

RESOLUTION NO. 2016-11-5

RESOLUTION OF THE BOARD OF DIRECTORS OF THE INLAND EMPIRE UTILITIES AGENCY*, SAN BERNARDINO COUNTY, CALIFORNIA, AMENDING THE PROFESSIONAL UNIT AND GENERAL UNIT MEMORANDUMS OF UNDERSTANDING AND THE SALARY SCHEDULE/MATRIX FOR THE UNREPRESENTED, EXECUTIVE MANAGEMENT, LABORATORY UNIT, OPERATORS' ASSOCIATION, PROFESSIONAL UNIT AND GENERAL UNIT

WHEREAS, the Agency has classification and unit changes for the Professional Unit and the General Unit Memorandums of Understanding and the consolidated salary matrix for the Unrepresented, Executive Management, Laboratory Unit, Operators' Association, Professional Unit and General Unit employees as a result of a unit modification for the Professional and General Unit, and

WHEREAS, the Agency now desires to update the salary and classification information to comply with the California Code of Regulations (CCR) §570.5, and

NOW, THEREFORE, the Board of Directors of the Inland Empire Utilities Agency* does hereby RESOLVE, DETERMINE AND ORDER as follows:

Section 1: The salary schedule/matrix is hereby adopted and set forth in Exhibit "1" of this resolution.

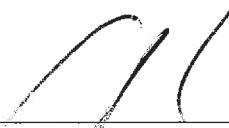
Section 2: The salary information contained in Exhibit "1" shall be effective as of November 20, 2016.

ADOPTED the 16TH day of November, 2016.



Terry Catlin, President of the Inland Empire Utilities Agency* and of the Board of Directors thereof

ATTEST:



Steven J. Elic, Secretary/Treasurer of the Inland Empire Utilities Agency* and of the Board of Directors thereof

* A Municipal Water District

STATE OF CALIFORNIA)
COUNTY OF) SS
SAN BERNARDINO)

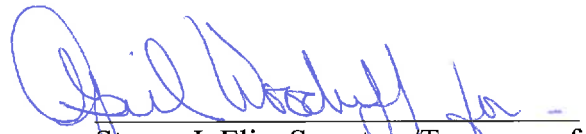
I, Secretary/Treasurer of the Inland Empire Utilities Agency*, DO HEREBY CERTIFY that the foregoing Resolution being No. 2016-11-5, was adopted at a regular Board Meeting on November 16, 2016, of said Agency by the following vote:

AYES: Elie, Camacho, Hofer, Catlin

NOES: None

ABSTAIN: None

ABSENT: Hall



Steven J. Elie, Secretary/Treasurer of
the Inland Empire Utilities Agency*
and of the Board of Directors thereof

(SEAL)

* A Municipal Water District

Salary Matrix
Effective November 20, 2016

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Accountant I	173	UN	Exempt
Accountant II	175	PR	Exempt
Accounting Technician I	169	UN	Non-exempt
Accounting Technician I	170	GU	Non-exempt
Accounting Technician II	173	GU	Non-exempt
Administrative Assistant I	171	GU	Non-exempt
Administrative Assistant I (confidential)	171	UN	Non-exempt
Administrative Assistant II	174	PR	Non-exempt
Administrative Assistant II (confidential)	174	UN	Non-exempt
Assistant Engineer	179	UN	Exempt
Associate Engineer	182	UN	Exempt
Biologist ¹	181	LB	Exempt
Board Secretary/Office Manager	188	UN	Exempt
Budget Officer	186	UN	Exempt
Business Systems Analyst I	179	PR	Exempt
Business Systems Analyst II	181	PR	Exempt
CAD Designer	178	UN	Non-exempt
Chemist	181	LB	Exempt
Chief Financial Officer/Assistant General Manager	196	EX	Exempt
Collection System Operator I	171	GU	Non-exempt
Collection System Operator II	175	GU	Non-exempt
Collection System Operator III	177	GU	Non-exempt
Collection System Supervisor	182	GU	Exempt
Compost Operator	174	GU	Non-exempt
Compost Sales Representative	181	PR	Exempt
Compost Worker	170	GU	Non-exempt
Construction Project Inspector	180	UN	Non-exempt
Contracts Administrator I	177	PR	Exempt
Contracts Administrator II	180	PR	Exempt
Control Systems Analyst I	180	GU	Non-exempt
Control Systems Analyst II	182	GU	Non-exempt
Deputy Manager of Capital Improvement Projects	188	UN	Exempt
Deputy Manager of Construction Management	188	UN	Exempt
Deputy Manager of Engineering	189	UN	Exempt
Deputy Manager of Human Resources	188	UN	Exempt
Deputy Manager of Integrated Systems Services	188	UN	Exempt
Deputy Manager of Maintenance	188	UN	Exempt
Deputy Manager of Operations	188	UN	Exempt
Deputy Manager of Planning & Environmental Resources	189	UN	Exempt
Electrical & Instrumentation Technician I	176	GU	Non-exempt
Electrical & Instrumentation Technician II	179	GU	Non-exempt
Electrical & Instrumentation Technician III	181	GU	Non-exempt
Electrical & Instrumentation Technician III ²	182	GU	Non-exempt

Salary Matrix
Effective November 20, 2016

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Electrical & Instrumentation Technician IV	182	GU	Non-exempt
Engineering Services Analyst	182	PR	Exempt
Engineering Services Specialist	179	UN	Exempt
Engineering Technician	175	GU	Non-exempt
Environmental Resources Planner I	179	UN	Exempt
Environmental Resources Planner II	182	UN	Exempt
Executive Assistant	178	UN	Exempt
Executive Manager of Engineering/Assistant General Manager	196	EX	Exempt
Executive Manager of Operations/Assistant General Manager	196	EX	Exempt
Executive Manager of Policy Development/Assistant General Manager	196	EX	Exempt
External Affairs Analyst	180	UN	Exempt
External Affairs Specialist I	171	UN	Exempt
External Affairs Specialist I (Y-Rated) ³	202	UN	Exempt
External Affairs Specialist II	177	UN	Exempt
Facilities Specialist	177	PR	Exempt
Facilities Specialist - Landscape	177	UN	Exempt
Facilities Program Supervisor	183	PR	Exempt
Financial Analyst I	179	PR	Exempt
Financial Analyst II	181	PR	Exempt
General Manager	203	EX	Exempt
GIS Specialist	178	UN	Exempt
Grants Administrator	179	PR	Exempt
Grants Officer	186	UN	Exempt
Human Resources Analyst I	177	UN	Exempt
Human Resources Analyst II	179	UN	Exempt
Human Resources Officer	183	UN	Exempt
Human Resources Technician	171	UN	Non-exempt
HVAC Technician	177	GU	Non-exempt
Industrial Engine Technician I	177	GU	Non-exempt
Industrial Engine Technician II	181	GU	Non-exempt
Information Systems Analyst I	179	PR	Exempt
Information Systems Analyst II	181	PR	Exempt
Intern	001	N/A	Non-exempt
Internal Auditor	179	UN	Exempt
Laboratory Assistant	172	LB	Non-exempt
Laboratory Scientist I	177	LB	Non-exempt
Laboratory Scientist II	179	LB	Non-exempt
Maintenance Planner	181	GU	Non-exempt
Maintenance Specialist	201	UN	Non-exempt
Manager of Business Information Services	190	UN	Exempt
Manager of Contracts & Facility Services	190	UN	Exempt
Manager of Engineering	192	UN	Exempt
Manager of External Affairs	190	UN	Exempt

Salary Matrix
Effective November 20, 2016

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Manager of Finance & Accounting	190	UN	Exempt
Manager of Human Resources	190	UN	Exempt
Manager of Internal Audit	190	UN	Exempt
Manager of Laboratories	190	UN	Exempt
Manager of Operations & Maintenance	192	UN	Exempt
Manager of Planning & Environmental Resources	192	UN	Exempt
Manager of Regional Compost Authority	190	UN	Exempt
Manager of Technical Services	190	UN	Exempt
Mechanic I	172	GU	Non-exempt
Mechanic I ⁴	173	GU	Non-exempt
Mechanic II	176	GU	Non-exempt
Mechanic III	179	GU	Non-exempt
Mechanic IV	181	GU	Non-exempt
Network Administrator	183	PR	Exempt
Office Assistant (confidential)	166	UN	Non-exempt
Office Assistant	166	GU	Non-exempt
Operations Specialist	179	UN	Exempt
Pretreatment & Source Control Inspector I	174	GU	Non-exempt
Pretreatment & Source Control Inspector II	177	GU	Non-exempt
Procurement Specialist I	174	PR	Non-exempt
Procurement Specialist II	175	PR	Non-exempt
Project Manager I	184	PR	Exempt
Project Manager II	185	PR	Exempt
Records Specialist	173	GU	Non-exempt
Recycled Water Distribution Operator	179	OP	Non-exempt
Risk Specialist	174	UN	Non-exempt
RW/Groundwater Recharge Systems Maintenance Technician	176	GU	Non-exempt
RW/Groundwater Recharge Operations & Maintenance Specialist	179	UN	Exempt
Safety Analyst	178	UN	Exempt
Safety Officer	183	UN	Exempt
Senior Accountant	179	PR	Exempt
Senior Associate Engineer	184	UN	Exempt
Senior Associate Engineer - PE	185	UN	Exempt
Senior Compost Operations & Maintenance Technician	181	GU	Non-exempt
Senior Construction Project Inspector	182	UN	Exempt
Senior Engineer	187	PR	Exempt
Senior Environmental Resources Planner	184	UN	Exempt
Senior External Affairs Specialist	180	UN	Exempt
Senior Financial Analyst	183	PR	Exempt
Senior Information Systems Analyst	182	PR	Exempt
Senior Internal Auditor	182	UN	Exempt
Senior Operations Specialist	184	UN	Exempt
Senior Project Manager	187	PR	Exempt

Salary Matrix
Effective November 20, 2016

EXHIBIT 1

CLASSIFICATION TITLE	Salary Range	Unit	FLSA
Senior Pretreatment & Source Control Inspector	180	GU	Non-exempt
Senior Wastewater Treatment Plant Operator	181	OP	Non-exempt
Senior Water Plant Operator	181	OP	Non-exempt
Senior Water Resources Analyst	182	PR	Exempt
Supervisor-Environmental Compliance & Energy	188	PR	Exempt
Systems Administrator	181	PR	Exempt
Technology Specialist I	178	GU	Non-exempt
Technology Specialist II	180	GU	Non-exempt
Technology Specialist III	182	GU	Non-exempt
Warehouse Technician	171	GU	Non-exempt
Wastewater Treatment Plant Operator I	174	OP	Non-exempt
Wastewater Treatment Plant Operator II	176	OP	Non-exempt
Wastewater Treatment Plant Operator III	178	OP	Non-exempt
Wastewater Treatment Plant Operator IV, V	180	OP	Non-exempt
Wastewater Treatment Plant Operator-in-Training	171	OP	Non-exempt
Water Plant Operator I	174	OP	Non-exempt
Water Plant Operator II	176	OP	Non-exempt
Water Plant Operator III	178	OP	Non-exempt
Water Plant Operator IV, V	180	OP	Non-exempt

Notes:

1. Incumbent Biologist in this position prior to 7/1/01 shall be non-exempt.
2. Salary range for incumbent Senior Electrical & Instrumentation Tech employee reclassified to Electrical & Instrumentation Technician III .
3. The Y-Rated salary for this position is reflective of the incumbent in the position effective 11/1/14 formerly classified as CIP Coordinator.
4. Salary range for incumbent Plant Maintenance Technician II employees reclassified to Mechanic I.

**Unrepresented, Executive, General Unit, Laboratory Unit, Operators' Association,
and Professional Unit Salary Matrix
Effective November 20, 2016**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
165				
1	18.1975	1,455.80	3,154.23	37,851
2	18.6524	1,492.19	3,233.08	38,797
3	19.1186	1,529.49	3,313.90	39,767
4	19.5967	1,567.73	3,396.76	40,761
5	20.0865	1,606.92	3,481.66	41,780
6	20.5887	1,647.10	3,568.71	42,825
7	21.1034	1,688.27	3,657.93	43,895
8	21.6310	1,730.48	3,749.37	44,992
9	22.1718	1,773.75	3,843.11	46,117
166				
1	19.1061	1,528.49	3,311.72	39,741
2	19.5837	1,566.69	3,394.50	40,734
3	20.0733	1,605.86	3,479.37	41,752
4	20.5751	1,646.01	3,566.35	42,796
5	21.0895	1,687.16	3,655.51	43,866
6	21.6167	1,729.34	3,746.90	44,963
7	22.1571	1,772.57	3,840.56	46,087
8	22.7110	1,816.88	3,936.58	47,239
9	23.2788	1,862.30	4,034.99	48,420
167				
1	20.0609	1,604.87	3,477.23	41,727
2	20.5624	1,644.99	3,564.15	42,770
3	21.0764	1,686.12	3,653.25	43,839
4	21.6034	1,728.27	3,744.59	44,935
5	22.1435	1,771.48	3,838.20	46,058
6	22.6971	1,815.76	3,934.16	47,210
7	23.2645	1,861.16	4,032.52	48,390
8	23.8462	1,907.69	4,133.33	49,600
9	24.4423	1,955.38	4,236.66	50,840
168				
1	21.0621	1,684.96	3,650.76	43,809
2	21.5886	1,727.09	3,742.02	44,904
3	22.1283	1,770.27	3,835.58	46,027
4	22.6815	1,814.52	3,931.46	47,178
5	23.2485	1,859.88	4,029.74	48,357
6	23.8298	1,906.39	4,130.51	49,566
7	24.4256	1,954.04	4,233.76	50,805
8	25.0362	2,002.89	4,339.61	52,075
9	25.6621	2,052.96	4,448.09	53,377
169				
1	22.1137	1,769.10	3,833.04	45,997
2	22.6666	1,813.33	3,928.87	47,146
3	23.2332	1,858.65	4,027.08	48,325
4	23.8141	1,905.13	4,127.77	49,533

**Unrepresented, Executive, General Unit, Laboratory Unit, Operators' Association,
and Professional Unit Salary Matrix
Effective November 20, 2016**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	24.4093	1,952.75	4,230.95	50,771
6	25.0197	2,001.57	4,336.74	52,041
7	25.6451	2,051.61	4,445.15	53,342
8	26.2862	2,102.90	4,556.28	54,675
9	26.9433	2,155.47	4,670.18	56,042
170				
1	23.2201	1,857.60	4,024.81	48,298
2	23.8005	1,904.04	4,125.42	49,505
3	24.3955	1,951.64	4,228.55	50,743
4	25.0054	2,000.43	4,334.27	52,011
5	25.6305	2,050.44	4,442.62	53,311
6	26.2713	2,101.70	4,553.69	54,644
7	26.9281	2,154.25	4,667.54	56,010
8	27.6013	2,208.11	4,784.23	57,411
9	28.2914	2,263.31	4,903.84	58,846
171				
1	24.3810	1,950.48	4,226.04	50,712
2	24.9906	1,999.24	4,331.70	51,980
3	25.6153	2,049.22	4,439.98	53,280
4	26.2556	2,100.45	4,550.98	54,612
5	26.9121	2,152.97	4,664.77	55,977
6	27.5849	2,206.79	4,781.38	57,377
7	28.2745	2,261.96	4,900.92	58,811
8	28.9813	2,318.51	5,023.43	60,281
9	29.7059	2,376.47	5,149.02	61,788
172				
1	25.6009	2,048.07	4,437.48	53,250
2	26.2409	2,099.27	4,548.43	54,581
3	26.8970	2,151.76	4,662.14	55,946
4	27.5693	2,205.55	4,778.68	57,344
5	28.2586	2,260.69	4,898.16	58,778
6	28.9651	2,317.21	5,020.62	60,247
7	29.6892	2,375.13	5,146.12	61,753
8	30.4315	2,434.52	5,274.79	63,297
9	31.1922	2,495.38	5,406.65	64,880
173				
1	26.8797	2,150.38	4,659.15	55,910
2	27.5516	2,204.13	4,775.62	57,307
3	28.2405	2,259.24	4,895.02	58,740
4	28.9465	2,315.72	5,017.39	60,209
5	29.6701	2,373.61	5,142.82	61,714
6	30.4118	2,432.95	5,271.39	63,257
7	31.1722	2,493.77	5,403.17	64,838
8	31.9515	2,556.12	5,538.27	66,459
9	32.7503	2,620.03	5,676.72	68,121

**Unrepresented, Executive, General Unit, Laboratory Unit, Operators' Association,
and Professional Unit Salary Matrix
Effective November 20, 2016**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
174				
1	28.2215	2,257.72	4,891.73	58,701
2	28.9271	2,314.16	5,014.02	60,168
3	29.6503	2,372.02	5,139.38	61,673
4	30.3916	2,431.33	5,267.88	63,215
5	31.1514	2,492.11	5,399.57	64,795
6	31.9301	2,554.41	5,534.55	66,415
7	32.7284	2,618.27	5,672.92	68,075
8	33.5466	2,683.73	5,814.74	69,777
9	34.3852	2,750.82	5,960.11	71,521
175				
1	29.6308	2,370.46	5,136.00	61,632
2	30.3716	2,429.72	5,264.40	63,173
3	31.1308	2,490.46	5,396.00	64,752
4	31.9091	2,552.73	5,530.91	66,371
5	32.7068	2,616.55	5,669.19	68,030
6	33.5245	2,681.96	5,810.91	69,731
7	34.3626	2,749.01	5,956.19	71,474
8	35.2217	2,817.73	6,105.09	73,261
9	36.1022	2,888.18	6,257.72	75,093
176				
1	31.1115	2,488.92	5,392.66	64,712
2	31.8893	2,551.14	5,527.48	66,330
3	32.6865	2,614.92	5,665.66	67,988
4	33.5036	2,680.29	5,807.29	69,688
5	34.3412	2,747.30	5,952.47	71,430
6	35.1998	2,815.98	6,101.30	73,216
7	36.0797	2,886.38	6,253.82	75,046
8	36.9817	2,958.54	6,410.16	76,922
9	37.9063	3,032.50	6,570.42	78,845
177				
1	32.6678	2,613.43	5,662.42	67,949
2	33.4845	2,678.76	5,803.98	69,648
3	34.3217	2,745.74	5,949.09	71,389
4	35.1798	2,814.38	6,097.82	73,174
5	36.0592	2,884.74	6,250.27	75,003
6	36.9607	2,956.86	6,406.52	76,878
7	37.8848	3,030.78	6,566.69	78,800
8	38.8318	3,106.55	6,730.85	80,770
9	39.8026	3,184.21	6,899.11	82,789
178				
1	34.2999	2,744.00	5,945.32	71,344
2	35.1575	2,812.60	6,093.96	73,128
3	36.0364	2,882.91	6,246.32	74,956
4	36.9374	2,954.99	6,402.47	76,830

**Unrepresented, Executive, General Unit, Laboratory Unit, Operators' Association,
and Professional Unit Salary Matrix
Effective November 20, 2016**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	37.8608	3,028.86	6,562.53	78,750
6	38.8073	3,104.58	6,726.60	80,719
7	39.7775	3,182.20	6,894.77	82,737
8	40.7719	3,261.75	7,067.14	84,806
9	41.7912	3,343.29	7,243.81	86,926
179				
1	36.0163	2,881.30	6,242.82	74,914
2	36.9167	2,953.33	6,398.89	76,787
3	37.8396	3,027.16	6,558.86	78,706
4	38.7856	3,102.85	6,722.83	80,674
5	39.7552	3,180.42	6,890.91	82,691
6	40.7491	3,259.93	7,063.18	84,758
7	41.7678	3,341.43	7,239.76	86,877
8	42.8120	3,424.96	7,420.75	89,049
9	43.8823	3,510.59	7,606.27	91,275
180				
1	37.8166	3,025.33	6,554.88	78,659
2	38.7621	3,100.97	6,718.77	80,625
3	39.7312	3,178.49	6,886.73	82,641
4	40.7244	3,257.95	7,058.89	84,707
5	41.7425	3,339.40	7,235.36	86,824
6	42.7860	3,422.88	7,416.24	88,995
7	43.8557	3,508.46	7,601.65	91,220
8	44.9521	3,596.17	7,791.70	93,500
9	46.0760	3,686.08	7,986.50	95,838
181				
1	39.7054	3,176.43	6,882.26	82,587
2	40.6981	3,255.84	7,054.33	84,652
3	41.7155	3,337.24	7,230.69	86,768
4	42.7583	3,420.66	7,411.44	88,937
5	43.8273	3,506.19	7,596.74	91,161
6	44.9230	3,593.84	7,786.66	93,440
7	46.0461	3,683.69	7,981.33	95,776
8	47.1972	3,775.78	8,180.85	98,170
9	48.3771	3,870.17	8,385.37	100,624
182				
1	41.6909	3,335.27	7,226.42	86,717
2	42.7331	3,418.65	7,407.08	88,885
3	43.8014	3,504.11	7,592.25	91,107
4	44.8965	3,591.72	7,782.06	93,385
5	46.0189	3,681.51	7,976.61	95,719
6	47.1694	3,773.55	8,176.03	98,112
7	48.3486	3,867.89	8,380.42	100,565
8	49.5574	3,964.59	8,589.94	103,079
9	50.7962	4,063.70	8,804.68	105,656

**Unrepresented, Executive, General Unit, Laboratory Unit, Operators' Association,
and Professional Unit Salary Matrix
Effective November 20, 2016**

EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
183				
1	43.7772	3,502.18	7,588.05	91,057
2	44.8718	3,589.74	7,777.77	93,333
3	45.9936	3,679.48	7,972.22	95,667
4	47.1434	3,771.47	8,171.52	98,058
5	48.3219	3,865.75	8,375.80	100,510
6	49.5300	3,962.40	8,585.19	103,022
7	50.7683	4,061.46	8,799.84	105,598
8	52.0374	4,162.99	9,019.82	108,238
9	53.3384	4,267.07	9,245.33	110,944
184				
1	45.9647	3,677.17	7,967.21	95,607
2	47.1138	3,769.10	8,166.39	97,997
3	48.2916	3,863.33	8,370.55	100,447
4	49.4989	3,959.92	8,579.82	102,958
5	50.7364	4,058.91	8,794.31	105,532
6	52.0048	4,160.38	9,014.16	108,170
7	53.3050	4,264.40	9,239.52	110,874
8	54.6375	4,371.00	9,470.50	113,646
9	56.0036	4,480.28	9,707.28	116,487
185				
1	48.2615	3,860.92	8,365.32	100,384
2	49.4680	3,957.44	8,574.46	102,893
3	50.7046	4,056.37	8,788.80	105,466
4	51.9723	4,157.78	9,008.53	108,102
5	53.2716	4,261.73	9,233.74	110,805
6	54.6034	4,368.27	9,464.59	113,575
7	55.9685	4,477.48	9,701.20	116,414
8	57.3677	4,589.41	9,943.73	119,325
9	58.8019	4,704.15	10,192.33	122,308
186				
1	50.6760	4,054.08	8,783.83	105,406
2	51.9429	4,155.43	9,003.43	108,041
3	53.2414	4,259.31	9,228.51	110,742
4	54.5725	4,365.80	9,459.23	113,511
5	55.9368	4,474.95	9,695.71	116,349
6	57.3353	4,586.82	9,938.11	119,257
7	58.7686	4,701.49	10,186.55	122,239
8	60.2378	4,819.02	10,441.22	125,295
9	61.7438	4,939.50	10,702.26	128,427
187				
1	53.2084	4,256.67	9,222.78	110,673
2	54.5385	4,363.08	9,453.34	113,440
3	55.9020	4,472.16	9,689.67	116,276
4	57.2995	4,583.96	9,931.92	119,183

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Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	58.7320	4,698.56	10,180.21	122,163
6	60.2004	4,816.03	10,434.73	125,217
7	61.7053	4,936.43	10,695.59	128,347
8	63.2480	5,059.84	10,962.99	131,556
9	64.8292	5,186.33	11,237.06	134,845
188				
1	55.8669	4,469.35	9,683.59	116,203
2	57.2635	4,581.08	9,925.68	119,108
3	58.6951	4,695.61	10,173.82	122,086
4	60.1624	4,812.99	10,428.15	125,138
5	61.6665	4,933.32	10,688.86	128,266
6	63.2082	5,056.66	10,956.09	131,473
7	64.7884	5,183.08	11,230.00	134,760
8	66.4081	5,312.65	11,510.74	138,129
9	68.0684	5,445.47	11,798.52	141,582
189				
1	58.6599	4,692.79	10,167.72	122,013
2	60.1265	4,810.12	10,421.93	125,063
3	61.6296	4,930.37	10,682.47	128,190
4	63.1704	5,053.63	10,949.53	131,394
5	64.7496	5,179.97	11,223.27	134,679
6	66.3683	5,309.47	11,503.84	138,046
7	68.0275	5,442.20	11,791.44	141,497
8	69.7283	5,578.26	12,086.24	145,035
9	71.4715	5,717.72	12,388.40	148,661
190				
1	61.5919	4,927.35	10,675.93	128,111
2	63.1317	5,050.54	10,942.83	131,314
3	64.7100	5,176.80	11,216.40	134,597
4	66.3277	5,306.22	11,496.80	137,962
5	67.9860	5,438.88	11,784.23	141,411
6	69.6856	5,574.84	12,078.83	144,946
7	71.4277	5,714.22	12,380.80	148,570
8	73.2134	5,857.07	12,690.33	152,284
9	75.0437	6,003.50	13,007.58	156,091
191				
1	64.6711	5,173.69	11,209.65	134,516
2	66.2878	5,303.03	11,489.89	137,879
3	67.9450	5,435.60	11,777.14	141,326
4	69.6437	5,571.49	12,071.57	144,859
5	71.3847	5,710.78	12,373.35	148,480
6	73.1694	5,853.55	12,682.70	152,192
7	74.9986	5,999.89	12,999.76	155,997
8	76.8736	6,149.89	13,324.76	159,897
9	78.7955	6,303.64	13,657.88	163,895

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EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
192				
1	67.9059	5,432.47	11,770.35	141,244
2	69.6036	5,568.29	12,064.62	144,775
3	71.3437	5,707.50	12,366.24	148,395
4	73.1272	5,850.18	12,675.38	152,105
5	74.9555	5,996.44	12,992.28	155,907
6	76.8293	6,146.34	13,317.07	159,805
7	78.7501	6,300.01	13,650.01	163,800
8	80.7187	6,457.50	13,991.25	167,895
9	82.7368	6,618.94	14,341.04	172,093
193				
1	71.3006	5,704.05	12,358.77	148,305
2	73.0831	5,846.64	12,667.73	152,013
3	74.9102	5,992.81	12,984.43	155,813
4	76.7829	6,142.63	13,309.03	159,708
5	78.7025	6,296.20	13,641.77	163,701
6	80.6700	6,453.60	13,982.81	167,794
7	82.6868	6,614.94	14,332.38	171,989
8	84.7540	6,780.32	14,690.69	176,288
9	86.8728	6,949.83	15,057.96	180,696
194				
1	74.8677	5,989.42	12,977.07	155,725
2	76.7394	6,139.15	13,301.50	159,618
3	78.6579	6,292.63	13,634.03	163,608
4	80.6243	6,449.94	13,974.88	167,699
5	82.6400	6,611.20	14,324.26	171,891
6	84.7060	6,776.48	14,682.37	176,188
7	86.8236	6,945.89	15,049.42	180,593
8	88.9942	7,119.53	15,425.66	185,108
9	91.2190	7,297.52	15,811.30	189,736
195				
1	78.6115	6,288.92	13,625.99	163,512
2	80.5767	6,446.14	13,966.64	167,600
3	82.5913	6,607.30	14,315.82	171,790
4	84.6560	6,772.48	14,673.70	176,084
5	86.7724	6,941.79	15,040.55	180,487
6	88.9417	7,115.34	15,416.57	184,999
7	91.1653	7,293.22	15,801.98	189,624
8	93.4444	7,475.55	16,197.03	194,364
9	95.7805	7,662.44	16,601.96	199,224
196				
1	82.5404	6,603.23	14,307.01	171,684
2	84.6040	6,768.32	14,664.69	175,976
3	86.7190	6,937.52	15,031.30	180,376
4	88.8870	7,110.96	15,407.09	184,885

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EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
5	91.1091	7,288.73	15,792.25	189,507
6	93.3869	7,470.96	16,187.07	194,245
7	95.7216	7,657.73	16,591.74	199,101
8	98.1146	7,849.16	17,006.52	204,078
9	100.5674	8,045.39	17,431.69	209,180
197				
1	86.6670	6,933.36	15,022.28	180,267
2	88.8336	7,106.69	15,397.83	184,774
3	91.0545	7,284.36	15,782.78	189,393
4	93.3309	7,466.47	16,177.35	194,128
5	95.6641	7,653.13	16,581.78	198,981
6	98.0558	7,844.46	16,996.34	203,956
7	100.5072	8,040.58	17,421.25	209,055
8	103.0199	8,241.59	17,856.78	214,281
9	105.5953	8,447.63	18,303.19	219,638
198				
1	90.9997	7,279.98	15,773.29	189,279
2	93.2747	7,461.97	16,167.61	194,011
3	95.6066	7,648.52	16,571.80	198,862
4	97.9968	7,839.74	16,986.10	203,833
5	100.4466	8,035.73	17,410.75	208,929
6	102.9578	8,236.63	17,846.02	214,152
7	105.5318	8,442.54	18,292.18	219,506
8	108.1701	8,653.61	18,749.48	224,994
9	110.8743	8,869.95	19,218.21	230,619
199				
1	97.8269	7,826.15	16,956.67	203,480
2	100.2726	8,021.80	17,380.58	208,567
3	102.7794	8,222.35	17,815.09	213,781
4	105.3489	8,427.91	18,260.47	219,126
5	107.9827	8,638.61	18,716.99	224,604
6	110.6822	8,854.58	19,184.92	230,219
7	113.4493	9,075.94	19,664.54	235,974
8	116.2855	9,302.84	20,156.15	241,874
9	119.1926	9,535.41	20,660.05	247,921
200				
1	105.1631	8,413.04	18,228.26	218,739
2	107.7922	8,623.37	18,683.97	224,208
3	110.4870	8,838.96	19,151.08	229,813
4	113.2492	9,059.93	19,629.85	235,558
5	116.0804	9,286.43	20,120.60	241,447
6	118.9824	9,518.59	20,623.61	247,483
7	121.9570	9,756.56	21,139.21	253,671
8	125.0059	10,000.47	21,667.69	260,012
9	128.1310	10,250.48	22,209.37	266,512

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EXHIBIT 1

Range/Step	Hourly	Bi-Weekly	Monthly	Annually
201				
1	55.6958	4,455.66	9,653.94	115,847
202				
1	42.9806	3,438.45	7,449.97	89,400
203				
1	139.8935	11,191.48	24,248.20	290,978
001				
1	10.0000			
2	11.0000			
3	12.0000			
4	13.0000			
5	14.0000			
6	15.0000			