 75,882.869	\$ 6,323.572	\$ 36.482
313.0	\$ 76,259.636	\$ 6,354.970	\$ 36.663
313.5	\$ 76,641.697	\$ 6,386.808	\$ 36.847
314.0	\$ 77,022.232	\$ 6,418.519	\$ 37.030
314.5	\$ 77,408.114	\$ 6,450.676	\$ 37.215
315.0	\$ 77,792.454	\$ 6,482.705	\$ 37.400
315.5	\$ 78,182.195	\$ 6,515.183	\$ 37.588
316.0	\$ 78,570.379	\$ 6,547.532	\$ 37.774
316.5	\$ 78,964.017	\$ 6,580.335	\$ 37.963
317.0	\$ 79,356.083	\$ 6,613.007	\$ 38.152
317.5	\$ 79,753.657	\$ 6,646.138	\$ 38.343
318.0	\$ 80,149.644	\$ 6,679.137	\$ 38.533
318.5	\$ 80,551.194	\$ 6,712.600	\$ 38.727
319.0	\$ 80,951.140	\$ 6,745.928	\$ 38.919
319.5	\$ 81,356.706	\$ 6,779.725	\$ 39.114
320.0	\$ 81,760.651	\$ 6,813.388	\$ 39.308
320.5	\$ 82,170.273	\$ 6,847.523	\$ 39.505

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
321.0	\$ 82,578.258	\$ 6,881.521	\$ 39.701
321.5	\$ 82,991.976	\$ 6,915.998	\$ 39.900
322.0	\$ 83,404.040	\$ 6,950.337	\$ 40.098
322.5	\$ 83,821.896	\$ 6,985.158	\$ 40.299
323.0	\$ 84,238.081	\$ 7,019.840	\$ 40.499
323.5	\$ 84,660.114	\$ 7,055.010	\$ 40.702
324.0	\$ 85,080.462	\$ 7,090.038	\$ 40.904
324.5	\$ 85,506.716	\$ 7,125.560	\$ 41.109
325.0	\$ 85,931.266	\$ 7,160.939	\$ 41.313
325.5	\$ 86,361.783	\$ 7,196.815	\$ 41.520
326.0	\$ 86,790.579	\$ 7,232.548	\$ 41.726
326.5	\$ 87,225.401	\$ 7,268.783	\$ 41.935
327.0	\$ 87,658.485	\$ 7,304.874	\$ 42.144
327.5	\$ 88,097.655	\$ 7,341.471	\$ 42.355
328.0	\$ 88,535.070	\$ 7,377.922	\$ 42.565
328.5	\$ 88,978.631	\$ 7,414.886	\$ 42.778
329.0	\$ 89,420.420	\$ 7,451.702	\$ 42.991
329.5	\$ 89,868.417	\$ 7,489.035	\$ 43.206
330.0	\$ 90,314.624	\$ 7,526.219	\$ 43.420
330.5	\$ 90,767.102	\$ 7,563.925	\$ 43.638
331.0	\$ 91,217.771	\$ 7,601.481	\$ 43.855
331.5	\$ 91,674.773	\$ 7,639.564	\$ 44.074
332.0	\$ 92,129.948	\$ 7,677.496	\$ 44.293
332.5	\$ 92,591.520	\$ 7,715.960	\$ 44.515
333.0	\$ 93,051.248	\$ 7,754.271	\$ 44.736
333.5	\$ 93,517.436	\$ 7,793.120	\$ 44.960
334.0	\$ 93,981.760	\$ 7,831.813	\$ 45.184
334.5	\$ 94,452.610	\$ 7,871.051	\$ 45.410
335.0	\$ 94,921.578	\$ 7,910.132	\$ 45.635
335.5	\$ 95,397.136	\$ 7,949.761	\$ 45.864
336.0	\$ 95,870.794	\$ 7,989.233	\$ 46.092
336.5	\$ 96,351.107	\$ 8,029.259	\$ 46.323
337.0	\$ 96,829.502	\$ 8,069.125	\$ 46.553
337.5	\$ 97,314.618	\$ 8,109.552	\$ 46.786
338.0	\$ 97,797.797	\$ 8,149.816	\$ 47.018
338.5	\$ 98,287.765	\$ 8,190.647	\$ 47.254
339.0	\$ 98,775.775	\$ 8,231.315	\$ 47.488
339.5	\$ 99,270.642	\$ 8,272.554	\$ 47.726
340.0	\$ 99,763.532	\$ 8,313.628	\$ 47.963
340.5	\$ 100,263.349	\$ 8,355.279	\$ 48.204

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
341.0	\$ 100,761.168	\$ 8,396.764	\$ 48.443
341.5	\$ 101,265.982	\$ 8,438.832	\$ 48.686
342.0	\$ 101,768.779	\$ 8,480.732	\$ 48.927
342.5	\$ 102,278.642	\$ 8,523.220	\$ 49.172
343.0	\$ 102,786.467	\$ 8,565.539	\$ 49.417
343.5	\$ 103,301.428	\$ 8,608.452	\$ 49.664
344.0	\$ 103,814.332	\$ 8,651.194	\$ 49.911
344.5	\$ 104,334.443	\$ 8,694.537	\$ 50.161
345.0	\$ 104,852.475	\$ 8,737.706	\$ 50.410
345.5	\$ 105,377.787	\$ 8,781.482	\$ 50.662
346.0	\$ 105,901.000	\$ 8,825.083	\$ 50.914
346.5	\$ 106,431.565	\$ 8,869.297	\$ 51.169
347.0	\$ 106,960.010	\$ 8,913.334	\$ 51.423
347.5	\$ 107,495.881	\$ 8,957.990	\$ 51.681
348.0	\$ 108,029.610	\$ 9,002.468	\$ 51.937
348.5	\$ 108,570.840	\$ 9,047.570	\$ 52.198
349.0	\$ 109,109.906	\$ 9,092.492	\$ 52.457
349.5	\$ 109,656.548	\$ 9,138.046	\$ 52.719
350.0	\$ 110,201.005	\$ 9,183.417	\$ 52.981
350.5	\$ 110,753.113	\$ 9,229.426	\$ 53.247
351.0	\$ 111,303.015	\$ 9,275.251	\$ 53.511
351.5	\$ 111,860.645	\$ 9,321.720	\$ 53.779
352.0	\$ 112,416.045	\$ 9,368.004	\$ 54.046
352.5	\$ 112,979.251	\$ 9,414.938	\$ 54.317
353.0	\$ 113,540.206	\$ 9,461.684	\$ 54.587
353.5	\$ 114,109.043	\$ 9,509.087	\$ 54.860
354.0	\$ 114,675.608	\$ 9,556.301	\$ 55.133
354.5	\$ 115,250.134	\$ 9,604.178	\$ 55.409
355.0	\$ 115,822.364	\$ 9,651.864	\$ 55.684
355.5	\$ 116,402.635	\$ 9,700.220	\$ 55.963
356.0	\$ 116,980.588	\$ 9,748.382	\$ 56.241
356.5	\$ 117,566.662	\$ 9,797.222	\$ 56.522
357.0	\$ 118,150.394	\$ 9,845.866	\$ 56.803
357.5	\$ 118,742.328	\$ 9,895.194	\$ 57.088
358.0	\$ 119,331.898	\$ 9,944.325	\$ 57.371
358.5	\$ 119,929.752	\$ 9,994.146	\$ 57.659
359.0	\$ 120,525.216	\$ 10,043.768	\$ 57.945
359.5	\$ 121,129.049	\$ 10,094.087	\$ 58.235
360.0	\$ 121,730.469	\$ 10,144.206	\$ 58.524
360.5	\$ 122,340.340	\$ 10,195.028	\$ 58.817

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
361.0	\$ 122,947.773	\$ 10,245.648	\$ 59.110
361.5	\$ 123,563.743	\$ 10,296.979	\$ 59.406
362.0	\$ 124,177.251	\$ 10,348.104	\$ 59.701
362.5	\$ 124,799.380	\$ 10,399.948	\$ 60.000
363.0	\$ 125,419.024	\$ 10,451.585	\$ 60.298
363.5	\$ 126,047.374	\$ 10,503.948	\$ 60.600
364.0	\$ 126,673.214	\$ 10,556.101	\$ 60.901
364.5	\$ 127,307.848	\$ 10,608.987	\$ 61.206
365.0	\$ 127,939.946	\$ 10,661.662	\$ 61.510
365.5	\$ 128,580.926	\$ 10,715.077	\$ 61.818
366.0	\$ 129,219.345	\$ 10,768.279	\$ 62.125
366.5	\$ 129,866.736	\$ 10,822.228	\$ 62.436
367.0	\$ 130,511.539	\$ 10,875.962	\$ 62.746
367.5	\$ 131,165.403	\$ 10,930.450	\$ 63.060
368.0	\$ 131,816.654	\$ 10,984.721	\$ 63.373
368.5	\$ 132,477.057	\$ 11,039.755	\$ 63.691
369.0	\$ 133,134.821	\$ 11,094.568	\$ 64.007
369.5	\$ 133,801.828	\$ 11,150.152	\$ 64.328
370.0	\$ 134,466.169	\$ 11,205.514	\$ 64.647
370.5	\$ 135,139.846	\$ 11,261.654	\$ 64.971
371.0	\$ 135,810.831	\$ 11,317.569	\$ 65.294
371.5	\$ 136,491.244	\$ 11,374.270	\$ 65.621
372.0	\$ 137,168.939	\$ 11,430.745	\$ 65.947
372.5	\$ 137,856.157	\$ 11,488.013	\$ 66.277
373.0	\$ 138,540.628	\$ 11,545.052	\$ 66.606
373.5	\$ 139,234.718	\$ 11,602.893	\$ 66.940
374.0	\$ 139,926.035	\$ 11,660.503	\$ 67.272
374.5	\$ 140,627.066	\$ 11,718.922	\$ 67.609
375.0	\$ 141,325.295	\$ 11,777.108	\$ 67.945
375.5	\$ 142,033.336	\$ 11,836.111	\$ 68.285
376.0	\$ 142,738.548	\$ 11,894.879	\$ 68.624
376.5	\$ 143,453.670	\$ 11,954.472	\$ 68.968
377.0	\$ 144,165.933	\$ 12,013.828	\$ 69.311
377.5	\$ 144,888.206	\$ 12,074.017	\$ 69.658
378.0	\$ 145,607.593	\$ 12,133.966	\$ 70.004
378.5	\$ 146,337.088	\$ 12,194.757	\$ 70.354
379.0	\$ 147,063.669	\$ 12,255.306	\$ 70.704
379.5	\$ 147,800.459	\$ 12,316.705	\$ 71.058
380.0	\$ 148,534.305	\$ 12,377.859	\$ 71.411
380.5	\$ 149,278.464	\$ 12,439.872	\$ 71.768

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
381.0	\$ 150,019.648	\$ 12,501.637	\$ 72.125
381.5	\$ 150,771.248	\$ 12,564.271	\$ 72.486
382.0	\$ 151,519.845	\$ 12,626.654	\$ 72.846
382.5	\$ 152,278.961	\$ 12,689.913	\$ 73.211
383.0	\$ 153,035.043	\$ 12,752.920	\$ 73.575
383.5	\$ 153,801.750	\$ 12,816.813	\$ 73.943
384.0	\$ 154,565.394	\$ 12,880.449	\$ 74.310
384.5	\$ 155,339.768	\$ 12,944.981	\$ 74.683
385.0	\$ 156,111.048	\$ 13,009.254	\$ 75.053
385.5	\$ 156,893.166	\$ 13,074.430	\$ 75.429
386.0	\$ 157,672.158	\$ 13,139.347	\$ 75.804
386.5	\$ 158,462.097	\$ 13,205.175	\$ 76.184
387.0	\$ 159,248.880	\$ 13,270.740	\$ 76.562
387.5	\$ 160,046.718	\$ 13,337.227	\$ 76.946
388.0	\$ 160,841.369	\$ 13,403.447	\$ 77.328
388.5	\$ 161,647.185	\$ 13,470.599	\$ 77.715
389.0	\$ 162,449.782	\$ 13,537.482	\$ 78.101
389.5	\$ 163,263.657	\$ 13,605.305	\$ 78.492
390.0	\$ 164,074.280	\$ 13,672.857	\$ 78.882
390.5	\$ 164,896.294	\$ 13,741.358	\$ 79.277
391.0	\$ 165,715.023	\$ 13,809.585	\$ 79.671
391.5	\$ 166,545.257	\$ 13,878.771	\$ 80.070
392.0	\$ 167,372.173	\$ 13,947.681	\$ 80.467
392.5	\$ 168,210.709	\$ 14,017.559	\$ 80.871
393.0	\$ 169,045.895	\$ 14,087.158	\$ 81.272
393.5	\$ 169,892.817	\$ 14,157.735	\$ 81.679
394.0	\$ 170,736.354	\$ 14,228.029	\$ 82.085
394.5	\$ 171,591.745	\$ 14,299.312	\$ 82.496
395.0	\$ 172,443.717	\$ 14,370.310	\$ 82.906
395.5	\$ 173,307.662	\$ 14,442.305	\$ 83.321
396.0	\$ 174,168.155	\$ 14,514.013	\$ 83.735
396.5	\$ 175,040.739	\$ 14,586.728	\$ 84.154
397.0	\$ 175,909.836	\$ 14,659.153	\$ 84.572
397.5	\$ 176,791.146	\$ 14,732.596	\$ 84.996
398.0	\$ 177,668.934	\$ 14,805.745	\$ 85.418
398.5	\$ 178,559.058	\$ 14,879.921	\$ 85.846
399.0	\$ 179,445.624	\$ 14,953.802	\$ 86.272
399.5	\$ 180,344.648	\$ 15,028.721	\$ 86.704
400.0	\$ 181,240.080	\$ 15,103.340	\$ 87.135
400.5	\$ 182,148.095	\$ 15,179.008	\$ 87.571

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
401.0	\$ 183,052.481	\$ 15,254.373	\$ 88.006
401.5	\$ 183,969.576	\$ 15,330.798	\$ 88.447
402.0	\$ 184,883.006	\$ 15,406.917	\$ 88.886
402.5	\$ 185,809.271	\$ 15,484.106	\$ 89.331
403.0	\$ 186,731.836	\$ 15,560.986	\$ 89.775
403.5	\$ 187,667.364	\$ 15,638.947	\$ 90.225
404.0	\$ 188,599.154	\$ 15,716.596	\$ 90.673
404.5	\$ 189,544.038	\$ 15,795.336	\$ 91.127
405.0	\$ 190,485.146	\$ 15,873.762	\$ 91.579
405.5	\$ 191,439.478	\$ 15,953.290	\$ 92.038
406.0	\$ 192,389.997	\$ 16,032.500	\$ 92.495
406.5	\$ 193,353.873	\$ 16,112.823	\$ 92.959
407.0	\$ 194,313.897	\$ 16,192.825	\$ 93.420
407.5	\$ 195,287.412	\$ 16,273.951	\$ 93.888
408.0	\$ 196,257.036	\$ 16,354.753	\$ 94.354
408.5	\$ 197,240.286	\$ 16,436.690	\$ 94.827
409.0	\$ 198,219.606	\$ 16,518.301	\$ 95.298
409.5	\$ 199,212.689	\$ 16,601.057	\$ 95.775
410.0	\$ 200,201.802	\$ 16,683.484	\$ 96.251
410.5	\$ 201,204.815	\$ 16,767.068	\$ 96.733
411.0	\$ 202,203.820	\$ 16,850.318	\$ 97.213
411.5	\$ 203,216.864	\$ 16,934.739	\$ 97.700
412.0	\$ 204,225.859	\$ 17,018.822	\$ 98.186
412.5	\$ 205,249.032	\$ 17,104.086	\$ 98.677
413.0	\$ 206,268.117	\$ 17,189.010	\$ 99.167
413.5	\$ 207,301.523	\$ 17,275.127	\$ 99.664
414.0	\$ 208,330.798	\$ 17,360.900	\$ 100.159
414.5	\$ 209,374.538	\$ 17,447.878	\$ 100.661
415.0	\$ 210,414.106	\$ 17,534.509	\$ 101.161
415.5	\$ 211,468.283	\$ 17,622.357	\$ 101.667
416.0	\$ 212,518.247	\$ 17,709.854	\$ 102.172
416.5	\$ 213,582.966	\$ 17,798.581	\$ 102.684
417.0	\$ 214,643.430	\$ 17,886.952	\$ 103.194
417.5	\$ 215,718.796	\$ 17,976.566	\$ 103.711
418.0	\$ 216,789.864	\$ 18,065.822	\$ 104.226
418.5	\$ 217,875.984	\$ 18,156.332	\$ 104.748
419.0	\$ 218,957.763	\$ 18,246.480	\$ 105.268
419.5	\$ 220,054.743	\$ 18,337.895	\$ 105.796
420.0	\$ 221,147.341	\$ 18,428.945	\$ 106.321
420.5	\$ 222,255.291	\$ 18,521.274	\$ 106.854

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
421.0	\$ 223,358.814	\$ 18,613.234	\$ 107.384
421.5	\$ 224,477.844	\$ 18,706.487	\$ 107.922
422.0	\$ 225,592.402	\$ 18,799.367	\$ 108.458
422.5	\$ 226,722.622	\$ 18,893.552	\$ 109.001
423.0	\$ 227,848.326	\$ 18,987.361	\$ 109.542
423.5	\$ 228,989.848	\$ 19,082.487	\$ 110.091
424.0	\$ 230,126.809	\$ 19,177.234	\$ 110.638
424.5	\$ 231,279.747	\$ 19,273.312	\$ 111.192
425.0	\$ 232,428.077	\$ 19,369.006	\$ 111.744
425.5	\$ 233,592.544	\$ 19,466.045	\$ 112.304
426.0	\$ 234,752.358	\$ 19,562.697	\$ 112.862
426.5	\$ 235,928.470	\$ 19,660.706	\$ 113.427
427.0	\$ 237,099.882	\$ 19,758.323	\$ 113.990
427.5	\$ 238,287.755	\$ 19,857.313	\$ 114.561
428.0	\$ 239,470.881	\$ 19,955.907	\$ 115.130
428.5	\$ 240,670.632	\$ 20,055.886	\$ 115.707
429.0	\$ 241,865.589	\$ 20,155.466	\$ 116.282
429.5	\$ 243,077.338	\$ 20,256.445	\$ 116.864
430.0	\$ 244,284.245	\$ 20,357.020	\$ 117.444
430.5	\$ 245,508.112	\$ 20,459.009	\$ 118.033
431.0	\$ 246,727.088	\$ 20,560.591	\$ 118.619
431.5	\$ 247,963.193	\$ 20,663.599	\$ 119.213
432.0	\$ 249,194.359	\$ 20,766.197	\$ 119.805
432.5	\$ 250,442.825	\$ 20,870.235	\$ 120.405
433.0	\$ 251,686.302	\$ 20,973.859	\$ 121.003
433.5	\$ 252,947.253	\$ 21,078.938	\$ 121.609
434.0	\$ 254,203.165	\$ 21,183.597	\$ 122.213
434.5	\$ 255,476.726	\$ 21,289.727	\$ 122.825
435.0	\$ 256,745.197	\$ 21,395.433	\$ 123.435
435.5	\$ 258,031.493	\$ 21,502.624	\$ 124.054
436.0	\$ 259,312.649	\$ 21,609.387	\$ 124.670
436.5	\$ 260,611.808	\$ 21,717.651	\$ 125.294
437.0	\$ 261,905.775	\$ 21,825.481	\$ 125.916
437.5	\$ 263,217.926	\$ 21,934.827	\$ 126.547
438.0	\$ 264,524.833	\$ 22,043.736	\$ 127.175
438.5	\$ 265,850.105	\$ 22,154.175	\$ 127.813
439.0	\$ 267,170.081	\$ 22,264.173	\$ 128.447
439.5	\$ 268,508.606	\$ 22,375.717	\$ 129.091
440.0	\$ 269,841.782	\$ 22,486.815	\$ 129.732
440.5	\$ 271,193.692	\$ 22,599.474	\$ 130.382

APPENDIX THREE

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
441.0	\$ 272,540.200	\$ 22,711.683	\$ 131.029
441.5	\$ 273,905.629	\$ 22,825.469	\$ 131.685
442.0	\$ 275,265.602	\$ 22,938.800	\$ 132.339
442.5	\$ 276,644.686	\$ 23,053.724	\$ 133.002
443.0	\$ 278,018.258	\$ 23,168.188	\$ 133.663
443.5	\$ 279,411.132	\$ 23,284.261	\$ 134.332
444.0	\$ 280,798.441	\$ 23,399.870	\$ 134.999
444.5	\$ 282,205.244	\$ 23,517.104	\$ 135.676
445.0	\$ 283,606.425	\$ 23,633.869	\$ 136.349
445.5	\$ 285,027.296	\$ 23,752.275	\$ 137.032
446.0	\$ 286,442.489	\$ 23,870.207	\$ 137.713
446.5	\$ 287,877.569	\$ 23,989.797	\$ 138.403
447.0	\$ 289,306.914	\$ 24,108.910	\$ 139.090
447.5	\$ 290,756.345	\$ 24,229.695	\$ 139.787
448.0	\$ 292,199.983	\$ 24,349.999	\$ 140.481
448.5	\$ 293,663.908	\$ 24,471.992	\$ 141.185
449.0	\$ 295,121.983	\$ 24,593.499	\$ 141.886
449.5	\$ 296,600.547	\$ 24,716.712	\$ 142.596
450.0	\$ 298,073.203	\$ 24,839.434	\$ 143.304
450.5	\$ 299,566.553	\$ 24,963.879	\$ 144.022
451.0	\$ 301,053.935	\$ 25,087.828	\$ 144.737
451.5	\$ 302,562.218	\$ 25,213.518	\$ 145.463
452.0	\$ 304,064.474	\$ 25,338.706	\$ 146.185
452.5	\$ 305,587.840	\$ 25,465.653	\$ 146.917
453.0	\$ 307,105.119	\$ 25,592.093	\$ 147.647
453.5	\$ 308,643.719	\$ 25,720.310	\$ 148.386
454.0	\$ 310,176.170	\$ 25,848.014	\$ 149.123
454.5	\$ 311,730.156	\$ 25,977.513	\$ 149.870
455.0	\$ 313,277.932	\$ 26,106.494	\$ 150.614
455.5	\$ 314,847.458	\$ 26,237.288	\$ 151.369
456.0	\$ 316,410.711	\$ 26,367.559	\$ 152.121
456.5	\$ 317,995.932	\$ 26,499.661	\$ 152.883
457.0	\$ 319,574.819	\$ 26,631.235	\$ 153.642
457.5	\$ 321,175.892	\$ 26,764.658	\$ 154.411
458.0	\$ 322,770.567	\$ 26,897.547	\$ 155.178
458.5	\$ 324,387.650	\$ 27,032.304	\$ 155.956
459.0	\$ 325,998.272	\$ 27,166.523	\$ 156.730
459.5	\$ 327,631.527	\$ 27,302.627	\$ 157.515
460.0	\$ 329,258.255	\$ 27,438.188	\$ 158.297
460.5	\$ 330,907.842	\$ 27,575.654	\$ 159.090

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
461.0	\$ 332,550.838	\$ 27,712.570	\$ 159.880
461.5	\$ 334,216.921	\$ 27,851.410	\$ 160.681
462.0	\$ 335,876.346	\$ 27,989.696	\$ 161.479
462.5	\$ 337,559.090	\$ 28,129.924	\$ 162.288
463.0	\$ 339,235.109	\$ 28,269.592	\$ 163.094
463.5	\$ 340,934.681	\$ 28,411.223	\$ 163.911
464.0	\$ 342,627.461	\$ 28,552.288	\$ 164.725
464.5	\$ 344,344.028	\$ 28,695.336	\$ 165.550
465.0	\$ 346,053.735	\$ 28,837.811	\$ 166.372
465.5	\$ 347,787.468	\$ 28,982.289	\$ 167.206
466.0	\$ 349,514.273	\$ 29,126.189	\$ 168.036
466.5	\$ 351,265.343	\$ 29,272.112	\$ 168.878
467.0	\$ 353,009.415	\$ 29,417.451	\$ 169.716
467.5	\$ 354,777.996	\$ 29,564.833	\$ 170.566
468.0	\$ 356,539.509	\$ 29,711.626	\$ 171.413
468.5	\$ 358,325.776	\$ 29,860.481	\$ 172.272
469.0	\$ 360,104.904	\$ 30,008.742	\$ 173.127
469.5	\$ 361,909.034	\$ 30,159.086	\$ 173.995
470.0	\$ 363,705.954	\$ 30,308.829	\$ 174.859
470.5	\$ 365,528.124	\$ 30,460.677	\$ 175.735
471.0	\$ 367,343.013	\$ 30,611.918	\$ 176.607
471.5	\$ 369,183.405	\$ 30,765.284	\$ 177.492
472.0	\$ 371,016.443	\$ 30,918.037	\$ 178.373
472.5	\$ 372,875.239	\$ 31,072.937	\$ 179.267
473.0	\$ 374,726.608	\$ 31,227.217	\$ 180.157
473.5	\$ 376,603.992	\$ 31,383.666	\$ 181.060
474.0	\$ 378,473.874	\$ 31,539.489	\$ 181.959
474.5	\$ 380,370.032	\$ 31,697.503	\$ 182.870
475.0	\$ 382,258.612	\$ 31,854.884	\$ 183.778
475.5	\$ 384,173.732	\$ 32,014.478	\$ 184.699
476.0	\$ 386,081.199	\$ 32,173.433	\$ 185.616
476.5	\$ 388,015.469	\$ 32,334.622	\$ 186.546
477.0	\$ 389,942.011	\$ 32,495.168	\$ 187.472
477.5	\$ 391,895.624	\$ 32,657.969	\$ 188.411
478.0	\$ 393,841.431	\$ 32,820.119	\$ 189.347
478.5	\$ 395,814.580	\$ 32,984.548	\$ 190.295
479.0	\$ 397,779.845	\$ 33,148.320	\$ 191.240
479.5	\$ 399,772.726	\$ 33,314.394	\$ 192.198
480.0	\$ 401,757.643	\$ 33,479.804	\$ 193.153
480.5	\$ 403,770.453	\$ 33,647.538	\$ 194.120

APPENDIX THREE

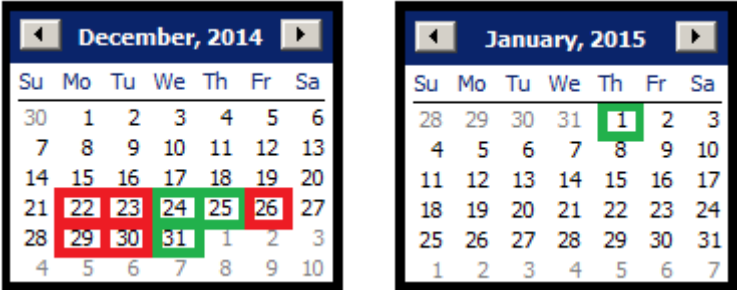
Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
481.0	\$ 405,775.220	\$ 33,814.602	\$ 195.084
481.5	\$ 407,808.158	\$ 33,984.013	\$ 196.062
482.0	\$ 409,832.972	\$ 34,152.748	\$ 197.035
482.5	\$ 411,886.239	\$ 34,323.853	\$ 198.022
483.0	\$ 413,931.302	\$ 34,494.275	\$ 199.005
483.5	\$ 416,005.102	\$ 34,667.092	\$ 200.002
484.0	\$ 418,070.615	\$ 34,839.218	\$ 200.995
484.5	\$ 420,165.153	\$ 35,013.763	\$ 202.002
485.0	\$ 422,251.321	\$ 35,187.610	\$ 203.005
485.5	\$ 424,366.804	\$ 35,363.900	\$ 204.023
486.0	\$ 426,473.834	\$ 35,539.486	\$ 205.035
486.5	\$ 428,610.472	\$ 35,717.539	\$ 206.063
487.0	\$ 430,738.572	\$ 35,894.881	\$ 207.086
487.5	\$ 432,896.577	\$ 36,074.715	\$ 208.123
488.0	\$ 435,045.958	\$ 36,253.830	\$ 209.157
488.5	\$ 437,225.543	\$ 36,435.462	\$ 210.205
489.0	\$ 439,396.418	\$ 36,616.368	\$ 211.248
489.5	\$ 441,597.798	\$ 36,799.817	\$ 212.307
490.0	\$ 443,790.382	\$ 36,982.532	\$ 213.361
490.5	\$ 446,013.776	\$ 37,167.815	\$ 214.430

Salary Range	Annual Salary	Monthly Salary	Hourly Pay Rate
491.0	\$ 448,228.286	\$ 37,352.357	\$ 215.494
491.5	\$ 450,473.914	\$ 37,539.493	\$ 216.574
492.0	\$ 452,710.569	\$ 37,725.881	\$ 217.649
492.5	\$ 454,978.653	\$ 37,914.888	\$ 218.740
493.0	\$ 457,237.674	\$ 38,103.140	\$ 219.826
493.5	\$ 459,528.440	\$ 38,294.037	\$ 220.927
494.0	\$ 461,810.051	\$ 38,484.171	\$ 222.024
494.5	\$ 464,123.724	\$ 38,676.977	\$ 223.136
495.0	\$ 466,428.152	\$ 38,869.013	\$ 224.244
495.5	\$ 468,764.961	\$ 39,063.747	\$ 225.368
496.0	\$ 471,092.433	\$ 39,257.703	\$ 226.487
496.5	\$ 473,452.611	\$ 39,454.384	\$ 227.621
497.0	\$ 475,803.357	\$ 39,650.280	\$ 228.752
497.5	\$ 478,187.137	\$ 39,848.928	\$ 229.898
498.0	\$ 480,561.391	\$ 40,046.783	\$ 231.039
498.5	\$ 482,969.008	\$ 40,247.417	\$ 232.197
499.0	\$ 485,367.005	\$ 40,447.250	\$ 233.350
499.5	\$ 487,798.698	\$ 40,649.892	\$ 234.519
500.0	\$ 490,220.675	\$ 40,851.723	\$ 235.683

APPENDIX FOUR – Holiday Schedule for 2014-2015 and 2015-2016

Holiday Schedule for 2014-2015

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 22, 2014, through Thursday, January 1, 2015, with staff returning to work on Monday, January 5, 2015.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 22, 2014, through Friday, January 2, 2015.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Wednesday, December 24, 2014) and Christmas Day (Thursday, December 25, 2014) along with New Year’s Eve (Wednesday, December 31, 2014) and New Year’s Day (Thursday, January 1, 2015).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, four (4) days of this two-week period will be holidays resulting in two weeks with only Monday and Tuesday workdays with one Friday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the five (5) work days as shown above with red boxes.

Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure (e.g., the Wednesdays or Thursdays).

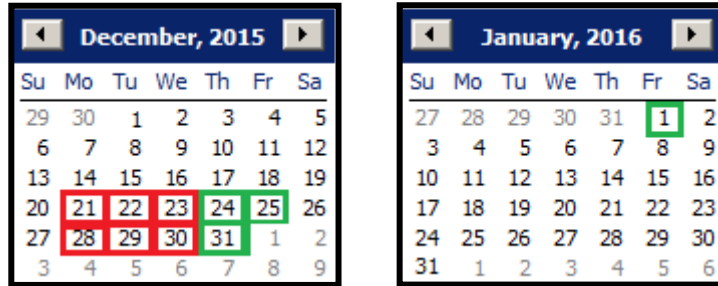
In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday, November 28, 2014) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.

Holiday Schedule for 2015-2016

The following reflects the City’s plan to close City Hall and reduce hours at other City facilities from Monday, December 21, 2015, through Friday, January 1, 2016, with staff returning to work on Monday, January 4, 2016.



Christmas and New Year’s Holidays

In an effort to ensure that all fulltime, non-sworn City employees are able to spend time with their families during the holidays, the City Council has authorized the City Manager to close City Hall and reduce hours of operations at other City facilities for two weeks from Monday, December 21, 2015, through Friday, January 1, 2016.

The current civilian MOUs provide for holiday pay for fulltime employees on Christmas Eve (Thursday, December 24, 2015) and Christmas Day (Friday, December 25, 2015) along with New Year’s Eve (Thursday, December 31, 2015) and New Year’s Day (Friday, January 1, 2016).

Due to the way the holidays fall on the calendar coupled with the current 9/80 schedule, three (3) days of this two-week period will be holidays with one holiday falling on a Friday when City Hall is scheduled to be closed (e.g., Friday, January 1, 2016). Therefore, civilian staff will receive eight (8) hours of compensatory time for that holiday. Most staff will request leave during this time, so by closing City Hall and reducing hours of operations at certain City facilities, it will prevent supervisors from having to deny certain leave requests, due to operational necessity. All fulltime employees will be required to use their administrative leave, compensatory, sick, or vacation time (if any) to cover the six (6) work days as shown above with red boxes.

Limitations

Should it be necessary for an employee to work during this week (e.g., it must be authorized in advance and approved in writing by the employee’s Department Head and the City Manager), the affected employee would not be required to use leave time during the workdays of the closure.

In addition, it should be noted that the Friday after Thanksgiving (e.g., Friday November 27, 2015) would normally be an open Friday, therefore, normal holiday pay of eight (8) hours shall apply.

Permanent Part-Time

In accordance with the SEIU MOU, permanent part-time employees only receive seven (7) designated holidays (e.g., 56 hours of holiday time), which includes Christmas Day and New Year’s Day. Therefore, all eligible permanent part-time employees will receive 16 hours of pay (e.g., two [2] days) during the two-week closure. Provided they have accrued sick time and/or vacation time, eligible permanent part-time employees may elect to use their accrued leave to cover the remaining days during this closure in order to receive their typical full pay, which cannot exceed the normal number of hours worked in previous pay periods.