

**Collective Bargaining Agreement  
By & Between the  
City of Marlborough**



**and the  
Marlborough Municipal Employees  
Association  
(Clerical, Custodial and Technical Employees)**

**July 1, 2021 – June 30, 2024**

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DRAFT 11/2020

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**CITY OF MARLBOROUGH  
AND  
MARLBOROUGH MUNICIPAL EMPLOYEES ASSOCIATION**

AGREEMENT between the City of Marlborough, Massachusetts, hereinafter referred to alternatively as the "City" or the "Employer," and Marlborough Municipal Employees Association, hereinafter referred to alternatively as "MMEA" or the "Association," for the clerical, custodial and technical employees collective bargaining unit.

**ARTICLE 1  
RECOGNITION**

For the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment, the City hereby acknowledges the Association as the exclusive bargaining representative of the following classifications:

All full-time and regular part-time (more than 10 hours per week) clerical, custodial and technical employees of the City of Marlborough in the classifications of:

|  |   |
|--|---|
| Account Clerk                                  | HVAC Technician                                 |
| Administrative Aide                            | Head HVAC Technician                            |
| Administrative Assistant                       | Library Page Circulation Aide                   |
| Administrative Assistant/Community Development | Library Staff Employee/Full-Time Clerk          |
| Assistant Building Inspector                   | Library Staff Assistant/Part-Time Clerk         |
| Assistant City Auditor                         | Manager of Communications Technology            |
| Assistant Sanitarian                           | Network Engineer                                |
| Building Maintenance Craftsman                 | Outreach Worker                                 |
| Cataloguer                                     | Plumber   |
| Chief Dispatcher                               | Plumbing Inspector                              |
| Children's Librarian                           | Principal Clerk                                 |
| Clerk  | Program Manager/Recreation                      |
| Clerk Typist                                   | Public Facilities Foreman                       |
| Computer Support Technician                    | Public Facilities Working Foreman               |
| Custodian                                      | Public Safety Administrative Assistant          |
| Head Custodian                                 | Rehabilitation Specialist/Community Development |
| Dispatcher/Public Safety                       | Resident Drop-Off Station Attendant             |
| Electrical Inspector                           | Sanitarian                                      |
| Electrician                                    | Senior Assessor                                 |
| Head Electrician                               | Senior Clerk                                    |
| Finance Assistant                              | Senior System Analyst                           |
| Head Clerk                                     |   |
| Head of Circulation                            | Utility Worker                                  |
| Houseworker                                    | Young Adult Librarian                           |

excluding the Director of the Library, Executive Director Housing Authority, Assessor, Acting Department Heads, and all confidential, managerial and casual employees and all other employees.

## **ARTICLE 2**

### **MANAGEMENT RIGHTS**

**Section 1** The City and the Association agree that the City shall retain and reserve all statutory rights, authority, and obligations in the administration of the offices, departments, and other divisions where employees covered by this Agreement are employed, and the direction of such employees. All the functions, rights, powers and authority of an employer, which the City has not specifically delegated or modified by this Agreement, are recognized by the Association to be retained by the City. Further, the Association agrees to be bound by the rules and regulations of the City, except as modified by the agreement. Such rights shall include but not be limited to:

- a. to control the operation and direction of the affairs of the City of Marlborough in all its various aspects;
- b. to determine the level of services, provided, however, that it is agreed that the impact of any reduction in force is a mandatory subject of bargaining;
- c. to direct, control, supervise and evaluate employees; provided however, in the case of employee evaluations, that the Association does not waive its right to bargain over standards of employee productivity and performance pursuant to G.L. c. 150E, Section 6;
- d. to determine new employee classifications, subject to negotiations with the Association over wages and hours;
- e. the creation, determination, interpretation and change of job descriptions subject to wage rate negotiations over new positions;
- f. to decide to reorganize, including but not limited to increasing, decreasing or discontinuing operations provided, however, that the impact of a reorganization is a mandatory subject of bargaining;
- g. to have the freedom of action to discharge the responsibility for the successful operation of the City, including the implementation, alternation, addition or elimination of existing methods, processes, systems, equipment, facilities or programs; provided, however, that any changes shall be subject to impact bargaining to the extent required by law;
- h. to subcontract work, subject to impact bargaining with the Association;
- i. to determine the location, organization, number and training of personnel;
- j. to assign and modify duties, work assignments and shifts of work, including but not limited to the transfer of employees for operational need;
- k. to assign employees to work sites, including the change of worksites from time to time;
- l. to grant and schedule leaves, subject to the seniority provision of this agreement;
- m. to schedule and enforce working hours, subject to the seniority provision of this Agreement;
- n. to assign and require overtime work, subject to Section 4 of Article 13;
- o. to determine whether goods should be leased, contracted, or purchased;
- p. to determine the conditions of hire and promotion for all employees, subject to Article 14;



- q. to reprimand, suspend, demote, discharge, or discipline, provided that formal oral reprimands that require documentation to a permanent employee's personnel file, and written reprimands, suspensions, demotions, and discharges of permanent employees who have successfully completed the probationary period will be subject to the just cause provision of this agreement; and
- r. to lay off employees due to lack of funds or work, provided, however, it is agreed that the impact of any such layoffs is a mandatory subject of bargaining;
- s. to make, amend and enforce such rules, regulations, operating and administrative procedures as the City deems necessary, subject to wage negotiations.

Nothing in this clause shall be construed to conflict with General Laws of Massachusetts.

**Section 2** During a declared state of emergency, the City will have the right to take any action necessary to meet the declared state of emergency, notwithstanding any contrary provisions of this agreement.

### **ARTICLE 3 ASSOCIATION DUES**

**Section 1** Subject to Section 3, the City shall deduct regular Association Dues in the amount stated by the Association, from the employee's weekly paycheck. The amounts deducted shall be sent to the designated Association officer with a roster. The deduction of dues shall be in accordance with approved City procedures.

**Section 2** The Association agrees to indemnify and save the City harmless against any and all claims, suits or other forms of liability arising out of deduction of money for Association dues from any employee's pay. The Association assumes full responsibility for the disposition of the monies so deducted once they have been turned over to the treasurer of the Association, who shall provide such information to the City Treasurer as may be required by said City Treasurer under General Laws, Chapter 180, Section 17A.

**Section 3** Employees may voluntarily authorize payroll deduction of Association dues. The Association shall be responsible for the administration, distribution and collection of all payroll deduction authorization cards.

### **ARTICLE 3A SERVICE FEE**

**Section 1** Effective from the thirtieth (30th) day following the beginning of employment or immediately upon execution of this Agreement, whichever occurs later, each member of the bargaining unit who is not a member of the Association in good standing shall be required, as a condition of employment, to pay a monthly agency service fee during the life of this Agreement to the Association in an amount equal to the cost of contract administration and negotiations.

**Section 2** The Association agrees to indemnify and save the City harmless against all claims, suits or other forms of liability arising out of the deductions of such agency service

fee from an Employee's pay or out of application of this Article. The Association agrees to assume full responsibility for the disposition of the monies so deducted once they have been turned over to the treasurer, who shall provide such information to the City Treasurer as may be required by said City Treasurer under General Laws, Chapter 180, Section 17G.

**Section 3** This Article shall not apply to any Employee who has authorized the City Treasurer to deduct Association dues under Article 3 of this Agreement.

**Section 4** No action by the City shall be considered against any member of the bargaining unit for failure to meet his Agency Service Fee obligation, unless and until the association certifies in writing to the City said member of the bargaining unit has not met the obligation imposed by this Article.

**Section 5** It is understood by the City and the Association that deduction of the Agency Service Fee shall be made by the City through its Treasurer only during the existence of an executed agreement between the City and the Association.

**Section 6** The City and the Association agree that the Association will incur any cost of an arbitration proceeding to terminate employment as a result of this Article.

#### **ARTICLE 4**

##### **GRIEVANCE AND ARBITRATION**

**Section 1** For purposes of this Agreement, a Grievance shall be defined as an actual dispute arising as a result of the application or interpretation of one or more expressed terms of this Agreement, or *Addendum A* or *B*, provided, however, that any matter arising under the exercise of management rights pursuant to Article 2 of this Agreement or any matter reserved to the discretion of the City or Retirement Board, shall not be subject to this Grievance procedure.

**Section 2** The Association shall present the Grievance in writing to the department head, within fifteen (15) calendar days of the employee's or the Association's knowledge of the event giving rise to the Grievance. The department head shall respond to the Association within fifteen (15) calendar days. The written Grievance shall state, specifically, the facts giving rise to the Grievance, the provision(s) of the Agreement, if any, alleged to have been violated, the name(s) of the aggrieved employees and the remedies sought. In the event the department head does not resolve the matter to the satisfaction of the Association, the Grievance shall be processed in accordance with Section 3 of this Article.

**Section 3** If the Association is not satisfied with the response of the department head, the employee or the Association shall present the grievance in writing to the Mayor or his/her designee within fifteen (15) calendar days of the denial of the Grievance. The Association and the Mayor or his/her designee shall meet on the grievance within fifteen (15) calendar days of the receipt of the grievance. The Mayor or his/her designee will respond to the Association within fifteen (15) calendar days thereafter. Failure to respond shall be deemed a denial.

#### **Section 4**

(1) If the Grievance is not resolved as a result of the written decision of the Mayor or his/her designee, the Association may submit the Grievance to Arbitration within fourteen (14) calendar days of the Mayor's or his/her designee's answer. The 14 calendar days shall commence upon the Association's receipt of the Mayor's or his/her designee's answer. The Association shall submit the grievance to arbitration by submitting a written request with the Massachusetts Department of Labor Relations ("DLR") for a list of grievance arbitrators. The parties will attempt to reach mutual agreement on an arbitrator on the list of grievance arbitrators from the DLR. If, within ten (10) business days of receipt of the aforesaid list of arbitrators, the parties are unable to agree on an arbitrator, they may attempt to agree on an arbitrator who is not on the aforesaid list. If, after ten (10) business days of discussing possible arbitrators not on the list, the parties are still unable to mutually agree on an arbitrator, the Association will submit a demand for arbitration to the American Arbitration Association ("AAA"), and the parties will choose an arbitrator pursuant to the AAA's rules and procedures for grievance arbitration.

(2) Each party shall bear the expenses incurred by the party and expenses of the Mediator and/or Arbitration incurred jointly shall be borne equally by the Association and the City.

(3) The Arbitrator will not have the power to add to, subtract from, or amend this contract in any way.

(4) The Arbitrator shall make no award for a Grievance initiated prior to the effective date of this Agreement or after the termination of this Agreement.

(5) The Arbitrator shall only interpret such items and determine such issues that may be submitted to him or her by the parties.

(6) The Arbitrator should not render any award contrary to external law.

(7) Grievances may be settled without precedent at any stage of the procedure until the issuance of a final award by the Arbitrator.

(8) If the matter grieved pursuant to this Article is a disciplinary action taken against a permanent employee, at the arbitration hearing, the City shall have the burden to prove by a preponderance of the evidence that there was just cause for the disciplinary action.

(9) It is expressly understood that grievances brought under this Section may only be brought to arbitration by the Association.

**Section 5** The failure of the department head, the Mayor or his/her designee to respond to a Grievance shall be deemed a denial of the Grievance and the Association may move the Grievance to the next step in the procedure, including an appeal of a grievance to arbitration.

**Section 6** Either party shall have the right to have a transcript made of the proceedings. The requesting party shall pay the expense of providing a copy of the transcript to the arbitrator.

**Section 7** Notwithstanding Sections 1 - 6 above, an employee may present a grievance to the City, and have such grievance heard without the intervention by the Association, provided that the Association is afforded the opportunity to be present at such conferences and that any adjustment made shall not be inconsistent with the terms of this Agreement.

## **ARTICLE 5 NO STRIKE**

**Section 1** During the life of this Agreement, no employee covered by this Agreement will engage in, induce or encourage any strike, work stoppage, slowdown, sickout, picketing, sympathy strike, or other withholding of services from the City, including so-called work-to-rule, refusal to perform in whole or in part duties of employment, however established, and the withholding of overtime services.

**Section 2** During the life of this Agreement, the Association agrees that neither Association nor any of its officers, agents or members, nor any employee covered by this Agreement, will call, institute, authorize, participate in or sanction any strike, work stoppage, slowdown, sickout, picketing, sympathy strike or other withholding of services, including so-called work-to-rule, refusal to perform in whole or in part duties of employment, however established, and withholding of overtime services.

**Section 3** During the life of this Agreement, the Association agrees further that should any employee or group of employees covered by this Agreement engage in any such job action, the Association will forthwith disavow such activity, refuse to recognize any picket line established in connection therewith, and take all reasonable means to induce such employee or group of employees to terminate such job action.

**Section 4** Violation of this Article, or refusal to cross any picket line in the performance of duty, will be a violation of this Agreement and will be just cause for disciplinary action, up to and including termination, by the City against an employee and such other action that the City may deem appropriate.

**Section 5** The City may, in addition to the remedies under Chapter 150E of the General Laws or this Agreement, file independently an action in a court of appropriate jurisdiction to enforce this Article.

**Section 6** Nothing in this Article shall preclude the Association or any employee from participating in or conducting informational picketing.

## **ARTICLE 6 NON-DISCRIMINATION**

The parties to this Agreement agree that they will not discriminate against members of the bargaining unit because of sex, sexual orientation as defined by law, age as defined by law, race, color, religion, handicap, national origin, genetic information or other legally protected class, or because of Association or non-Association membership or political affiliation.

**ARTICLE 7  
HOURS OF WORK**

The Association and the City agree that employees shall work at least forty (40) hours per week or thirty-five (35) hours per week, unless the employee is a part time employee as defined in Article 8 of this Agreement.

**ARTICLE 8  
FULL-TIME AND PART-TIME EMPLOYEES**

An employee shall be considered a full-time employee if he/she is regularly scheduled to work a full normal workweek. A full normal workweek is defined as forty (40) hours per week or thirty-five (35) hours per week, as is required by the City for the specific position. An employee who is regularly scheduled to work less than a full normal workweek but more than ten (10) hours per week is a part-time employee. Except as otherwise provided in this Agreement or *Addendum A*, part-time employees shall receive pro-rated benefits.

**ARTICLE 9  
PROBATIONARY PERIOD**

Any employee first hired to fill a position within any City department prior to the date of execution of this Agreement shall complete a six (6) month probationary period and may be disciplined or terminated without cause or notice during the probationary period. Any employee hired to fill a position in any City department, who prior to the date of execution of this Agreement had not previously been employed in any City department, shall be required to serve a twelve (12) month probationary period. Such discipline or termination shall not be subject to the grievance arbitration procedure under Article 4 of this Agreement and may be disciplined or terminated without cause or notice during the probationary period. Any period of authorized leave of absence during the applicable probationary period will toll and not count towards the probationary period.

**ARTICLE 10  
JUST CAUSE**

An employee who successfully completes the twelve-month probationary period and is in a permanent position shall not receive a formal oral reprimand that requires documentation to a permanent employee's personnel file, a written reprimand, suspension or demotion, or be discharged from a permanent position except for just cause.

**ARTICLE 11  
WAGES**

- Section 1** All full-time and part-time employees shall receive wage increases, as follows:
- A. Effective July 1, 2021, there shall be a one percent (1%) increase in base wages
  - B. Effective July 1, 2022, there shall be a two percent (2%) increase in base wages
  - C. Effective July 1, 2023, there shall be a two percent (2%) increase in base wages

The Parties agree that in the event a higher across the board salary percent increase is negotiated as part of negotiations with another City bargaining unit – excluding the Marlborough Police Command Officers (Local 366, MCOP AFL-CIO), the Marlborough Police Patrol Officers (NEPBA, Local 81), and the Marlborough Firefighters (IAFF, Local 1714) – during the term of this Agreement, this Agreement will be reopened for the limited purposes of further discussions on this base salary issue only.

Wages, calculated to reflect the hourly rate, and weekly and annual wages, will be paid according to the schedule attached as *Addendum B*.

**Section 2** The City shall reimburse permanent employees for all renewal licenses, except drivers' licenses of any class, which are specifically required by the City for continued employment in his/her position up to a maximum of one hundred (\$100.00) dollars, if said licenses and certificates are required by reason of employment.

**Section 3**      **Reclassification Requests**

In accordance with the terms of this section, a bargaining unit employee, with the assistance of the Association, may submit a request for review of his/her classification to the Human Resources Director. All written requests should state in detail the reasons the employee/Association believes a review of the employee's classification is warranted. Should the Human Resources Director determine that further investigation of the request is necessary, he/she shall schedule a meeting with the employee and a representative of the Association, during which time the employee and the Association may present any and all additional information in support of the reclassification request that the Association and employee deem relevant. The Human Resources Director may request that other appropriate representatives of the City attend meetings scheduled under this Section. The Human Resources Director shall respond to the requesting employee within thirty (30) days of the date of the request, or the date of the meeting with the employee and Association representative, in the event such meeting is held. The Human Resources Director's decision with respect to a request under this section shall be final and binding. The provisions of this section, and any and all decisions made pursuant hereto shall not be subject to the Grievance and Arbitration Procedure set forth in Article 4.

**Section 4**      **Direct Deposit**

All employees shall be paid by way of electronic, paperless, direct deposit on a weekly or biweekly basis, to be determined by the City. All references in this contract to weekly compensation shall mean biweekly compensation.

All members will be responsible to provide the information necessary to make such direct deposits to the City's Accounting Department within sixty (60) days of the execution of this agreement.

## **Section 5      Education Incentive**

Effective July 1, 2018, library employees who have or subsequently attain a master's degree in Library Science will receive a \$500 annual stipend.

## **Section 6      Part-Time Library Clerks**

The City agrees to increase the wages of the part-time library clerks adopting the below wage schedule, effective on the next pay period following April 20, 2020:

|         |         |
|---------|---------|
| Step 0: | \$14.00 |
| Step 1: | \$14.56 |
| Step 2: | \$15.14 |
| Step 3: | \$15.75 |

## **Section 7      Compensatory Time**

1. Previous Compensatory Time
  - a. Employees with accrued compensatory time on the date of execution of the Agreement (February 28, 2014) will be asked by his/her department head to use no more than fifty (50) hours of accrued compensatory time on or before April 30, 2014. The exact number of hours to be used before April 30, 2014 will be determined in consultation with the department head in order to insure the efficient and effective operation of the department.
  - b. Any unused compensatory hours as of May 1, 2014 will be converted into a one-time cash payment that will be made to the employees on or before July 15, 2014.
  - c. Any employee, who has already used compensatory time per the Mayor's June 25, 2013 memorandum, shall receive a credit towards the fifty (50) hours described above.
2. Compensatory Time Accrual
  - a. Beginning July 1, 2014, the maximum allowable unused compensatory time to be carried by any one employee without prior mayoral approval shall be thirty-five (35) hours.
  - b. Beginning July 1, 2014, each employee will be encouraged to use all accrued unused compensatory time by December 31 of each year in consultation with their department head.
  - c. Any requests to carry over compensatory time into the new calendar year must be requested by the Department Head and approved by the Mayor on or before December 1. Any carry over of unused compensatory time from previous calendar year shall apply towards the new calendar year's maximum of thirty-five (35) hours.
  - d. In the absence of carry over approval in Section c above, any unused compensatory time on the books as of December 31 will be paid out at the employee's overtime rate on or before January 15<sup>th</sup> of the new calendar year.

**ARTICLE 12**  
**PUBLIC SAFETY DISPATCHERS**

The City shall be allowed to cover a public safety dispatcher's shift with non-bargaining unit employees if no dispatcher is available or willing to cover a vacant shift.

The Association acknowledges that public safety dispatchers are subject to mutual aid standards and certain public safety dispatcher protocols, as amended, and any change or requirement mandated by said standards and protocols shall not be subject to bargaining.

**ARTICLE 13**  
**BENEFITS**

Subject to the following, the City and the Association agree that the City's personnel policies and benefits contained in Chapter 125 of the City of Marlborough's Code, as amended, attached hereto as *Addendum A* and incorporated herein shall govern the terms and conditions of employment of the clerical, custodial and technical employees of the City with respect to benefits.

**Section 1      Sick Leave**

1. Full and part-time employees will accrue sick leave at the rate of one and one-quarter ( $1\frac{1}{4}$ ) days per month of actual employment and will be entitled to sick leave of 15 days in one calendar year. Employees may take sick leave by the hours, subject to Department Head approval.

2. Eligible full-time employees will be entitled to a retirement incentive that provides payment for a maximum of ninety (90) sick days if the full-time employee meets the following conditions:

- (a) The employee must have completed a minimum of twenty-five (25) years of creditable service for retirement.
- (b) The employee has maintained ninety (90) days of sick leave for the five (5) years prior to his/her retirement and maintained that ninety (90) day sick bank at least ninety (90) days before his or her retirement; and
- (c) The employee must retire within twelve (12) months of retirement age and years of service to obtain the maximum benefit.
- (d) For the purpose of determining eligibility for the retirement incentive, employee's sick leave and sick leave bank shall be considered one sick leave bank.

3. Eligible full-time employees shall be entitled to receive payment for a maximum of ninety (90) unused available sick days as a retirement incentive if the employee meets the following conditions:

- (a) *Superannuation Retirement*
  - (i) The Employee must give notice of intent to retire by no later than April 1 of the Fiscal Year prior to the Fiscal Year in which the retirement shall occur, and such notice shall include the month in which the retirement will occur;



- (ii) The employee must have maintained a minimum of ninety (90) sick days annually for five (5) consecutive years prior to the retirement;
- (iii) The employee must have completed a minimum of twenty-five (25) years of creditable service for the City of Marlborough;
- (iv) If the employee is eligible for maximum retirement benefit; the employee must retire within three (3) years of the date of achieving maximum benefit;
- (v) The employee must retire during the month for which notice, as in (i) above, was given;
- (vi) The employee must not have engaged in a proven case of sick leave abuse during the five (5) years preceding retirement.

Notwithstanding the conditions set forth above, in the event of a catastrophic illness or injury, as defined below, of the employee or the employee's spouse, the notice requirement set forth in subsection 3(a)(i) and the requirement under 3(a)(ii) to maintain a minimum of ninety (90) sick days annually for five (5) consecutive years prior to retirement shall be waived.

The term "catastrophic" shall be defined as a non-work related illness or injury, which results in a medically-necessary period of treatment or recuperation in excess of twenty (20) working days under the direction of a qualified physician and during which the employee, at the determination of a qualified physician, was unable to perform his/her duties and directly leads to the termination of the employee's employment with the City.

(b) *Voluntary or Involuntary Disability Retirement*

- (i) The employee must have maintained a minimum of ninety (90) sick days annually for five (5) consecutive years prior to retirement;
- (ii) The employee must have completed a minimum of twenty-five (25) years of creditable service for the City of Marlborough;
- (iii) The employee must not have engaged in a proven case of sick leave abuse during the five (5) years preceding his/her retirement.

Subject to this Article, for further provisions governing sick leave see *Addendum A*, Section 32.23, Section 32.25, Section 32.26 and Section 32.27.

**Section 2 Sick Leave Buy Back**

1. After accumulating ninety (90) days of sick time, full-time employees will be entitled to buyback each year up to 10 days of accrued sick time. Payment of "buy back" under this Section shall be made on or before January 31 of each year. After accumulating ninety (90) days of sick time, full-time employees will be entitled to sell

back up to ten (10) days of accrued sick time each year. The days sold back must be in excess of the requisite ninety (90) required to participate. Eligible employees may not sell back sick days that would result in his/her balance dropping below ninety (90). Payment of days "bought back" under this Section shall be made on or before January 31 of each year.

2. At the termination of employment, except where termination is by the City for cause, the City shall pay to a full-time employee an amount equal to thirty percent (30%) of his/her unused, accumulated sick leave, not to exceed the value of ninety (90) sick-leave days or three thousand dollars (\$3,000.00), whichever is less.

3. On or at the death of an active MMEA bargaining unit employee, 100% of said employee's sick leave, not to exceed ninety (90) days, shall be paid to the beneficiaries listed by said employee in his/her contributory retirement plan.

### **Section 3 Longevity**

Full-time employees shall receive longevity pay when years of service have been met. Years of service shall be determined by date of hire.

#### Effective July 1, 2007 (FY '08):

|                  |         |
|------------------|---------|
| 8-11 years       | \$450   |
| 12-15 years      | \$775   |
| 16-19 years      | \$1,085 |
| 20 or more years | \$1,725 |

Any full-time employee who actually received and was paid a percentage-based longevity payment prior to July 1, 1997, shall continue to be eligible to receive a percentage-based longevity payment for the duration of this Agreement. However, if he/she elects to receive a flat-fee based longevity payment, he/she may not opt back into the percentage-based longevity plan. Effective July 1, 2007, any full-time employee who is eligible to receive a percentage-based longevity payment will receive an additional payment of \$50.00. Effective July 1, 2011, the following longevity pay schedule will apply to all eligible employees in the bargaining unit. Employees, who, on the effective date, are receiving the percentage-based longevity, shall be eligible to receive their appropriate percentage longevity pay and any "plus" flat dollar amount set forth below:

#### Effective July 1, 2011 (FY '12):

|                  |                    |
|------------------|--------------------|
| 8-11 years       | \$450              |
| 12-15 years      | \$775              |
| 16-19 years      | \$1,085            |
| 20-24 years      | \$1,725 plus \$500 |
| 25 years or more | \$1,725 plus \$800 |

#### **Section 4 Overtime Pay**

Subject to *Addendum A*, Section 32.16, employees shall be paid at one and one-half times their regular hourly rate for each hour actually worked over forty (40) hours per week.

#### **Section 5 Vacation**

1. Subject to *Addendum A*, Section 32.17, accrued vacation leave must be used in the calendar year it is accrued or it is lost unless a department head and the Human Resources Director of the City agree otherwise. At the termination or death of an employee, the employee or his/her estate shall receive payment for unused and accrued vacation.

2. Employees may choose vacation based on strict seniority within their department.

3. Full-time employees shall accrue vacation leave for actual service in the following manner:

- a. One (1) year or less of service: one (1) day per month not to exceed ten (10) days in the calendar year.
- b. One (1) to five (5) years of service: ten (10) days.
- c. Between five (5) years to ten (10) years of service: fifteen (15) days.
- d. Between ten (10) years to fifteen (15) years of service: twenty (20) days.
- e. Fifteen (15) or more years of service: twenty-five (25) days.

For purposes of this paragraph, a day shall be the number of hours in the employee's scheduled workday.

4. Part-time employees shall accrue vacation according to the above schedule on a pro-rated basis. For purposes of determining prorated vacation, a vacation day shall equal the average number of hours worked per day over the prior six months.

5. Whenever an employee completes a year of service such that he/she advances to the next higher level of vacation entitlement, he/she shall be entitled to the higher vacation entitlement beginning on January 1 of the year immediately following his/her anniversary date.

6. Between December 1 and December 31 of each calendar year, certified public safety dispatchers may elect to cash out up to one week (5 days) of their unused accrued vacation time, if available.

## **Section 6      Holidays**

This section shall not be applicable to public safety dispatchers. Subject to the provisions of *Addendum A*, Section 32.18, the following days shall be recognized as holidays and granted as paid leave as follows for full-time employees in actual service. Paid leave for the purposes of this Section will consist of the day the holiday is observed if that day is a regular workday.

|                        |                          |                  |
|------------------------|--------------------------|------------------|
| New Year's Day         | Memorial Day             | Columbus Day     |
| Martin Luther King Day | Juneteenth (eff. 1/1/22) | Veterans' Day    |
| Presidents' Day        | Independence Day         | Thanksgiving Day |
| Patriots' Day          | Labor Day                | Christmas Day    |

If an employee is scheduled to work on a holiday, the employee shall receive his/her regular rate of pay for all hours actually worked and a paid day-off in lieu of holiday pay. If an employee is not scheduled to work on the holiday and works on the holiday, the employee shall receive one and one-half (1 ½) times his/her regular rate of pay for all hours actually worked and holiday pay. An employee who is on vacation shall not be charged a vacation day for a holiday. See *Addendum A*, Section 32.18, for further provisions regarding holiday pay.

Library employees who actually work hours on the following days during which City Hall is actually closed, excluding any such days which fall on a weekend, shall accrue paid time off equal to the actual time worked while City Hall is closed: Good Friday, the day before Thanksgiving, Christmas Eve, and New Year's Eve.

Consistent with M.G.L. c. 4, 7, cl. Eighteenth, that whenever New Year's Day, Independence Day, Veterans' Day or Christmas Day falls on a Sunday, the day following (i.e., Monday) will be the paid day off.

Holiday pay for employees who work other than Monday through Friday. If the holiday falls on a regularly scheduled day off, the employee in question will get the regularly scheduled workday immediately prior to, or following, the holiday off with pay.

When Christmas and New year's Day falls on a Saturday, employees will have the preceding Friday off, in a pay status.

## **Section 6A      Holidays and Holiday Pay for Public Safety Dispatchers**

Public Safety Dispatchers shall be paid for the following holidays:

|                        |                          |                  |
|------------------------|--------------------------|------------------|
| New Year's Day         | Memorial Day             | Columbus Day     |
| Martin Luther King Day | Juneteenth (eff. 1/1/22) | Veteran's Day    |
| Presidents' Day        | Independence Day         | Thanksgiving Day |
| Patriots' Day          | Labor Day                | Christmas Day    |

If a public safety dispatcher is scheduled to work on the holiday, the public safety dispatcher shall receive pay and in addition shall receive one and one-half (1½) times his/her

regular rate of pay for all hours actually worked on the holiday. In the event the public safety dispatcher works overtime during the week of a scheduled holiday, the public safety dispatcher shall not receive more than one and one-half (1½) times his/her regular rate of pay for the hours actually worked on the holiday on overtime.

#### **Section 7 Jury Duty**

An employee shall be paid for the first three days of absence from work for Massachusetts jury duty. An employee, who must serve on a Massachusetts jury thereafter, or federal jury service, shall receive compensation equal to the difference between the employee's base rate and the court fees received by the employee. See *Addendum A*, Section 32.19 for further provisions regarding jury duty.

#### **Section 8 Military Leave**

Employees shall be granted leave for military reserve training programs in accordance with law. An employee shall retain his/her seniority during such military leave to serve in the federal or state governments' armed forces. For further provisions governing military leave, see *Addendum A*, Section 32.29 and Section 32.20.

#### **Section 9 Personal Leave**

1. Subject to *Addendum A*, Section 32.21, full-time employees with at least one year of actual service shall receive six (6) personal days per calendar year to be taken within the calendar year. Personal leave days shall not accrue from year to year and an employee shall not be entitled to payment for unused personal days upon termination of employment.
2. Full-time employees with less than one year of service will earn personal leave days as follows:
  - a. An employee hired between January 1 and April 30 shall receive six days of personal leave.
  - b. An employee hired between May 1 and August 31 shall receive four days of personal leave.
  - c. An employee hired between September 1 and December 31 shall receive two days of personal leave.
3. All employees hired on or after January 1, 2014 shall receive a maximum of four (4) personal days per year.

#### **Section 10 Bereavement Leave**

Subject to the provisions of *Addendum A*, Section 32.28, a full-time employee will be permitted up to four (4) days of leave without loss of pay following the death of any member of his/her immediate family provided that he/she actually attends the funeral or a memorial service held in the honor of the deceased immediate family member. "Immediate family" is defined as a spouse or domestic partner, child, mother, father, grandchild, brother, sister, grandparent, brother-in-law, sister-in-law, mother-in-law, father-in-law, and those who reside in the same household with the employee. Notwithstanding any contractual language or

past practice to the contrary, the term “mother” and the term “father” in this Section shall be interpreted to include step-parents, adoptive parents, and other non-biological parents. However, with respect to taking bereavement leave for the death of an employee’s parent (whether considered a mother or father to the employee), each employee shall be limited to a total of 2 leaves for the death of a parent over the course of employment; provided, however, subject to the prior approval of management, an employee may be granted bereavement leave for the death of more than 2 parents.

#### **Section 11 Travel Allowance**

Subject to the provisions of *Addendum A*, Section 32.31, when an employee is required to use his/her automobile in the performance of his /her job under the direction of the City, the employee shall receive mileage reimbursement at in an amount approved by the City Council. For other provisions governing travel allowance, see *Addendum A*, Section 32.31, B, C, D and E.

#### **Section 12 Insurance**

The City agrees to provide health, dental and life insurance or HMO coverage to all employees who work twenty (20) or more hours per week as required by Chapter 32B. Employees who regularly work twenty (20) or more hours per week shall be eligible to enroll in a health insurance plan without a waiting period, subject to the consent and approval of the specific plan provider if the plan provider is not the City.

According to current City policies, the City and the employee will share the cost of the health insurance (EPO, 70/30%, and PPO, 60/40%) and dental insurance (50/50%).

#### **Section 13 Library Sunday Stipend**

Any employees who work in the Library on Sunday shall be compensated at an hourly rate \$2.00 higher than their regular hourly rate of pay.

#### **Section 14 RESERVED**

#### **Section 15 Shift Differential**

Any bargaining unit employee with a regular workday commencing at or after 3:00 p.m. shall receive a shift differential that is the dollar equivalent of 3% of their hourly rate.

#### **Section 16 Houseworker & Building Maintenance Stipend**

Any person who holds the title of Houseworker & Building Maintenance shall be compensated at an hourly rate \$1.50 higher than their regular hourly rate of pay.

#### **Section 17 Clothing and Uniform Allowance**

All non-office public facilities employees, the Manager of Communications of Technology, and all employees who conduct inspections as part of their regular job duties shall be required to purchase and wear certain clothing items in the conduct of their duties that is subject to prior approval of management. All clothing that is purchased by such employees for their work will be reimbursed upon submission of a voucher by the employee up to a maximum amount of \$900 per calendar year, effective July 1, 2018. Management reserves the right to determine and, from time-to-time, change the uniform items, in its sole discretion, which

decision will not be the subject of a grievance or arbitration for any purpose. All non-office public facilities employees and all employees who conduct inspections shall be required to purchase and wear steel or composite toe boots in the performance of their duties.

### **Section 18**

The City shall reimburse an employee for no more than two (2) college courses he or she takes and passes in any fiscal year, one-half the course's tuition up to \$500 per course, so as (a) the employee's department head has determined in writing, prior to course registration, that the course is sufficiently work-related to qualify for the reimbursement, (b) the employee achieves a grade equivalent to a C+ or better, and (c) the total amount of reimbursements in the aggregate per contract year for the bargaining unit shall not exceed \$4,000.

## **ARTICLE 14**

### **JOB POSTING**

When an existing position or a new position under this Agreement becomes vacant on a permanent basis and the City intends to fill the position, the vacancy shall be posted internally for five (5) days in a conspicuous place listing the pay, shift, duties and qualifications of the position. An employee shall advise the City Human Resources Director or his/her designee in writing of his /her interest in the posted position within the five (5) day internal posting period. In the event the City determines to hire an internal candidate, and the City determines that two (2) or more internal candidates are equally most qualified, the City shall select the senior most candidate. If the City decides not to appoint the internal candidate, it will consider external candidate(s) for the vacant position. The City's decision not to appoint an internal candidate or its decision to consider and/or hire external candidates over internal candidates shall not be subject to the grievance and arbitration procedure established in this Agreement. Also, the City's determination as to the relative qualifications of internal candidates shall not be subject to the grievance and arbitration procedure.

## **ARTICLE 15**

### **SENIORITY**

**Section 1** For purposes of this Agreement, as applicable, seniority is defined as length of tenure in the City, regardless of Department.

**Section 2** The principle of seniority shall govern and control in cases of preference for permanent employees in assignment to shift work, subject to classification and qualifications, and choice of vacation, subject to operational and staffing requirements of the City and the department to which the employee is assigned.

**Section 3** An employee who is "laid off" due to lack of work, lack of money, or abolition of position shall have recall rights, in accordance with this Section of Article XV and Article II (Management Rights), for a period of two (2) years after the effective "layoff" date, provided she/he keeps the City's Human Resources Director apprised of his/her current mailing address. A "laid off" employee's recall rights under this Agreement shall be limited to his/her same title, subject to qualification, within his/her department only at the time of the "lay off". The City shall have the right to identify the specific job title within a department to be "laid off" and

shall “lay off” the employee with the least departmental seniority in the specific job title within said department. For purposes of this Section, the term “department” shall be defined, by example, as follows: Auditor’s Office, City Clerk’s Office, Department of Public Works, etc.

## **ARTICLE 16**

### **ASSOCIATION REPRESENTATIVES**

**Section 1** The Association officers and representatives are the President, Vice President, Secretary, Treasurer, and Executive Board members.

**Section 2** The Association shall keep the City informed, in writing, of any changes in the roster of Association officials or representative.

## **ARTICLE 17**

### **ASSOCIATION ACTIVITIES**

**Section 1** An Association official shall be paid his/her regular hourly rate up to a maximum of thirty (30) minutes per grievance for investigating grievances, and paid time off shall be allowed for attendance at grievance meetings between the Association and the Department Head or the Mayor or his/her designee. Association officials will be permitted to leave their work after reporting to their respective department head and recording their time for the purpose of adjusting grievances in accordance with the grievance procedure in this Agreement, and for reporting to an aggrieved employee the status of his/her grievance. Association officials shall work at their regular work during their respective shifts and shall remain in their department unless otherwise agreed to by their department head.

**Section 2** During any discussion of a grievance with management, an employee may be accompanied by an officer of the Association.

**Section 3** The negotiating teams may consist of up to six (6) members. In the event negotiations are conducted between the hours of 9:00 a.m. and 5:00 p.m., the City agrees to pay up to six (6) employee members of the Association bargaining team at their regular rates of pay, provided the employees are otherwise scheduled to work during the time period that the negotiations are conducted. Negotiations shall not be conducted between 9:00 a.m. and 5:00 p.m. unless both parties agree. In no event shall attendance at negotiations cause an adverse impact to any department, which shall be determined by the City with input from the relevant department heads.

**Section 4** A written list of Association representatives will be furnished to the City immediately after their designation. The Association will notify the City of any changes.

## **ARTICLE 18**

### **WAIVER**

The City and the MMEA, for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agree that the other will not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement.



**ARTICLE 19**  
**SAVING CLAUSE**

If any provision of this Agreement be declared illegal by a court of competent jurisdiction, or rendered illegal by subsequent acts of the Legislature, the remainder of the Agreement shall not be invalidated and shall continue in full force and effect.

**ARTICLE 20**  
**STABILITY OF AGREEMENT**

**Section 1** No agreement, understanding, alteration, amendment or variation of the terms of this Agreement will bind the parties to this Agreement unless made and executed in writing by the parties.

**Section 2** The failure of the City or the Association to insist in any one or more incidents, or upon performance of any of the terms or conditions of this Agreement, will not be considered as a waiver or relinquishment of the right of the City or Association to future performance of any such terms or conditions, and the obligations of the City and the Association to such future performance will continue in full force and effect.

**ARTICLE 21**  
**MISCELLANEOUS**

**Section 1 Dispatchers' Uniforms**

(a) Initial & Replacement Issue

The Chief of Police, following consultation with the Association, will designate the uniform to be worn by Public Safety Dispatchers. The City, at its sole expense, will provide each Dispatcher with the initial designated uniform items. The City will reimburse employees, upon submission of a voucher, up to a maximum of \$150 per calendar year for replacement uniform items. At a minimum, the initial issue will provide:

(1) For permanent, full-time Dispatchers: four (4) pairs of pants; four (4) short-sleeve shirts with unit patches; one (1) badge; one (1) pair of boots or shoes; and four (4) long-sleeve, turtle-neck pullovers, unless long-sleeve shirts are made part of the designated uniform.

(2) For on-call or part-time Dispatchers: one (1) pair of pants; two (2) short-sleeve shirts with unit patches; one (1) badge; one (1) pair of boots or shoes; and two (2) long-sleeve, turtle-neck pullovers, unless long-sleeve shirts are made part of the designated uniform.

(b) Cleaning of Uniform Pants and Shirts

The City, at its sole expense, shall provide for the cleaning, pressing and minor repairs of uniform shirts and pants. If a Dispatcher utilizes such services, he or she shall be responsible for the drop off and pick up of the clothing items at the City's designated uniform cleaning contractor.

**Section 2 State and Federally Funded Employees**

Any employee's position that is subject to state and/or federal grant funding under this Agreement shall be subject to the funding of the particular position by the state and or federal

grants for the purpose of wage increase. In no event shall the City be liable for the state or federal grant's failure to adequately fund a position's economic adjustments in accordance with the terms of this Agreement.

### **Section 3      Past Practices**

The following Past Practices will be adhered to:

1. Inauguration day off for City Hall employees only.
2. New Year's Eve Day-close at noon (except when it falls on a Friday, it will be a day off in accordance with Article 13, Section 6).
3. If New Year's Day is on a Tuesday then Monday off.
4. If New Year's Day is on a Thursday then Friday off.
5. Close at noon on Good Friday.
6. July and August close City Hall at 5:00 p.m. on Monday nights.
7. If July 4th is on a Thursday, then Friday off.
8. If July 4th is on a Saturday, then either Friday or Monday off.
9. Wednesday before Thanksgiving close at noon.
10. Friday after Thanksgiving close all day.
11. Christmas Eve day close at noon (except when it falls on a Friday, it will be a day off in accordance with Article 13, Section 6).
12. If Christmas Day is on a Thursday, then Friday off.
13. If Christmas Day is on a Tuesday, then Monday off.
14. Casual Day every Friday.
15. Employees will be allowed to leave work, in pay status, for family, medical emergencies, not exceeding one hour with approval of the Department Head.
16. Employees will be allowed time off, not to exceed four (4) hours, to attend funeral services of fellow employees (active or retired) or members of that employee's immediate family (spouse or children) with approval of the Department Head.
17. Employees will be allowed to use their sick time, maximum of five (5) days per year, to take care of sick children, spouse or dependent relatives, as long as they have used up their personal days.
18. DPW and Library employees will continue to receive two 15 - minute coffee breaks.
19. Library - closed Sundays from June through August, subject to approval of the Library Board of Trustees.
20. Library - closed Saturdays during July and August, subject to approval of the Library Board of Trustees.
21. The employees in the City Clerk's Office will receive stipends if working on Election and registration duties.
22. Upon leaving the City's employ, those covered by this Agreement will continue to receive pay for up to two (2) years of accrued vacation time, subject to *Addendum A*, Article 32-17 A, of this Agreement.
23. Property and Building Maintenance employees will continue to receive a minimum of two (2) hours call back pay for each call back after regular working hours no matter how long the call is.

24. Board Secretaries will receive stipends when working board/commission meetings after regular work hours.
25. Employees covered by this agreement who receive interim pay for working out of their grade will continue to do so, subject to Department Head and Director of Human Resources approval.
26. The practice of Flex Hours will continue with the sole approval of the Department Head.
27. Library is closed on Easter.

Each party agrees that as of the date of this Contract there are no other current or past, past practices other than those listed above. Notwithstanding the foregoing, nothing in this paragraph shall prevent either party from proposing modifications to this section during negotiations for a successor agreement.

#### **Section 4 Houseworker & Building Maintenance Job Duties**

Any person in the title of Houseworker & Building Maintenance will be required to perform light construction and demolition as part of the job duties of the position.

#### **Section 5 Public Facilities Employees**

Employees who work in Public Facilities will be allowed to work ½ of their regularly scheduled shift on the following days: Good Friday, Day before Thanksgiving Day, New Year's Eve, and Christmas Eve.

#### **Section 6 Compensatory Time**

1. Compensatory time will be recorded at a rate of 1.5 hours for each hour earned. The maximum allowable unused compensatory time to be carried on the books by any one employee without prior mayoral approval shall be thirty-five (35) hours.
2. Each employee will be encouraged to use all accrued unused compensatory time by December 31 of each year in consultation with their department head
3. Any requests to carry over compensatory time into the new calendar year must be requested by the Department Head and approved by the Mayor on or before December 1. Any carry over of unused compensatory time from previous calendar year shall apply towards the new calendar year's maximum of thirty-five (35) hours.
4. In the absence of carry over approval in paragraph 3 above, any unused compensatory time on the books as of December 31 will be paid out at the employee's applicable hourly rate on or before January 15<sup>th</sup> of the new calendar year.

**ARTICLE 22**  
**DURATION**

Except as otherwise expressly provided, this Agreement shall be effective from July 1, 2021, and will continue in full force and effect until June 30, 2024. This Agreement is subject to ratification by the Mayor of the City of Marlborough and the Association's membership and cost items are subject to appropriation by the Marlborough City Council.

Should either party to this Agreement wish to initiate collective bargaining discussions over changes they wish to introduce to this Agreement, such notice should be forwarded to the other party by the January 1 immediately preceding the date on which this Agreement is to expire. In the event, however, neither party to this Agreement forwards such notice at least thirty (30) days prior to the termination date of this Agreement, said Agreement shall be considered to remain in force for the following twelve (12) months.

CITY OF MARLBOROUGH  
By Its Mayor

  
\_\_\_\_\_  
Arthur Vigean

Date: 11/15/22

MARLBOROUGH MUNICIPAL EMPLOYEES  
ASSOCIATION  
By Its President

  
\_\_\_\_\_  
Christine Monfalcone

Date: 11/8/22

ADDENDUM A  
PERSONNEL POLICIES (CHAPTER 125, CITY OF MARLBOROUGH CODE)

Chapter 125  
PERSONNEL

**[HISTORY: Adopted by the City Council of the City of Marlborough as Secs. 12-1 through 12-38 of the 1965 Code (Ch. 32 of the 1986 Code). Amendments noted where applicable.]**

**GENERAL REFERENCES**

Administration of government — See Ch. 7.

Commission on Disabilities — See Ch. 19, Art. IV.

Retiree Indemnification Review Board — See Ch. 19, Art. VII.

Finance — See Ch. 67.

Fire Department — See Ch. 74.

Nondiscrimination; ADA compliance — See Ch. 116.

Police Department — See Ch. 133.

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**§ 125-1 Title; purpose.**

This chapter may be cited as the "Personnel Chapter of 1963." It is the purpose and policy of this chapter to deal specifically with the problem to promote the stability and exercise of an equitable and systematic compensation structure and thereby to encourage the more effective and productive performance of the City's work.

**§ 125-2 Definitions.**

**[Added 8-18-1980 by Ord. No. 20608]**

For the purposes of this chapter, the following words and phrases shall have the meaning respectively ascribed them by this section unless the context clearly indicates otherwise:

**DPW FOREMANS' UNION, MEMBERS OF THE**

All foremen, master mechanics and head pumping station operators or other positions of employment in the Department of Public Works represented by, whether members or not, the Marlborough Foremans' Union, Service Employees' International Union, AFL-CIO, Local 285, as defined in Article I of the current agreement between said Union and the City.

**DPW LABORERS' UNION, MEMBERS OF THE**

All permanent, full-time employees of the Department of Public Works represented by, whether members or not, the Department of Public Works Employees' Association, Service Employees' International Union, AFL-CIO, Local 285, as defined in Article I of the current agreement between said Union and the City.

**IAFF, MEMBERS OF THE**

All uniformed, full-time, permanent members of the Marlborough Fire Department who are represented by, whether members or not, Local 1714, International Association of Fire Fighters, AFL-CIO-CLC, as defined in Article I of the current agreement between said Association and the City.

**IBPO LOCAL 547, MEMBERS OF THE**

All full-time, permanent officers of the Marlborough Police Department above the rank of patrolman but below the rank of Chief, as specifically defined in the Articles of Agreement and

Article I of the current agreement between the City and Local 547 of the International Brotherhood of Police Officers, those ranks being Sergeant, Lieutenant and Captain.

**IBPO LOCAL 527, MEMBERS OF THE**

All full-time patrolmen of the Marlborough Police Department represented by, whether members or not, Local 527 of the International Brotherhood of Police Officers, as defined in Article I of the current agreements between said Brotherhood and the City.

**OTHER EMPLOYEES**

All permanent, full-time, nonelected employees of the City who are not members of or represented by a collective bargaining unit, who are not under the jurisdiction of the School Committee or Department, who are not employed under the terms of a contract and who are not defined in this section, unless otherwise specifically defined, limited or excepted.

**[Added 11-23-1981 by Ord. No. 21689]**

**§ 125-3 Applicability of provisions; performance evaluation.**

A. All City departments and all positions in the City service shall be subject to the provisions of this chapter, except the School Committee and positions under its control, for which these provisions shall be solely advisory at the discretion of the School Committee if it so desires to participate, and provided that the compensation of elected officers of the City shall be established by vote of the City Council in accordance to the General Laws of the commonwealth and the City Charter. Nothing in this chapter shall be construed to conflict with any of the City Charter or the General Laws as pertaining to Chapter 31 of the General Laws.

B. A regular City employee, who has passed his probationary period and has been employed continuously by the City for at least six months on the job or position he holds when the classification of his job or position is enacted, shall not have his rate of pay on that job or position reduced by this chapter, and the supplementary compensation practices which he has accumulated up to that time shall not be diminished.

C. Nothing in this chapter shall be construed to conflict with the provisions of any of the acts of the commonwealth which have been accepted by the City as pertaining to any of its employees, whether they be on the Police Department, Fire Department, Cemetery Department, members of the Department of Public Works, clerical or any other department, which may be affected by acts of the commonwealth accepted by the City.

D. There shall be a performance evaluation program initially for nonunion employees and subsequently for employees subject to MGL c. 31, §§ 6A, 6B and 6C. Except as limited by relevant sections of this chapter, the performance evaluation program will be administered pursuant to procedures promulgated by the Human Resources Department and approved by the City Council. **[Added 9-27-1993 by Ord. No. 93-4996-1C; 4-27-2015 by Ord. No. 14/15-1006005H]**

E. A City Solicitor classified as full-time in the Compensation Schedule of this chapter shall be entitled to the same benefits as "other employees," as defined in § 125-2 of this chapter.

**[Added 2-13-2006 by Ord. No. 06-1001044B; amended 3-13-2006 by Ord. No. 06-1001044-1A]**

F. The Mayor's executive aide shall begin to accrue sick-leave days, vacation days, personal days and the payment, if eligible, for longevity on January 8 of any calendar year. The aide shall be entitled to sick-leave days, vacation days, personal days, and the payment, if eligible, for longevity, or the benefit of financial remuneration for any of the above, accrued during the prior calendar year. **[Added 5-7-2007 by Ord. No. 07-1001397B]**

**§ 125-4 Classification of positions.**

- A. The title of each class as established by the classification plan shall, except as otherwise provided herein, be the official title of every position allocated to the class and the official title of each incumbent of a position so allocated and shall be used to the exclusion of all others on payrolls, budget estimates and other official records and reports pertaining to the position.
- B. If in the instance of any position subject to the Civil Service Law a different title for the position shall be established by the Director of Civil Service, such title shall be the official title of the incumbent of such position and shall be used in lieu of the title described in the first paragraph on all payroll budgets, budget estimates and other official records pertaining to the position.
- C. No person shall be appointed, employed or paid as an employee of the City in any position subject to this classification plan under any title other than a title appearing in such plan or a title approved by civil service, nor shall such a person be employed under a title inappropriate to the classification plan in terms of the duties actually to be performed or being performed in the position, nor shall such a person be appointed, employed or paid without prior notice to the Mayor except in cases of real and genuine emergency.
- D. Whenever a new position is established or the duties of an existing position are so changed as in effect to create a new position, upon presentation of substantiating data, the City Council shall allocate such new or changed position to its appropriate class. No person shall be classified until the City Council has determined that such reclassification will be consistent with the classification and compensation plan.

**§ 125-5 Preparation of classification descriptions.**

**[Amended 9-27-1993 by Ord. No. 93-4996-1C; 4-27-2015 by Ord. No. 14/15-1006005H]**

- A. The Human Resources Department shall establish, maintain and amend, as necessary, with the approval of the City Council, written job descriptions for each class of positions as established by the Mayor and City Council. Said written descriptions approved by the City Council shall include the essential character of the duties and responsibilities and the basic qualifications required for each, provided that, for positions established by ordinance, the aforementioned aspects of the description shall reflect the true intention of the ordinance, and provided that, for positions subject to Chapter 31 of the General Laws, the aforementioned aspects of the description shall include the essential nature of the duties of the positions so classified.
- B. The Human Resources Department shall review each year at least 1/2 of the descriptions of the positions established so that all are reviewed during each two years. The City Council shall review and approve modified descriptions annually before the budget process begins.

**§ 125-6 Salary Schedule.**

**[Amended 4-4-2016 by Ord. No. 14/15/16-1006005A-2B]**

The current Salary Schedule, which originally appeared in this section in the 1965 Code, is on file in the City offices, where it is available for review by the public during regular business hours.

**§ 125-7 Probationary period.**

The first six months of employment shall be a probationary period.

**§ 125-8 City Solicitor as full-time employee.**

**[Added 2-13-2006 by Ord. No. 06-1001044B; amended 3-13-2006 by Ord. No. 06-1001044-1A]**

The City Solicitor shall be classified as a "full-time" employee, as defined in § 125-16A, and shall enjoy vacation, sick leave, personal days and related benefits, except as restricted by §§ 125-27F and 125-39C of this chapter.

**§ 125-9 Notice and hearing for certain employees.**

**[Added 10-4-1982 by Ord. No. 22434]**

A. Notwithstanding the provisions of the Marlborough City Code § 125-7, and all other relevant provisions of the Code, any non-term, non-civil service employee shall be entitled to a full hearing, prior to removal, following written notice stating in detail the particulars wherein his or her conduct or capacity or the character or quality of his or her work is not satisfactory.

B. A copy of the written notice shall be promptly sent to the Human Resources Director.

**[Amended 4-27-2015 by Ord. No. 14/15-1006005H]**

C. The full hearing as to the specific reason or reasons for such removal shall be given within 10 days of receipt of such notice before the Mayor or, in the case of the office of the City Clerk, before the City Council.

**§ 125-10 Starting minimum rate.**

A. Except as provided hereinafter, no person shall be employed in any position at any rate other than the minimum rate for the group to which such position has been allocated.

B. The City Council, upon the recommendation of the appointing authority and with the approval of the Mayor, may, due to special reasons and exceptional circumstances, allow or permit a person to be hired at a rate greater than the minimum rate prescribed for the particular group by the compensation schedule.

**§ 125-11 Rate upon promotion.**

When an employee is promoted, his rate in the higher group shall be the lowest rate which is at least one step rate above his former rate but in no case in excess of the maximum rate for the group.

**§ 125-12 Medical examination.**

**[Added 4-13-1981 by Ord. No. 21228]**

A. Every applicant for permanent appointive employment by the City eligible for enrollment in the contributory retirement system of the City, excepting elected officials, shall be certified after an examination by a practicing physician designated by the appointing authority as to his or her physical fitness to perform the duties of the position to which such applicant seeks appointment. Said examination shall include, but not be limited to, a complete blood count, urine analysis, electrocardiogram, chest and back X rays, and any other X-ray laboratory procedures deemed necessary by the examining physician to make a proper evaluation that the applicant is fit and capable to perform the duties of the position he or she seeks.

B. The applicant shall make available to the examining physician all medical and hospital records which the examining physician deems necessary for an evaluation of the applicant's physical condition. Should the applicant be rejected by the examining physician, he or she may request consultation by another physician within the area of the applicant's rejection.

C. Physical and emotional background will be cause of rejection of the applicant if the condition, in the judgment of the examining physician or physicians, could interfere with the proper performance of the duties of the position sought by the applicant.

D. If the appointing authority deems that a medical examination is necessary for the protection of the City, he or she may require any applicant for temporary appointive



employment by the City for a period of 30 days or more, or who has been temporarily employed by the City for 30 days and has not been certified, to be certified by a physician designated by the appointing authority as to his or her fitness to do the work required by the City.

E. The cost of any physical examination required by this section shall be paid for by the City.

**§ 125-13 Appointment, transferal and promotions.**

A. Before any person shall be appointed, transferred or promoted to any position in the City service, the appointing authority shall notify civil service in such form as it may require of his intent to appoint, transfer or promote such person.

B. Except for emergency employees who have been approved by civil service and when not in conflict with the laws of the Commonwealth, no employment in or transfer to or promotion to a paid appointive position in the City shall take effect until the same has been approved by the City Council in compliance with the City Charter as being in compliance with the requirements of the classification plan, compensation plan and other provisions of this chapter.

C. No employment or promotion hereunder shall become effective until such time as the appropriations or other moneys out of which the compensation is to be paid shall be adequate.

**§ 125-14 Notice of available positions.**

**[Added 8-6-1973 by Ord. No. 12740]**

Where a position with the City government is to be filled and a civil service examination is to be held regarding the filling of such position, the department head or appointing authority over such position shall prepare and publish in a front-page ad in no less than two newspapers of general circulation within the City, once a week for two consecutive weeks prior to the final date for submission of application to the civil service, such notice to advertise the position and describe the title, job specifications and salary.

**§ 125-15 Hours of work.**

**[Amended 11-23-1981 by Ord. No. 21690]**

The several departments of the City shall schedule their duty hours according to the following standards, which shall constitute the normal workweek in each case.

A. General government. All offices of general government shall be open in conformance with schedules to be determined from time to time by the Mayor, with individual employees of each department classified as "other employees" as defined in § **125-2** of this chapter working at least 35 hours per week. Except where mandated by state statutes, no department shall be open during hours other than those established by the Mayor. No department shall be closed during hours so established, except with the express written permission of the Mayor, except that a department head may close an office or department for reasons of genuine emergency that affect the health or safety of the employees or public.

B. Department of Public Works and Cemetery Department. All employees who are not members of or represented by either the DPW Laborers' Union or the DPW Foremans' Union shall be subject to Subsection **A** of this section. All members of the DPW Laborers' Union and DPW Foremans' Union shall work those hours established by title or position in the most current agreement between said unions and the City, except that said hours may be altered by mutual agreement between said unions and the Mayor.

C. Police Department. All employees who are not members of or represented by either IBPO Local 527 or IBPO Local 547 shall be subject to Subsection **A** of this section. All members

of IBPO Local 527 and IBPO Local 547 shall work 37.5 hours per week in accordance with the four-days-on-two-days-off schedule, regular starting and quitting times to be determined by the Chief of Police with the approval of the Mayor.

D. Fire Department. All employees who are not members of or represented by the IAFF shall be subject to Subsection A of this section. Members of the IAFF shall work an average of 42 hours per week in accordance with MGL c. 48, § 58D. Tours of duty for the same shall be day tours of 10 hours, each commencing at 8:00 a.m., and night tours of 14 hours, each commencing at 6:00 p.m., arranged in a work schedule of two day tours followed by two night tours followed by four days off.

E. Miscellaneous provisions.

(1) Nothing in this section shall alter work schedules mandated by the General Laws of the commonwealth, as amended.

(2) Any office with which the public finds it convenient to transact business during lunch hour shall arrange, when possible, to remain open during such periods.

(3) Any employee not covered by any subsection of this section or any department that illustrates a demonstrable need to work a weekly schedule other than those covered by this section may, with the approval of the Mayor, work such other hours or other schedule.

Department heads, employees serving as directors or superintendents under boards, authorities or commissions, assistant department heads, General Foreman in the Department of Public Works, professional employees and other employees considered executive and/or administrative in nature shall work such hours as determined by their immediate supervisors, according to the needs of the department.

**§ 125-16 Full- and part-time employees.**

A. An employee who is regularly scheduled for a full normal workweek is defined as a "full-time employee."

B. An employee who is regularly scheduled for a lesser number of hours, including any employee who works all the scheduled hours of a department which operates a total number of hours which is less than the appropriate standard set forth above, is a "part-time employee."

**§ 125-17 Overtime pay.**

**[Amended 10-2-1972 by Ord. No. 11846; 4-30-1973 by Ord. No. 12476; 8-12-1974 by Ord. No. 13835; 9-18-1978 by Ord. No. 18392; 8-18-1980 by Ord. No. 20610]**

A. Police Department.

(1) Members of the IBPO Local 527 and IBPO Local 547 shall be paid overtime in accordance with the following provisions: all assigned, authorized or approved service outside or out of turn of a member's regularly scheduled tour of duty or shift (other than paying police details), including service on an employee's day off or during his vacation and service performed prior to the scheduled starting time for his regular tour of duty and service performed subsequent to the scheduled time for conclusion of his regular tour of duty or shift, shall be deemed overtime service and paid as such, except that overtime service shall not include an out-of-turn work shift or tour of duty which is substituted for a regularly scheduled work shift or tour of duty at the request of a fellow member, subject to Department approval, or swapped tours of duty or work shifts between individual members by their mutual agreement, subject to Department approval. Said overtime pay shall be remitted weekly, shall be in addition to and not in lieu of vacation pay and shall be time and a half of an employee's straight-time hourly rate, which shall be computed as 1/37.5 of an employee's regular weekly compensation. Employees may be

required to accept compensatory time off in lieu of monetary compensation for overtime service, said time to be computed at the rate of 1 1/2 hours off for each hour of overtime worked.

(2) Members of the IBPO Local 527 and IBPO Local 547 shall be guaranteed a minimum of four hours of overtime recall pay if recalled to police headquarters or to any other place and report thereat. Said recall overtime pay shall be guaranteed if a member is recalled after leaving his last place of employment or last duty assignment after having completed work on his regular work shift or tour of duty or assigned shift or tour.

(3) Members of the IBPO Local 527 and IBPO Local 547 shall be paid overtime pay for required appearances in court during off-duty hours. Members of IBPO Local 527 shall be guaranteed a minimum of three hours for each court appearance. Members of IBPO Local 547 shall be guaranteed a minimum of three hours for each such court appearance. Witness fees shall be subtracted in all cases.

B. Public Works Department and Cemetery Department.

(1) Members of the DPW Laborers' Union shall be paid at the rate of time and a half for all work performed in addition to their regularly scheduled eight hours in one day.

(2) Members described in Subsection **B(1)** of this section who complete a regular workday, leave their place of employment and are called back to perform additional work shall receive a minimum of two hours' pay at time and a half.

(3) Regularly scheduled daily hours of work, as agreed to for members of the DPW Laborers' Union in an agreement between said union and the City, shall not be changed for the sole purpose of eliminating the payment of overtime.

(4) Members of the DPW Foremans' Union shall work overtime whenever requested to do so without receiving additional pay for any overtime work.

C. Fire Department. Members of the IAFF shall receive overtime pay equal to time and a half of the employee's hourly rate of pay, according to the following provisions:

(1) For any work exceeding an employee's regular tour of duty, said employees shall receive overtime compensation for the hours actually worked.

(2) For employees who are off duty and respond to a box alarm, there shall be a minimum of two hours' overtime pay for such responses between the hours of 12:00 midnight and 8:00 a.m. and a minimum of one hour for responses between the hours of 8:00 a.m. and 12:00 a.m. Hours worked beyond the minimums so referenced shall be paid at the overtime rate to the next 1/2 hour.

(3) Employees called back to duty shall be compensated for at least four hours, in the event that the overtime actually worked is less than four hours but remain on duty for four hours.

D. Limitations. Employees listed in Subsection **B(4)** of this section; department heads; assistant department heads; Assistant Chiefs in the Fire Department; all employees of the office of the Mayor, Legal Department, Office of Cultural Affairs, Department of Elderly Affairs and Recreation Department; general foreman; foreman; master mechanic heads; the City Engineer; the chief sewage treatment plant operator, east; the chief sewage treatment plant operator, west; the Assistant City Engineer; chemist; sewage treatment plant operators; Grade III Inspectors; sewage treatment plant chief of maintenance and pumping station operators in the Department of Public Works; employees serving as directors, superintendents or principal administrative officers under authorities, boards or commissions, and professional employees shall not be compensated for overtime. **[Amended 11-23-1981 by Ord. No. 21692; 2-8-1982 by**

**Ord. No. 21878; 8-13-1984 by Ord. No. 24138; 7-24-2017 by Ord. No. 17-1006795C-2]**

E. Other employees, except those listed in Subsection **D** of this section, shall receive compensatory time off at the rate of 1 1/2 hours for each hour of overtime worked, except that such employees may be compensated for such overtime at 1 1/2 times their regular hourly rate of compensation if, in the judgment of the department head and with the approval of the Mayor, it would be impractical to grant said compensatory time. Each department head granting said time or requesting overtime payments shall keep records of overtime worked by each employee. Any overtime paid under this subsection shall be subject to the availability of appropriated funds. **[Added 11-23-1981 by Ord. No. 21691]**

**§ 125-18 Vacations.**

**[Amended 8-18-1980 by Ord. No. 20611; 11-23-1981 by Ord. No. 21693]**

A. General provisions.

(1) All other employees shall receive annual vacation time in accordance with the following schedule:

(a) Less than one year of service: one day per completed month not to exceed 10 days in the calendar year.

(b) Up to five years of service: 10 days.

(c) Between five and 10 years of service: 15 days.

(d) Between 10 and 15 years of service: 20 days.

(e) Fifteen or more years of service: 25 days.

(2) Years of service for the purpose of this section shall be computed in the same manner as prescribed in § **125-39** of this chapter. Vacation time allowed under this section must be used in the calendar year accrued, except where prior written permission is obtained by the employee's department head and the Human Resources Director. **[Amended 4-27-2015 by Ord. No. 14/15-1006005H]**

(3) At the termination of employment or death, except where termination is by the City for cause, the City shall pay to an eligible employee or his estate an amount in lieu of his unused vacation, provided that no monetary or other allowance has already been made.

B. Members of the IAFF with 15 or more years of service shall receive five weeks' vacation. Vacation weeks for all members of the IAFF shall consist of a minimum of four tours of duty.

C. Vacation for members of the IBPO Local 527 and IBPO Local 547 shall consist of a seven-day workweek.

**§ 125-19 Holidays.**

**[Amended 2-8-1982 by Ord. No. 21879; 2-8-1982 by Ord. No. 21880]**

A. The following days shall be recognized as holidays on which they are observed:

New Year's Day

Martin Luther King Day

Washington's Birthday

Patriots' Day

Memorial Day observation

Independence Day

Labor Day

Columbus Day celebration

Veterans' Day

Thanksgiving Day

Christmas Day

B. For members of the IAFF, holiday pay shall be computed at the employee's hourly rate on the basis of twelve-hour tours, whether the employee works the holiday, is on vacation, injury or sick leave. The holidays listed in Subsection **A** of this section shall be paid holidays for said members.

C. Members of the IBPO Local 527 and IBPO Local 547 who work on a holiday shall, in addition to receiving regular holiday pay, be paid at a rate of time and a half. Members who are not scheduled to work and do not work on a holiday shall receive regular holiday pay. If a member is scheduled to work on a holiday but does not report for duty, said member shall not be paid at the rate of time and a half. If a member is called back, said member shall be paid straight time if the call back occurs on a member's regular day off. The holidays listed in Subsection **A** of this section shall be paid holidays for said members.

D. Members of the DPW Foremans' Union shall receive a day off in lieu of payment for each holiday worked. If a holiday falls within a member's vacation period, said member shall receive an additional vacation day with pay. The holidays listed in Subsection **A** of this section shall be paid holidays for said members.

E. Members of the DPW Laborers' Union who are required to work on a holiday shall be paid at double their regular rate of pay in addition to their regular holiday pay. The holidays listed in Subsection **A** of this section shall be paid holidays for said members.

F. Miscellaneous provisions.

(1) All other employees shall be paid a holiday allowance equivalent to one day's straight time for holidays which fall on or are observed on regularly scheduled workdays. Other employees, except those listed in § **125-17D** of this chapter and except those listed in Subsections **B**, **C**, **D** and **E** of this section, who are:

(a) Required to work on a holiday which falls on or is observed on a regularly scheduled workday, shall receive an additional day off in lieu of payment for each holiday worked.

(b) Required to work on a holiday which falls on or is observed on a day other than a regularly scheduled workday, shall receive straight time or premium pay for the number of hours worked, whichever would be applied were it not a holiday.

(c) On vacation when a holiday falls on or is observed on a regularly scheduled workday, shall receive an additional day off in lieu of payment, to be taken at the discretion of the department head.

(2) Other employees shall not have their accumulated sick leave charged with an absence for holidays which fall on or are observed during such an absence but shall receive holiday pay in each such instance. Other employees shall not receive compensation for holidays which fall on or are observed during other leaves of absence.

(3) Any additional days to be taken in lieu of payment by other employees for holidays as allowed under this section shall be listed as holidays on required personnel reports, and the date of the holiday so referenced shall be noted on the same by the employee's department head.

(4) If a conflict exists between this subsection and the General Laws of the commonwealth or an existing contractual obligation with respect to any employee, the latter shall prevail.

**§ 125-20 Court leave.**

A. A court leave of absence shall be granted to any City officer or employee who is called to serve upon a jury or is summoned to appear in court as a witness for the City without loss of pay.

B. If the jury or witness fees, exclusive of travel allowance, received by such officer or employee shall be less than the regular rate of compensation received by him from the City, the difference between such fees and such regular rate of compensation shall be paid to such officer or employee by the City. If the amount of such fees received by such officer or employee shall exceed the regular rate of compensation received by him from the City, no compensation shall be paid to him by the City for the period of his jury duty or witness duty.

**§ 125-21 Military leave.**

Employees participating in a training program of the National Guard or other military reserve organization shall be granted leave and compensation in accordance with § 54 of Chapter 425 of the Acts of the General Court for the year 1939.

**§ 125-22 Miscellaneous leave with pay.**

A. No charge is made against leave of absence in certain instances, such as follows:

- (1) Taking part in official training programs.
- (2) Promotional examinations held for employees of the City.
- (3) Blood donations, up to four hours.
- (4) Registration under the draft for the time needed to register and in no case more than four hours.

B. Other provisions. **[Added 8-18-1980 by Ord. No. 20612]**

(1) Members of IAFF.

(a) For members of the IAFF, time off for two union members per tour without pay or benefit loss and without required makeup time pursuant to the following annual schedule:

- [1] Attendance at state convention of IAFF, 10 man days, odd-numbered years.
- [2] Attendance at international convention of IAFF, 10 man days, even-numbered years.
- [3] Attendance at monthly meetings of state association, 18 man days each year.
- [4] Attendance at educational seminars, 10 man days each year.

(b) Said members shall provide the Fire Department with seven days' notice of the taking of the foregoing days off.

(2) For members of the IAFF, IBPO Local 527, IBPO Local 547, DPW Laborers' Union and DPW Foremans' Union, such time as specifically detailed for members of the bargaining committees, grievance committees or union officers as set forth in the current and successor agreements between the City and said unions and/or associations.

(3) For members of the DPW Laborers' Union, DPW Foremans' Union and IBPO Local 547, two days per year for personal business subject to the schedules and constraints of the applicable section of the current and successor agreements between the City and said unions and/or associations.

(4) For members of the IAFF, three days per year for personal business subject to the constraints and schedules of the applicable section of the current and successor agreements between the City and said union.

(5) For members of the IAFF, up to three days may be granted in the event that illness or injury of a member of such employee's immediate household requires the presence of such employee. A new employee shall adhere to the following hire-date entitlement schedule:

- (a) Hired between January and April: three days.
- (b) Hired between May and August: two days.
- (c) Hired between September and December: one day.
- (6) For members of the IBPO Local 527 and IBPO Local 547, four days per year for personal business subject to the constraints and schedules of the applicable section of the current and successor agreements between said unions and the City.
- (7) Effective July 1, 1988, all other employees shall be entitled to six days per year for the conduct of personal business. An employee shall give three days' notice, except in cases of emergency, to his department head or authorized designee. The benefits described in this section shall not carry any monetary value upon termination, nor shall any portion thereof be carried forth to the next or any future calendar year. New employees shall adhere to the following hire-date entitlement schedule: **[Amended 11-23-1981 by Ord. No. 21694; 2-22-1988 by Ord. No. 88-2046A]**

- (a) January 1 through April 30: six days.
- (b) May 1 through August 31: four days.
- (c) September 1 through December 31: two days.

**§ 125-23 Unauthorized leave.**

If an employee's absence is not excused or approved, one or more of the following actions may be taken depending on the circumstances in each case:

- A. A deduction may be made from accumulated vacation-leave credits.
- B. The employee's pay may be stopped for the period of absence and a letter of warning sent.
- C. The employee may be discharged.

**§ 125-24 Workers' compensation.**

**[Amended 6-21-1993 by Ord. No. 93-5019A]**

The City shall provide workers' compensation as defined under Massachusetts General Laws Chapter 152 and as amended by Chapter 398 of the Acts of 1991.

**§ 125-25 Nonoccupational sick leave.**

- A. Sick leave will mean authorized absence from work because of personal illness or injury not incurred in the performance of duty.
- B. All persons regularly employed by the City except Police Department; Department of Public Works, who are members of the DPW Laborers' Union; Fire Department and School Department employees will be entitled to sick leave aggregating not more than 15 working days in any calendar year and shall receive sick-leave benefits only as provided under this chapter.

**[Amended 8-18-1980 by Ord. No. 20613]**

C. Sick-leave allowance will be based on the period of the employee's service with the City. In the event that any employee who is subject to the provisions of this section shall not have been granted permission to be absent without loss of salary for the total number of days permitted herein in any calendar year, that part unused in any such calendar year shall be cumulative for succeeding years to be used as provided in § 125-27. In the case of those employees not previously provided for in this chapter for sick-leave benefits, which have been received by the employee prior to January 7, 1957, will be deducted from the calculated accumulation of sick leave of the employee.

D. Temporary employees whose employment extends beyond 30 weeks' continuous period will be considered regular employees and entitled to sick-leave benefits as defined above.

**§ 125-26 Calculation of sick leave.**

- A. Sick leave will accrue at the rate of 1 1/4 days per month and will be credited on the first day of each month.
- B. No sick leave will be allowed in the first month of service. Credit will be deposited on the first day of the month following the month in which employment starts.
- C. No sick-leave credit will be allowed to employees rehired or reinstated after a termination of service (other than approved leave of absence) for prior employment.
- D. All payments made for sick leave will be so entered on the payroll.
- E. Sick leave will not accrue to an employee when absent from work (whether such absence is with or without pay) when such absence is over one calendar month.

**§ 125-27 Use of sick leave.**

**[Amended 4-30-1973 by Ord. No. 12478; 4-30-1973 by Ord. No. 12480]**

A. For absence of three days or longer chargeable to sick leave or for repeated absences of short duration, a statement from the employee's physician shall be required. Such statement shall give the nature of the illness and the expected duration thereof. Subsequent certificates from the employee's physician may be required thereafter at the discretion of the department head or Mayor, and for absence which shall be longer than one week, the department head or Mayor may require the employee to be examined by the City Physician or a physician selected by the City for that purpose.

B. Sick leave will not be allowed unless notification is given of the illness, by the employee, his family or his physician, on the first day of the absence, or until notification is received by the employing department.

C. Upon the termination of employment of a nonunion employee, except where the termination is by the City for cause, or upon the death of a nonunion employee, the City shall pay to said employee or said employee's beneficiary or estate, whichever is applicable, the value of the employee's accumulated and unused sick leave, not to exceed the amount of \$5,000. **[Amended 11-23-1981 by Ord. No. 21695; 3-21-2016 by Ord. No. 14/15/16-1006005B-2A]**

D. Payment for unused leave. **[Added 3-12-1990 by Ord. No. 90-3305]**

(1) All employees, including those represented by contractual agreements pursuant to Chapter 150E of the General Laws, who have completed five years of full-time service or have an adjusted date of seniority equal to five years as of April 1, 1990, may, pursuant to the provisions of this subsection limited to the dates included herein, upon voluntary retirement or voluntary termination, elect to be paid the monetary value of a percentage of unused, accumulated sick leave, including accumulations beyond 90 days, if any, and beyond any other cap or maximum established by a collective bargaining agreement or ordinance, as follows:

**[Amended 4-27-2015 by Ord. No. 14/15-1006005H]**

(a) Seventy percent of the value thereof if the employee actually retires or resigns on or before June 30, 1990, and notifies the employing department head and the Human Resources Director, in writing, of said intention on or before April 16, 1990, or if the position of an employee is abolished before June 30, 1990, to a maximum of \$35,000, excluding overtime.

(b) Forty percent of the value thereof if the employee retires or resigns on or before December 31, 1990, and notifies the employing department head and the Human Resources Director, in writing, of said intention on or before October 1, 1990, or if the position of an employee is abolished before December 31, 1990, to a maximum of \$20,000, excluding



overtime.

(2) The monetary value of each sick-leave day and the maximum payment will be determined by the rate of compensation on the employee's date of retirement or voluntary resignation. This voluntary benefit is not allowed to the estate of the employees choosing to elect the same, nor is it allowed to those employees terminated from municipal employment for cause, death or other involuntary termination of employment. The benefits of this subsection shall be allowed, subject to appropriation, to all employees who are still on the active payroll as of February 1, 1990, according to their City date of seniority.

(3) Any payments made under this section shall reflect the appropriate percentage of the actual number of accumulated unused sick-leave days credited to the employee as of his date of retirement or voluntary resignation. The amount of the maximum payment, if applicable, will be based on the compensation, excluding overtime, for the six months immediately preceding April 1, 1990, or October 1, 1990, whichever is applicable. The benefits of this subsection shall be completely and totally voluntary on the part of any employee and shall cease to exist on the dates noted in Subsection **D(1)(a) and (b)** above.

(4) Participation in this voluntary incentive plan for early termination of employment is fully voluntary on the part of any employee. Once an employee gives written notification of the intention to resign or to retire, however, the notice may not be revoked.

(5) The option to participate in this plan shall cease to exist on October 1, 1990. The benefit provided hereunder supersedes the payment of accumulated sick leave under an existing collective bargaining agreement and is in lieu of, not in addition, to such payment.

(6) Acceptance of payment of the benefit provided hereunder shall be a full and final determination of the employee's employment rights with the City of Marlborough, and no other benefits or rights shall accrue to the employee. At the time that payment is made and as a condition thereof, the employee shall be required to release the City from any and all claims that the employee might assert in connection with his or her municipal employment.

E. The minimum allowance chargeable to sick leave will be 1/2 day.

F. All other employees who have accumulated at least 90 sick days may buy back up to 10 days of their annually accrued unused sick leave for the current calendar year at the regular rate payable to each of said employees on December 31 of said year. Payment made under this section shall be made on or before January 31 of the following year for said qualified employee. Payment under this section shall be forfeited upon termination of employment for any cause, including death, except when such termination occurs between January 1 and January 31, in which case payment shall be made for the previous year to said employee, his beneficiary or estate, whichever is applicable. This paragraph shall not apply to "other employees" as defined within this chapter who become employees of the City of Marlborough after July 1, 1992.

**[Amended 8-18-1980 by Ord. No. 20613; 11-23-1981 by Ord. No. 21696; 3-2-1987 by Ord. No. 87-1410A; 9-14-1992 by Ord. No. 92-4585A]**

G. Quarantine by health authorities will be considered personal illness.

H. Accumulated sick leave will be granted to qualified employees as follows: **[Amended 8-18-1980 by Ord. No. 20613]**

(1) Subject to all other provisions of this chapter, except those superseded by the following, an employee may be granted use of his accumulated sick leave up to 90 days thereof.

(2) Members of the IBPO Local 527 and IBPO Local 547 shall be allowed to accumulate unlimited sick leave.

- (3) Members of the IAFF shall be allowed to accumulate up to 120 days of sick leave.
- (4) Members of the DPW Laborers' Union shall be allowed to accumulate up to 105 days of sick leave.
- (5) Members of the DPW Foremans' Union shall be allowed to accumulate up to 90 days of sick leave.
- I. In the event of the death of a member of the IBPO Local 527 or termination, except for cause, 25% of the member's accumulated sick leave, not to exceed 90 days, shall be paid to the member or his estate, whichever is applicable. **[Added 8-18-1980 by Ord. No. 20613]**
- J. At the termination of employment for any reason of a member of the IBPO Local 547 or in the event of the death of any such member, 25% of all accumulated sick leave, not to exceed 90 days, shall be paid to the member or his estate, whichever is applicable. **[Added 8-18-1980 by Ord. No. 20613]**
- K. Upon the retirement (voluntary or involuntary) or death of a member of the IAFF, the City shall pay to said member or his estate an amount equal to 25% of his accumulated sick leave, equal portions of which are to be computed on the basis of day and night tours. **[Added 8-18-1980 by Ord. No. 20613]**
- L. At the termination of employment, except for cause, or in the event of the death of a member of the DPW Laborers' Union, the City shall pay to the member or his estate, whichever is applicable, 25% of all accumulated sick leave. **[Added 8-18-1980 by Ord. No. 20613]**
- M. Upon the retirement of a member of the DPW Foremans' Union, said member shall be paid a lump sum equal to 25% of any accumulated sick leave, said amount not to exceed \$1,000. **[Added 8-18-1980 by Ord. No. 20613]**
- N. After a member of the IBPO Local 527 or IBPO Local 547 has accumulated at least 90 days of sick leave, said member may buy back up to 10 days at the rate of eight hours for each sick day accumulated. **[Added 8-18-1980 by Ord. No. 20613]**
- O. After a member of the IAFF has accumulated at least 90 days of sick leave, said member may buy back up to seven days at the rate of 12 hours for each sick day accumulated. **[Added 8-18-1980 by Ord. No. 20613]**

**§ 125-28 Temporary appointments during sick leave.**

If after an employee has been absent for the full period of his sick leave or for 90 days of his accumulated sick leave, whichever is the greater, it is determined through competent medical certification that the employee is to be absent for a further prolonged period of time due to illness or injury, the position of the employee shall at that time be filled on a temporary basis by the department head with the approval of the Mayor.

**§ 125-29 Funeral leave.**

**[Amended 8-18-1980 by Ord. No. 20614]**

In addition to the sick leave provided for any employee of the City, an employee will be permitted by his department head to be absent without loss of pay in any calendar year for a period not to exceed three days, except that members of the IAFF shall be granted a maximum of five days to attend the funeral of any member of his immediate family. The head of such department, in the event such funerals are outside the community, may, in his discretion, permit a longer absence to attend such funeral. Leave of absence to attend funerals shall not be accumulated from one calendar year to another. Members of the immediate family of an employee shall include wife, children, grandchildren, mother or father, brother or sister, mother-in-law or father-in-law or other in-laws who reside under the same roof with the

employee. Relations of half-blood and adopted relatives shall be considered the same as blood relations for the purpose of this section. In the discretion of the department head, employees may be permitted to be absent without loss of pay to attend funeral services.

**§ 125-30 Retention of seniority during military service.**

An employee leaving the service of the City to serve the federal or state government in its armed forces shall retain his or her seniority during such service and shall be returned to employment as provided by law. This provision shall not apply to any employee who has been hired on a temporary basis to fill the position vacated by any employee serving the federal or state government in its armed forces.

**§ 125-31 Group insurance.**

**[Amended 10-2-1972 by Ord. No. 11845]**

A plan of group life insurance, group accidental death and dismemberment insurance and group general blanket hospital, surgical and medical insurance authorized under the provision of Chapter 32B of the General Laws and adopted by vote of the City Council shall be paid, 1/2 by the City and 1/2 by the employee, except the premium for life insurance shall be paid 99% by the City and 1% by the employee.

**§ 125-32 Travel allowance.**

**[Amended 12-18-1972 by Ord. No. 12074]**

A. When the performance of an occupation requires the use of an automobile and the City fails to furnish and maintain it, an employee nevertheless using an automobile or similar vehicle for the performance of that occupation shall be reimbursed at the standard mileage rate established by the Internal Revenue Service on January 1 of a calendar year, to be effective on July 1 of the same calendar year. Any amount expended or incurred in excess of that rate shall be borne by the individual and not reimbursed to the individual by the City. **[Amended 10-15-1979 by Ord. No. 19476; 9-11-2006 by Ord. No. 06-1001169B]**

B. The employee shall furnish to the department head appropriate periodic written records of his speedometer readings, less any mileage consumed in commutation to and from work, and the reimbursement shall be based on the occupationally required mileage.

C. When the performance of an occupation requires that an employee shall travel outside the limits of the commonwealth, he shall obtain written approval for such travel from the Mayor. No cash advances for any travel shall be granted without prior written approval of the Mayor, except in cases of extreme emergencies. In the absence of the Mayor, such approval shall come from the City Auditor, who will determine the amount of funds available in the travel account.

D. The following table shall be used as the amount of expenses allocated for out-of-state travel. Any amount expended which is in excess of the amount allocated in the table shall be borne by the individual and not reimbursed to him by the City.

(1) Transportation.

(a) The standard mileage rate established by the Internal Revenue Service on January 1 of a calendar year, to be effective on July 1 of the same calendar year, per mile, per vehicle, when transportation is by private vehicle. Any amount expended or incurred in excess of that rate shall be borne by the individual and not reimbursed to the individual by the City. **[Amended 10-15-1979 by Ord. No. 19476; 9-11-2006 by Ord. No. 06-1001169B]**

(b) Actual cost of public transportation. When public transportation is used, the most economical fare available for the mode chosen shall be used. When an employee travels by a

more expensive fare, he shall personally bear the cost of the difference between the lowest fare and the fare chosen.

(2) Meals and lodging.

(a) An employee while on out-of-state travel shall be paid, otherwise reimbursed or allowed the actual cost of meals and lodging, not to exceed \$65 per day, except when otherwise approved or allowed by the Mayor for circumstances he deems appropriate.

**[Amended 12-1-1980 by Ord. No. 20890]**

(b) If an employee does not stay overnight while on out-of-state travel, he shall be paid, otherwise reimbursed or allowed the actual cost of meals while on a travel status, not to exceed the following schedule or unless otherwise approved or allowed by the Mayor for circumstances he deems appropriate. **[Amended 12-1-1980 by Ord. No. 20890]**

[1] Breakfast: \$4.75.

[2] Lunch: \$7.50.

[3] Dinner: \$12.75.

(c) Any amounts expended in excess of the above amounts shall be paid for by the employee personally.

E. An employee must present a voucher to the Mayor showing his estimated expenses prior to going on out-of-state travel. He must also present to the Mayor a copy of the agenda or itinerary of such meeting, convention or seminar which is to be attended. Upon return from out-of-state travel, the employee will present to the Mayor a voucher showing meals had, mileage traveled or receipts for public transportation. He shall also present evidence of overnight lodging.

**§ 125-33 Forms and records.**

A. Each department head shall post in a prominent place available to his employees one copy of the work schedule and normal workweek, or present workweek if less, for his department and shall file a duplicate with the Mayor.

B. Overtime may not be paid unless it has been approved and authorized in writing in advance by the department head. The authorization must be signed by him and dated as of the date of his signature, except that prior approval and authorization is not needed when there is a clear and temporary emergency. By the 10th of each month, a record of all overtime during the preceding calendar month shall be filed with the Mayor.

C. Each department head shall maintain, in such a form as the Mayor and the City Council shall prescribe, an attendance record for each officer or employee, which shall specify in the case of absence from duty the reason for such absence. Such records shall be kept on file for inspection by the Mayor and City Council or any appropriate auditing authority.

D. The Mayor, with the City Council, shall have the authority to standardize the administrative forms and records used in the City personnel administration, with assistance from the Auditor, other than those whose format is regulated by statute or by state agencies supervising personnel administration.

**§ 125-34 Action on compensation.**

No action on compensation shall become effective until such time as the appropriation or other moneys out of which the compensation is to be paid shall be adequate.

**§ 125-35 Approval of pay adjustments.**

No inequity adjustment shall be made in the rate of pay of any employees unless it is with the approval of the Mayor and City Council.

**§ 125-36 Classification upon reemployment.**

Upon the reemployment of a former employee who has been continuously separated from the payroll of the City for a period of less than two years, he shall be reinstated and allocated to a step rate appropriate to his status when he was separated, provided that approval is given in compliance with the General Laws of the commonwealth, but in the classification and pay range appropriate thereto in which he is reemployed.

**§ 125-37 Obedience to supervisor.**

All employees shall continue to perform any duties assigned by their department head, foreman, supervisor or supervisors, and failure to do so shall be just cause for disciplinary action and dismissal.

**§ 125-38 Effect on civil service laws.**

Nothing contained in this chapter shall be construed to impair the rights of any employees under the approved provisions of MGL c. 31, or any rules or regulations made thereunder. Further, nothing contained in this chapter shall be construed to impair the rights of any employee as may be granted by the General Laws regulating absence from duty as may be adopted from time to time.

**§ 125-39 Longevity pay.**

**[Added 10-2-1972 by Ord. No. 11843; amended 11-13-1972 by Ord. No. 11945; 9-24-1973 by Ord. No. 12876; 9-24-1973 by Ord. No. 12877]**

A. Pay scale.

(1) DPW unions. **[Amended 8-18-1980 by Ord. No. 20615]**

(a) Members of the DPW Laborers' Union shall receive an annual lump-sum payment for longevity in accordance with the following schedule:

[1] After 15 years of service: \$100.

[2] After 20 years of service: \$150.

[3] After 25 years of service: \$200.

[4] After 30 years of service: \$250.

[5] After 35 years of service: \$300.

(b) Members of the DPW Foremans' Union shall receive an annual lump-sum payment for longevity in accordance with the following schedule:

[1] For eight to 11 years of service: \$100.

[2] For 12 to 14 years of service: \$250.

[3] For 15 to 20 years of service: \$300.

[4] Over 20 years of service: \$500.

(2) Members of the IAFF shall receive an annual lump-sum payment for longevity in accordance with the following schedule:

(a) For eight to 11 years of service: 1% of base salary.

(b) For 12 to 15 years of service: 2% of base salary.

(c) Over 16 years of service: 3% of base salary.

(3) Members of the IBPO Local 527 and IBPO Local 547 shall receive an annual lump-sum payment for longevity in accordance with the following schedule:

(a) For eight to 11 years of service: \$100.

(b) For 12 to 14 years of service: \$250.

(c) For 15 to 20 years of service: \$350.

(d) Over 20 years of service: \$500.

(4) Other employees. Effective July 1, 1988, all other employees shall receive, in the pay period closest to December 15 of a calendar year, an annual lump-sum payment for longevity in accordance with the following schedule: **[Amended 11-23-1981 by Ord. No. 21697; 3-26-1944 by Ord. No. 23778; 2-22-1988 by Ord. No. 88-2047A]**

(a) For eight to 11 years of service: 1% of base salary.

(b) For 12 to 15 years of service: 2% of base salary.

(c) For 16 to 19 years of service: 3% of base salary.

(d) For 20 or more years of service: 5% of base salary.

B. Longevity pay to be part of base pay. Longevity pay shall be considered part of an employee's base pay for computation of retirement benefits.

C. Certain credited service to be included in longevity computation. Credited service, pursuant to MGL c. 32, § 4, as amended, and accrued as an employee of the City shall be included in computing longevity. Any other service, such as original date of employment, to be included for the computation of longevity shall be determined by the Human Resources Director. The provisions of Subsection A(4) shall not apply to "other employees" who become employed by the City of Marlborough after July 1, 1992. **[Amended 11-23-1981 by Ord. No. 21697; 9-14-1992 by Ord. No. 92-4586A; 4-27-2015 by Ord. No. 14/15-1006005H]**

**§ 125-40 Compensation for additional grant-related services.**

**[Added 3-25-1991 by Ord. No. 91-3871A]**

A. Employees who in addition to performing the daily duties required by their position perform additional services directly related to any federal or state grant shall be paid for said additional time and service from grant funds.

B. Payment hereunder shall not exceed \$7,000 per individual per year.

**§ 125-41 Fire Department fire science credit.**

**[Added 1-22-1973 by Ord. No. 12168; amended 8-18-1980 by Ord. No. 20616]**

A. Each member of the City Fire Department shall be paid \$10 annually for each fire science credit earned by such member from an accredited institution, except that any such member who obtains an associate's degree in fire science shall receive a premium annually equal to 10% of said member's annual base salary in lieu of the ten-dollars-per-credit payments. Payment for the same shall be made on the second payday in November.

B. The City shall reimburse all members of the Fire Department who attend fire science courses required for a fire science degree at accredited institutions or other courses in the purchase of texts and registration fees. Such courses are to be taken during off-duty time.

**§ 125-42 Police Department career incentive program.**

**[Added 8-12-1974 by Ord. No. 13833]**

A. There is hereby established a career incentive pay program offering base salary increases to regular full-time members of the Marlborough Police Department, as a reward for furthering their education in the field of police work.

B. Police career incentive base salary increases shall be predicated on the accumulation of points earned in the following manner: one point for each semester-hour credit earned toward a baccalaureate or an associate's degree; 60 points for an associate's degree; 120 points for a baccalaureate degree; and 150 points for a degree of master or for a degree in law. All semester credits and degrees shall be earned in an educational institution accredited by the New England Association of Colleges and Secondary Schools.

C. Base salary increases authorized by this chapter shall be graded in the following

manner: a one-and-one-half-percent increase for 10 points so accumulated; a three-percent increase for 25 points; a five-percent increase for 40 points; a ten-percent increase for 60 points; a twelve-percent increase for 120 points; and a fifteen-percent increase for 150 points so accumulated. **[Amended 8-18-1980 by Ord. No. 20618]**

D. All credits and degrees shall be earned and reported prior to September 1 in any given year for a police officer to obtain the benefits hereunder. Credits and degrees earned on and after this date will be considered for benefits hereunder in the next annual period beginning with September 1.

**§ 125-43 Fire Department emergency medical training credit.**

**[Added 8-18-1980 by Ord. No. 20617]**

Members of the IAFF certified as having completed the emergency medical training (EMT) course shall be paid annually a premium equal to 3% of their annual base salary, provided that, to qualify for said payment, members must retain their certification or recertification such that they may continue to function in an EMT capacity.

**§ 125-44 Police Department first responders status.**

**[Added 8-18-1980 by Ord. No. 20619]**

Members of the IBPO Local 527 and IBPO Local 547 who are certified as first responders in accordance with MGL c. 3, § 201, shall be entitled to a lump-sum payment of \$300 annually. Such payment shall not be considered as part of the base salary and shall not be considered in any other wage computations.

**§ 125-45 Night shift differential pay.**

**[Added 1-22-1973 by Ord. No. 12170; amended 7-28-1975 by Ord. No. 14860; 8-18-1980 by Ord. No. 20620]**

A. A regular employee of the City Police Department who is regularly scheduled to work shifts or tours beginning at or after 4:00 p.m. and before 8:00 a.m. shall receive, in addition to his or her regular weekly compensation, a weekly night-shift differential computed at the rate of 3% of an employee's annual base salary. Such night-shift differential shall be included in base pay for the purpose of computing and determining holiday pay, vacation pay, sick pay, injured pay and for retirement and pension purposes to the extent permitted by the laws of the commonwealth.

B. Each employee of the Department of Public Works or the Cemetery Commission who is a member of one of the divisions referred to in Subsection **C** of this section, who is not excluded by Subsection **D** of this section, and who is regularly employed on the night shift as a full-time employee, shall receive, in addition to his usual pay, a pay differential allowance equal to 2% of his weekly pay.

C. This section shall apply to employees in the following divisions, unless otherwise excluded by Subsection **D** of this section: Street, Water and Sewerage, Park and Forestry and Cemetery Divisions.

D. This section shall not apply to the following positions: Caretaker of Cemeteries, Assistant Commissioner of Public Works, City Engineer, all engineering personnel, all other executive employees, head pumping station operator, Commissioner of Public Works, Water Registrar, head wastewater treatment plant operator, all general foremen or foremen, all clerical, professional, casual or temporary employees.

**§ 125-46 Authorization for new offices and positions.**

**[Added 6-30-1975 by Ord. No. 14802]**

No new office or position shall be established unless and until the Personnel Committee of the City Council, pursuant to a request by the Mayor or the City Council or the head of a department, submits a formal report to the City Council relating to such new office or position; provided, however, that this section shall not apply to positions or offices which are federally subsidized. In the event a position is established which is federally subsidized, the department head of the department in which the position is established shall file a report with the City Council, which report shall include but not be limited to duties, hours or work, salary and an explanation of the federal program involved.

**§ 125-47 Clothing allowance.**

**[Added 8-18-1980 by Ord. No. 20621]**

Members of certain employee groups shall receive clothing and/or clothing allowances in accordance with the following schedule:

A. Fire Department. Members of the IAFF shall be reimbursed the cost of a dress uniform and protective clothing after completion of the employee's probationary period in an amount not to exceed \$300. The annual clothing allowance for permanent employees, including all those entering the service of the Fire Department in the first half of the fiscal year, shall be \$350. The clothing allowance for employees entering the service of the Fire Department in the second half of the fiscal year shall be \$175.

B. Police Department.

(1) Members of the IBPO Local 527 and IBPO Local 547 shall receive an annual uniform and clothing allowance of \$250 to cover the cost of uniforms, including shoes, purchased by the same members who have submitted vouchers to the Chief of Police. Uniforms, but not shoes, must conform to minimum departmental standards.

(2) Uniforms and civilian clothes of said members which are damaged during the performance of a member's duty shall be repaired or replaced by the City at its sole expense.

(3) The City shall supply to all members the initiated leather goods, handcuffs, revolvers, holsters and like items, which may be replaced by the clothing allowance.

(4) The City shall, at its sole expense, provide for the cleaning of all uniforms of all members.

C. Public Works Department. The City shall furnish and maintain all uniforms, protective clothing or devices and shall pay for all cleaning, laundering and tailoring of the same for all members of the DPW Laborers' Union and DPW Foremans' Union.

**§ 125-48 Cafeteria plan.**

**[Added 6-17-1991 by Ord. No. 91-4042A]**

A. Purpose and intent.

(1) Purpose of plan. The purpose of this plan is to provide employees of the City of Marlborough a premium reduction benefit under the health care plan maintained by the City of Marlborough.

(2) Cafeteria plan status. This plan is intended to qualify as a "cafeteria plan" under Section 125 of the Internal Revenue Code of 1986, as amended, and is to be interpreted in a manner consistent with the requirements of said Section 125.

B. Definitions. Whenever used herein, the following terms shall have the following meanings unless a different meaning is clearly required by the context.

**ADMINISTRATOR**

The Mayor of the City of Marlborough or such other person or committee as may be appointed



from time to time by the Mayor to supervise the administration of the plan.

**CITY**

The City of Marlborough.

**CODE**

The Internal Revenue Code of 1986, as amended. Reference to any section or subsection of the code includes reference to any comparable or succeeding provisions of any legislation which amends, supplements or replaces such section or subsection.

**EFFECTIVE DATE**

July 1, 1991.

**EMPLOYEE**

Any individual who is an employee of the City as defined in MGL c. 32B, § 2(d), or by any other entity which is treated, along with the City, as a single employer, in accordance with the provisions of Section 414(b), (c) or (m) of the Internal Revenue Code.

**HEALTH CARE PLAN**

The Tufts Total Health Plan and such amendments or other medical insurance, health maintenance organization, or preferred provider plans as may be adopted by the City as additions or replacements hereto.

**PARTICIPANT**

Each employee who participates in the plan in accordance with Subsection C.

**PLAN**

The City of Marlborough Premium Reduction Plan, as set forth herein, together with any and all amendments and supplements hereto.

**PLAN YEAR**

The period beginning on the effective date and ending on June 30, 1992, and the twelve-month period ending on each June 30 thereafter.

**C. Participation.**

(1) Commencement of participation. Each active employee of the City who is in a benefit category position and has health insurance coverage through the City will be eligible to participate in the plan. An employee will become a participant on the later of: a) the effective date or b) the first day of the pay period following the date he becomes eligible to participate under the preceding sentence.

(2) Nonparticipation option. If an eligible employee does not want to participate in the premium reduction plan she must disenroll from the plan prior to the effective date of each plan year. The employee must complete the nonelection form in the time frame outlined by the Administrator, or he will automatically be enrolled in the plan.

(3) Cessation of participation. A participant will cease to be a participant as of the earlier of: a) the date on which the plan terminates or b) the date on which she ceases to be an employee eligible to participate under Subsection C(1).

(4) Reinstatement of former participant. A former participant will become a participant again if and when he meets the eligibility requirements of Subsection C(1).

**D. Benefit procedures.**

(1) Open enrollment. Prior to the commencement of each plan year, the Administrator shall provide written materials which describe the benefits, costs, eligibility requirements, and any other information which will serve to assist an employee in making an election under this plan and under the health care plan. The Administrator shall hold an "open enrollment" during

which time eligible employees can either join or terminate their participation in this plan. Election/termination forms shall be effective as of the first day of the plan year. The forms must be completed and returned to the Administrator on or before the dates outlined by the Administrator.

(2) New participants. As soon as practical before an employee is eligible to become a participant under Subsection **C(1)** or **(4)**, the Administrator shall provide the descriptive materials and written election form and compensation reduction agreement described in Subsection **D(1)** to the employee. The election form must be completed and returned to the Administrator on or before such date as the Administrator shall specify which date shall be no later than the beginning of the first pay period to which the participant's compensation reduction agreement applies.

(3) Changes by Administrator. If the Administrator determines, before or during any plan year, that the plan may fail to satisfy for such plan year any nondiscrimination requirement imposed by the code, the Administrator shall take such action as the Administrator deems appropriate, under rules uniformly applicable to similarly situated participants, to assure compliance with such requirements or limitations.

(4) Irrevocability of election by the participant during the plan year. Elections made under the plan shall be irrevocable by the participant during the plan year, subject to a change in family status. A participant may revoke his election for the balance of a plan year and file a new election only if both the revocation and the new election are on account of and consistent with a change in family status. A change in family status, for the purpose of this section, includes marriage, divorce, death of a spouse or child, birth or adoption of a child, employment or termination of employment of a spouse, change in the work status of the participant or such participant's spouse from full time to part time or part time to full time, or a significant change in a premium under the health care plan, and such other events as the Administrator may determine will permit a change or revocation of an election during a plan year under regulations and ruling of the Internal Revenue Service. Any new election under this Subsection **D(4)** shall be earlier than the first pay period beginning after the election form is completed and returned to the Administrator.

(5) Automatic termination of election. Elections made under this plan shall automatically terminate on the date on which the participant ceases to be a participant in the plan, although coverage or benefits under the health care plan may continue as provided under C.O.B.R.A.

#### E. Administration of plan.

(1) Plan Administrator. The administration of the plan shall be under the supervision of the Administrator. It shall be a principal duty of the Administrator to see that the plan is carried out in accordance with its terms for the exclusive benefit of employees entitled to participate in the plan without discrimination among them. The Administrator will have the full power to administer the plan in all of its details, subject to applicable requirements of law. For this purpose, the Administrator's powers will include, but will not be limited to, the following authority, in addition to all other powers provided by this plan:

(a) To make and enforce such rules and regulations as he deems necessary or proper for the efficient administration of the plan, including the establishment of any claims procedures that may be required by applicable provisions of the law.

(b) To appoint such agents, counsel, accountants, consultants and other persons as may be required to assist in administering the plan.

(c) To allocate and delegate its responsibilities under the plan and to designate other persons to carry out any or all of the responsibilities under the plan, any such delegation is to be in writing.

(2) Examination of records. The Administrator will make available to each participant his plan records under this premium reduction plan as pertain to him, for examination at reasonable times during normal business hours.

(3) Reliance on tables, etc. In administering the plan, the Administrator will be entitled to the extent permitted by law to rely conclusively on all tables, valuations, certificates, opinions and reports which are furnished by, or in accordance with the instructions of, the administrators of the health care plan or by accountants, counsel or other experts employed or engaged by the Administrator.

(4) Nondiscriminatory exercise of authority. Whenever, in the administration of the plan, any discretionary action by the Administrator is required, the Administrator shall exercise his authority in a nondiscriminatory manner so that all persons similarly situated will receive substantially the same treatment.

(5) Indemnification of Administrator. The City agrees to indemnify and to defend to the fullest extent permitted by law any employee serving as the Administrator (including any employee or former employee who formerly served as Administrator) against all liabilities, damages, costs and expenses (including attorneys' fees and amounts of settlement of any claims approved by the City) occasioned by any act or omission to act in connection with the plan, if such act or omission is in good faith.

F. Insurance.

(1) Responsibility for implementing plan. Once an employee is eligible to be a participant, it shall be his responsibility to apply for any health insurance plan covered by this program.

(2) Master insurance agreement controls. A participant shall not be eligible for an insured benefit under this plan until the insurance contemplated by this plan is actually obtained. In the event of a conflict between the terms of this plan and the terms of the health insurance contract, the health insurance agreement shall overrule this plan.

G. Amendment or termination of plan.

(1) Amendment. The City at any time or from time to time may amend any or all provisions of the plan, without the consent of any employee or participant, or union, subject to the provisions of Chapter 150E of the General Laws of Massachusetts, if applicable. No amendment shall have the effect of reducing or eliminating any benefit incurred prior to reimbursement due a participant for services or expenses incurred prior to the effective date of such amendment, unless such amendment is made to comply with federal, state or local laws, statutes or regulations.

(2) Termination. Although the plan is implemented with the full intention of permanency, the City reserves the right to terminate the plan in whole or in part, at any time, subject to the provisions of Chapter 150E of the General Laws of Massachusetts, if applicable.

(3) Legal enforceability of provisions. The plan and the provisions hereof constitute a legally enforceable agreement between the City and a participant. Neither the termination of, nor any amendment to, the plan shall be made retroactively or prior to proper notification of participants.

(4) Information to be furnished. Participants shall provide the City and Administrator with such information and evidence and shall sign such documents as may reasonably be requested

from time to time for the purpose of administration of the plan.

(5) Limitation of rights. Neither the establishment of the plan nor any amendment thereof, nor the payment of any benefits, will be construed as giving to any participant or other person any legal or equitable right against the City or Administrator, except as provided herein.

(6) Governing law. This plan shall be construed, administered and enforced according to the laws of the Commonwealth of Massachusetts and in accordance with the Internal Revenue Code of the United States.

**§ 125-49 Retiree Indemnification Review Board**

**[Added 9-14-1998 by Ord. No. 98-7613A]**

A. Establishment. Pursuant to the provisions of MGL c. 41, § 100B, there shall be a Retiree Indemnification Review Board within the City of Marlborough.

B. Members. The Retiree Indemnification Review Board shall be a three-member board. Said members are as follows:

(1) Chairman of the Marlborough Retirement Board. **[Amended 2-8-1999 by Ord. No. 98-7613C]**

(2) City Solicitor or such other person designated in writing by said Solicitor to act for him/her.

(3) A physician appointed by the Mayor in writing.

C. Duties.

(1) Said Indemnification Review Board shall receive applications for medical indemnification from retired police officers and retired firefighters and shall act on the same pursuant to the provisions of MGL c. 41, § 100B.

(2) Further, said Indemnification Review Board shall have all the powers and duties prescribed to it in MGL c. 41, § 100B, and shall act in accordance with the same.

**§ 125-49.1 Indemnification Review Board.**

**[Added 2-8-1999 by Ord. No. 98-7613C]**

A. Establishment. Pursuant to the provisions of MGL c. 41, § 100, there shall be an Indemnification Review Board within the City of Marlborough.

B. Members. The Indemnification Review Board shall be a three-member Board. Said members are as follows:

(1) Mayor.

(2) City Solicitor or such other person designated in writing by said Solicitor to act for him/her.

(3) A physician appointed by the Mayor in writing.

C. Duties.

(1) Said Indemnification Review Board shall receive applications for injured on duty indemnification from police officers, firefighters and persons aiding them and shall act on the same pursuant to the provisions of MGL c. 41, § 100.

(2) Further, said Indemnification Review Board shall have all the powers and duties prescribed to it in MGL c. 41, § 100, and shall act in accordance with the same.

**§ 125-50 Direct deposit.**

**[Added 10-19-1998 by Ord. No. 98-7835A]**

The Treasurer of the City may pay salaries, wages or other compensation to any person in the service of the City by means of deposits to a deposit account or accounts of such person in any one or more savings or cooperative banks, trust companies, or credit unions incorporated in or

chartered by the commonwealth; in any one or more national banking associations, federal savings or loan associations or federal credit unions located in the commonwealth; in any one or more banking companies or Morris Plan companies subject to Chapter 172A; or any one or more savings and loan associations under the supervision of the Commissioner of Banks, provided that such person has specifically authorized such deposits, and provided further that if such deposits are made initially to accounts established for such person in any one bank, trust company, credit union, or association, the depository shall have agreed with the Treasurer on terms satisfactory to the Treasurer for the immediate direct transfer of such deposit to any other such bank, trust company, credit union, or association designated by each such person.

**§ 125-51 Superannuation retirement.**

**[Added 1-29-2001 by Ord. No. 01-8842E]**

Effective January 1, 2001, regular, full-time employees who are not members of a bargaining unit shall be entitled to receive payment for a maximum of 90 sick days if said employee meets the following conditions:

- A. Must give notice of intent to retire between January 1 and May 1 of the fiscal year prior to the fiscal year in which the retirement will occur, and such notice shall include the month in which the retirement will occur. Notwithstanding the notice requirement of this section, the notice provisions of this section shall be waived for any employee retiring in the year 2001;
- B. Must have maintained a minimum of 90 sick days annually for five consecutive years prior to retirement;
- C. Must have completed a minimum of 25 years of creditable service in the City of Marlborough;
- D. If eligible for maximum retirement benefits, must retire within one year of the date of achieving maximum benefits;
- E. Retirement must occur during the month for which notice, as in Subsection A above, was given;
- F. Must not have engaged in a proven case of sick leave abuse during the five years preceding retirement;
- G. The time line in Subsection A shall be waived when an employee retires due to catastrophic illness of the employee or the employee's spouse; and
- H. Retirement for which notice was given in Subsection A above must be taken and occur in or between July 1 through August 30 of the calendar year of said retirement.

# **ADDENDUM B WAGE SCHEDULE**

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>PERIOD YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|----------------------------|----------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | ADHS           | ADM ASST HM SVC | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 7.00   | 70.00 10.00 1820.00 260.00 |                      | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 29.2054     | 204.4384   | 2,044.38      | 53,153.99     |

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL ADMA | ADMIN ASSISTANT A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 23.2153     | 162.5073   | 1,625.07      | 42,251.91     |
| 01         | 0.0000  | 24.1443     | 169.0100   | 1,690.10      | 43,942.59     |
| 02         | 0.0000  | 25.1097     | 175.7678   | 1,757.68      | 45,699.62     |
| 03         | 0.0000  | 26.1139     | 182.7969   | 1,827.97      | 47,527.20     |

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL ADMH | ADMIN AIDE - HS A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL ASAN | ASST SANITARIAN A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.4401     | 199.0812   | 1,990.81      | 51,761.10     |
| 01         | 0.0000  | 29.5777     | 207.0438   | 2,070.44      | 53,831.39     |
| 02         | 0.0000  | 30.7609     | 215.3256   | 2,153.26      | 55,984.65     |
| 03         | 0.0000  | 31.9917     | 223.9422   | 2,239.42      | 58,224.97     |

|            |                     |                  |        |            |    |              |                            |   |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL ASBI | ASST BLDG INSP A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 32.8899     | 239.2295   | 2,392.29      | 59,859.65     |
| 01         | 0.0000  | 34.2053     | 239.4367   | 2,394.37      | 62,253.55     |
| 02         | 0.0000  | 35.5741     | 249.0188   | 2,490.19      | 64,744.88     |
| 03         | 0.0000  | 36.9966     | 258.9762   | 2,589.76      | 67,333.80     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | BDSC           | BOARD SECRETARY | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 23.2153     | 162.5073   | 1,625.07      | 42,251.91     |
| 01         | 0.0000  | 24.1443     | 169.0100   | 1,690.10      | 43,942.59     |
| 02         | 0.0000  | 25.1097     | 175.7678   | 1,757.68      | 45,699.62     |
| 03         | 0.0000  | 26.1139     | 182.7969   | 1,827.97      | 47,527.20     |

|            |                     |           |          |            |    |         |      |                            |   |
|------------|---------------------|-----------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL BLCU | CUSTODIAN | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 14.7883     | 118.3062   | 1,183.06      | 30,759.60     |
| 01         | 0.0000  | 15.3806     | 123.0454   | 1,230.45      | 31,991.81     |
| 02         | 0.0000  | 15.9950     | 127.9602   | 1,279.60      | 33,269.66     |
| 03         | 0.0000  | 16.6353     | 133.0824   | 1,330.82      | 34,601.43     |

|            |                     |               |          |            |    |         |      |                            |   |
|------------|---------------------|---------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL BLMN | B/M CRAFTSMAN | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|---------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 24.8851     | 199.0812   | 1,990.81      | 51,761.10     |
| 01         | 0.0000  | 25.8805     | 207.0438   | 2,070.44      | 53,831.39     |
| 02         | 0.0000  | 26.9158     | 215.3256   | 2,153.26      | 55,984.65     |
| 03         | 0.0000  | 27.9928     | 223.9422   | 2,239.42      | 58,224.97     |

|            |                     |            |          |            |    |         |      |                            |   |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL CATA | CATALOGUER | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.0917     | 189.6424   | 1,896.42      | 49,307.03     |
| 01         | 0.0000  | 28.1757     | 197.2301   | 1,972.30      | 51,279.83     |
| 02         | 0.0000  | 29.3030     | 205.1209   | 2,051.21      | 53,331.43     |
| 03         | 0.0000  | 30.4747     | 213.3228   | 2,133.23      | 55,463.94     |

|            |                | GRADE/<br>RANK | DESCRIPTION      | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS | DAY     | HRS/<br>PERIOD | DAYS/ HRS/<br>YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|------------------|-----------|------------|----------------------|---------|----------------|---------------------|---------------|------------|
| EFF. DATE  | GROUP/BU       |                |                  |           |            |                      |         |                |                     |               |            |
| 07/01/2021 | CMUN MUNICIPAL | CHDI           | CHF DISPATCHER A | ANNUAL    | B BIWEEKLY | 11                   | 26.0000 | 8.00           | 80.00 10.00 2080.00 | 260.00        | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 25.6454     | 205.1626   | 2,051.63      | 53,342.27     |
| 01         | 0.0000  | 26.6496     | 213.1970   | 2,131.97      | 55,431.23     |
| 02         | 0.0000  | 27.6941     | 221.5533   | 2,215.53      | 57,603.86     |
| 03         | 0.0000  | 28.7805     | 230.2438   | 2,302.44      | 59,863.39     |

|            |                     |               |          |            |    |         |      |                     |        |   |
|------------|---------------------|---------------|----------|------------|----|---------|------|---------------------|--------|---|
| 07/01/2021 | CMUN MUNICIPAL CHLI | CHILDRENS LIB | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 | 260.00 | N |
|------------|---------------------|---------------|----------|------------|----|---------|------|---------------------|--------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.0594     | 196.4162   | 1,964.16      | 51,088.22     |
| 01         | 0.0000  | 29.2409     | 204.6863   | 2,046.86      | 53,218.43     |
| 02         | 0.0000  | 30.3493     | 212.4452   | 2,124.45      | 55,235.76     |
| 03         | 0.0000  | 31.5631     | 220.9423   | 2,209.42      | 57,445.01     |

|            |                    |       |          |            |    |         |      |                     |        |   |
|------------|--------------------|-------|----------|------------|----|---------|------|---------------------|--------|---|
| 07/01/2021 | CMUN MUNICIPAL CLK | CLERK | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 | 260.00 | N |
|------------|--------------------|-------|----------|------------|----|---------|------|---------------------|--------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 16.6843     | 116.7903   | 1,167.90      | 30,365.47     |
| 01         | 0.0000  | 17.3511     | 121.4577   | 1,214.58      | 31,578.99     |
| 02         | 0.0000  | 18.0453     | 126.3166   | 1,263.17      | 32,842.32     |
| 03         | 0.0000  | 18.9719     | 132.8032   | 1,328.03      | 34,528.83     |

|            |                     |              |          |            |    |         |      |                     |        |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|---------------------|--------|---|
| 07/01/2021 | CMUN MUNICIPAL CLTY | CLERK/TYPIST | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 | 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|---------------------|--------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 21.2869     | 149.0077   | 1,490.08      | 38,742.01     |
| 01         | 0.0000  | 22.1383     | 154.9677   | 1,549.68      | 40,291.61     |
| 02         | 0.0000  | 23.0239     | 161.1670   | 1,611.67      | 41,903.43     |
| 03         | 0.0000  | 23.9449     | 167.6136   | 1,676.14      | 43,579.53     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|----------------------------|---------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | COTE           | COMMS TECHNOLOG | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 8.00   | 80.00 10.00 2080.00 260.00 |               | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 0.0000      | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 30.6581     | 245.2654   | 2,452.65      | 63,769.01     |
| 02         | 0.0000  | 31.2714     | 250.1707   | 2,501.71      | 65,044.37     |
| 03         | 0.0000  | 31.8968     | 255.1741   | 2,551.74      | 66,345.27     |
| 04         | 0.0000  | 32.5348     | 260.2776   | 2,602.78      | 67,672.18     |
| 05         | 0.0000  | 33.1854     | 265.4831   | 2,654.83      | 69,025.61     |
| 06         | 0.0000  | 33.8491     | 270.7928   | 2,707.93      | 70,406.12     |
| 07         | 0.0000  | 34.5261     | 276.2087   | 2,762.09      | 71,814.25     |

|            |                     |             |                     |    |         |     |     |     |     |     |   |
|------------|---------------------|-------------|---------------------|----|---------|-----|-----|-----|-----|-----|---|
| 07/01/2021 | CMUN MUNICIPAL DROO | DROP OFF PT | H HOURLY B BIWEEKLY | 01 | 26.0000 | .00 | .00 | .00 | .00 | .00 | N |
|------------|---------------------|-------------|---------------------|----|---------|-----|-----|-----|-----|-----|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 18.1800     | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 18.9375     | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | 19.7266     | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | 20.5486     | 0.0000     | 0.00          | 0.00          |

|            |                     |                          |            |    |              |                            |   |
|------------|---------------------|--------------------------|------------|----|--------------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL DROP | DROP-OFF ATTEMN A ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|--------------------------|------------|----|--------------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 18.1800     | 145.4400   | 1,454.40      | 37,814.40     |
| 01         | 0.0000  | 18.9375     | 151.5000   | 1,515.00      | 39,390.00     |
| 02         | 0.0000  | 19.7266     | 157.8129   | 1,578.13      | 41,031.35     |
| 03         | 0.0000  | 20.5485     | 164.3884   | 1,643.88      | 42,740.99     |

|            |                     |             |                     |    |              |                            |   |
|------------|---------------------|-------------|---------------------|----|--------------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL ELEC | ELECTRICIAN | A ANNUAL B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-------------|---------------------|----|--------------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.7425     | 221.9403   | 2,219.40      | 57,708.47     |
| 01         | 0.0000  | 28.8523     | 230.8179   | 2,308.18      | 60,012.65     |
| 02         | 0.0000  | 30.0064     | 240.0505   | 2,400.51      | 62,413.14     |
| 03         | 0.0000  | 31.2066     | 249.6525   | 2,496.53      | 64,909.66     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|----------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | ELIN           | ELECTRICAL INSP | A ANNUAL  | B BIWEEKLY | 11                   | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 36.3379     | 259.3647   | 2,543.65      | 66,134.81     |
| 01         | 0.0000  | 37.7910     | 264.5373   | 2,645.37      | 68,779.70     |
| 02         | 0.0000  | 39.3036     | 275.1248   | 2,751.25      | 71,532.46     |
| 03         | 0.0000  | 40.8753     | 286.1272   | 2,861.27      | 74,393.08     |

|            |                     |                  |        |            |    |         |      |                            |   |
|------------|---------------------|------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL FCDA | FIN ASST - CDA A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 31.1599     | 218.1195   | 2,181.19      | 56,711.07     |
| 01         | 0.0000  | 32.4071     | 226.8497   | 2,268.50      | 58,980.91     |
| 02         | 0.0000  | 33.7040     | 235.9278   | 2,359.28      | 61,341.23     |
| 03         | 0.0000  | 35.0530     | 245.3712   | 2,453.71      | 63,796.51     |

|            |                     |              |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL FIAS | FINANCE ASST | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 33.4256     | 233.9795   | 2,339.79      | 60,834.66     |
| 01         | 0.0000  | 34.7626     | 243.3383   | 2,433.38      | 63,267.96     |
| 02         | 0.0000  | 36.1531     | 253.0721   | 2,530.72      | 65,798.74     |
| 03         | 0.0000  | 37.5997     | 263.1983   | 2,631.98      | 68,431.55     |

|            |                     |                   |        |            |    |         |      |                            |   |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL FORE | PUB FAC FOREMAN A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 33.4705     | 267.7640   | 2,677.64      | 69,618.63     |
| 01         | 0.0000  | 34.5631     | 276.5055   | 2,765.05      | 71,891.43     |
| 02         | 0.0000  | 36.7376     | 293.9009   | 2,939.01      | 76,414.24     |
| 03         | 0.0000  | 39.0946     | 312.7573   | 3,127.57      | 81,316.89     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION  | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|--------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | HCIR           | HEAD OF CIRC | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 30.4839     | 213.3867   | 2,133.87      | 55,480.53     |
| 01         | 0.0000  | 31.7023     | 221.9157   | 2,219.16      | 57,698.09     |
| 02         | 0.0000  | 32.9709     | 230.7960   | 2,307.96      | 60,006.95     |
| 03         | 0.0000  | 34.2896     | 240.0272   | 2,400.27      | 62,407.08     |

|            |                     |            |          |            |    |         |      |                            |   |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL HDCL | HEAD CLERK | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 30.4839     | 213.3867   | 2,133.87      | 55,480.53     |
| 01         | 0.0000  | 31.7023     | 221.9157   | 2,219.16      | 57,698.09     |
| 02         | 0.0000  | 32.9709     | 230.7960   | 2,307.96      | 60,006.95     |
| 03         | 0.0000  | 34.2896     | 240.0272   | 2,400.27      | 62,407.08     |

|            |                     |                 |          |            |    |         |      |                            |   |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL HDCL | HEAD ELECTRICIA | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 33.6715     | 269.3721   | 2,693.72      | 70,036.74     |

|            |                     |                |          |            |    |         |      |                            |   |
|------------|---------------------|----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL HHVC | HEAD HVAC TECH | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |

|    |        |         |          |          |           |
|----|--------|---------|----------|----------|-----------|
| 07 | 0.0000 | 38.3125 | 306.4999 | 3,065.00 | 79,689.97 |
|----|--------|---------|----------|----------|-----------|

| EFF. DATE | GROUP/BU | GRADE/<br>RANK | DESCRIPTION | PAY BASIS | FREQUENCY | HRS/<br>CALC PERIODS | HRS/DAYS/<br>DAY | HRS/<br>PERIOD | DAYS/<br>PERIOD | YEAR | YEAR | USE<br>PCT |
|-----------|----------|----------------|-------------|-----------|-----------|----------------------|------------------|----------------|-----------------|------|------|------------|
|-----------|----------|----------------|-------------|-----------|-----------|----------------------|------------------|----------------|-----------------|------|------|------------|

07/01/2021 CMUN MUNICIPAL HSWK HOUSEWORKER A ANNUALB BIWEEKLY 11 26.0000 8.00 80.00 10.00 2080.00 260.00 N  
Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 17.1180     | 136.9441   | 1,369.44      | 35,605.47     |
| 01         | 0.0000  | 17.8021     | 142.4175   | 1,424.17      | 37,028.54     |
| 02         | 0.0000  | 18.5143     | 148.1142   | 1,481.14      | 38,509.68     |
| 03         | 0.0000  | 19.2553     | 154.0423   | 1,540.42      | 40,051.00     |

07/01/2021 CMUN MUNICIPAL HVTG HVAC TECHNICIAN A ANNUAL B BIWEEKLY 11 26.0000 8.00 80.00 10.00 2080.00 260.00 N  
Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 24.9913     | 199.9298   | 1,999.30      | 51,981.75     |

07/01/2021 CMUN MUNICIPAL ISAN INF SYS ANALYST A ANNUAL B BIWEEKLY 11 26.0000 7.00 70.00 10.00 1820.00 260.00 N  
Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 35.4734     | 255.3140   | 2,553.14      | 66,381.64     |
| 01         | 0.0000  | 37.8594     | 265.0160   | 2,650.16      | 68,904.17     |
| 02         | 0.0000  | 39.2979     | 275.0849   | 2,750.85      | 71,522.08     |
| 03         | 0.0000  | 40.7910     | 285.5368   | 2,855.37      | 74,239.58     |

07/01/2021 CMUN MUNICIPAL LIBA LIB STAFF ASST H HOURLY B BIWEEKLY 01 26.0000 .00 .00 .00 .00 .00 N  
Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 14.4228     | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 14.9997     | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | 15.5972     | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | 16.2257     | 0.0000     | 0.00          | 0.00          |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION   | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>PERIOD YEAR | USE<br>PCT |
|------------|----------------|----------------|---------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | LSTF           | LIBRARY STAFF | A ANNUAL  | B BIWEEKLY | 11 26.0000 7.00          | 70.00          | 10.00 1820.00 260.00      |                      | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 23.2153     | 162.5073   | 1,625.07      | 42,251.91     |
| 01         | 0.0000  | 24.1443     | 169.0100   | 1,690.10      | 43,942.59     |
| 02         | 0.0000  | 25.1097     | 175.7678   | 1,757.68      | 45,699.62     |
| 03         | 0.0000  | 26.1139     | 182.7969   | 1,827.97      | 47,527.20     |

|            |                |      |                  |        |            |                 |       |                      |  |   |
|------------|----------------|------|------------------|--------|------------|-----------------|-------|----------------------|--|---|
| 07/01/2021 | CMUN MUNICIPAL | NWEN | NTWRK ENGINEER A | ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 | 10.00 1820.00 260.00 |  | N |
|------------|----------------|------|------------------|--------|------------|-----------------|-------|----------------------|--|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 46.5673     | 325.9705   | 3,259.71      | 84,752.33     |
| 01         | 0.0000  | 48.4299     | 339.0094   | 3,390.09      | 88,142.44     |
| 02         | 0.0000  | 50.3670     | 352.5685   | 3,525.69      | 91,667.82     |
| 03         | 0.0000  | 52.3819     | 366.6731   | 3,666.73      | 95,335.00     |

|            |                |      |                   |        |            |                 |       |                      |  |   |
|------------|----------------|------|-------------------|--------|------------|-----------------|-------|----------------------|--|---|
| 07/01/2021 | CMUN MUNICIPAL | OTWK | OUTREACH WORKER H | HOURLY | B BIWEEKLY | 02 26.0000 8.00 | 80.00 | 10.00 2080.00 260.00 |  | N |
|------------|----------------|------|-------------------|--------|------------|-----------------|-------|----------------------|--|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 24.5132     | 196.1060   | 1,961.06      | 50,987.56     |

|            |                |      |               |          |            |                 |       |                      |  |   |
|------------|----------------|------|---------------|----------|------------|-----------------|-------|----------------------|--|---|
| 07/01/2021 | CMUN MUNICIPAL | PLUM | PLUMBING INSP | A ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 | 10.00 1820.00 260.00 |  | N |
|------------|----------------|------|---------------|----------|------------|-----------------|-------|----------------------|--|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 36.3379     | 254.3647   | 2,543.65      | 66,134.81     |
| 01         | 0.0000  | 37.7910     | 264.5373   | 2,645.37      | 68,779.70     |
| 02         | 0.0000  | 39.3036     | 275.1248   | 2,751.25      | 71,532.46     |
| 03         | 0.0000  | 40.8753     | 286.1272   | 2,861.27      | 74,393.08     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD             | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------------------|---------------------------|---------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | PRCL           | PRINCIPAL CLERK | A ANNUAL  | B BIWEEKLY | 11 26.0000 7.00          | 70.00 10.00 1820.00 260.00 |                           |               | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.0917     | 189.6424   | 1,896.42      | 49,307.03     |
| 01         | 0.0000  | 28.1757     | 197.2301   | 1,972.30      | 51,279.83     |
| 02         | 0.0000  | 29.3030     | 205.1209   | 2,051.21      | 53,331.43     |
| 03         | 0.0000  | 30.4747     | 213.3228   | 2,133.23      | 55,463.94     |

|            |                     |                   |        |            |    |              |                            |  |  |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2021 | CMUN MUNICIPAL PSAA | PUB SAF ADM AST A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  |  | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 32.2953     | 226.0670   | 2,260.67      | 58,777.43     |
| 01         | 0.0000  | 33.5871     | 235.1095   | 2,351.10      | 61,128.48     |
| 02         | 0.0000  | 34.9306     | 244.5141   | 2,445.14      | 63,573.67     |
| 03         | 0.0000  | 36.3280     | 254.2965   | 2,542.96      | 66,117.08     |

|            |                     |                   |        |            |    |              |                            |  |  |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2021 | CMUN MUNICIPAL PSDP | PUB SAFETY DISP A | ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  |  | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 22.6218     | 180.9745   | 1,809.74      | 47,053.36     |
| 01         | 0.0000  | 23.5053     | 188.0420   | 1,880.42      | 48,890.93     |
| 02         | 0.0000  | 24.4236     | 195.3890   | 1,953.89      | 50,801.14     |
| 03         | 0.0000  | 25.3779     | 203.0231   | 2,030.23      | 52,786.01     |

|            |                     |              |          |            |    |              |                            |  |  |   |
|------------|---------------------|--------------|----------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2021 | CMUN MUNICIPAL REPM | REC PROG MGR | A ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  |  | N |
|------------|---------------------|--------------|----------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 35.0434     | 245.3039   | 2,453.04      | 63,779.01     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | RESP           | REHAB SPECIALST | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 31.4197     | 219.9382   | 2,199.38      | 57,183.93     |
| 01         | 0.0000  | 32.6771     | 228.7397   | 2,287.40      | 59,472.32     |
| 02         | 0.0000  | 33.9856     | 237.8990   | 2,378.99      | 61,853.73     |
| 03         | 0.0000  | 35.3456     | 247.4192   | 2,474.19      | 64,329.00     |

|            |                     |              |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL SBCU | SR BLDG CUST | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 24.8851     | 199.0812   | 1,990.81      | 51,761.10     |
| 01         | 0.0000  | 25.8805     | 207.0438   | 2,070.44      | 53,831.39     |
| 02         | 0.0000  | 26.9158     | 215.3256   | 2,153.26      | 55,984.65     |
| 03         | 0.0000  | 27.9928     | 223.9422   | 2,239.42      | 58,224.97     |

|            |                     |                 |          |            |    |         |      |                            |   |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL SRAS | SENIOR ASSESSOR | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 40.6326     | 284.4278   | 2,844.28      | 73,951.22     |
| 01         | 0.0000  | 42.2579     | 295.8054   | 2,958.05      | 76,909.40     |
| 02         | 0.0000  | 43.9481     | 307.6375   | 3,076.37      | 79,985.74     |
| 03         | 0.0000  | 45.7057     | 319.9403   | 3,199.40      | 83,184.49     |

|            |                     |              |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL SRCL | SENIOR CLERK | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 23.2153     | 162.5073   | 1,625.07      | 42,251.91     |
| 01         | 0.0000  | 24.1443     | 169.0100   | 1,690.10      | 43,942.59     |
| 02         | 0.0000  | 25.1097     | 175.7678   | 1,757.68      | 45,699.62     |
| 03         | 0.0000  | 26.1139     | 182.7969   | 1,827.97      | 47,527.20     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | SYOP           | SYSTEM OPERATOR | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 31.3433     | 219.4032   | 2,194.03      | 57,044.83     |
| 01         | 0.0000  | 32.5971     | 228.1795   | 2,281.80      | 59,326.67     |
| 02         | 0.0000  | 33.9010     | 237.3065   | 2,373.07      | 61,699.70     |
| 03         | 0.0000  | 35.2567     | 246.7974   | 2,467.97      | 64,167.33     |

|            |                     |                   |                   |    |         |      |       |                      |   |
|------------|---------------------|-------------------|-------------------|----|---------|------|-------|----------------------|---|
| 07/01/2021 | CMUN MUNICIPAL TELE | TELECOMMUN TECH A | ANNUAL B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 | 10.00 2080.00 260.00 | N |
|------------|---------------------|-------------------|-------------------|----|---------|------|-------|----------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 32.6689     | 261.3513   | 2,613.51      | 67,951.35     |

|            |                     |                  |                   |    |         |      |       |                      |   |
|------------|---------------------|------------------|-------------------|----|---------|------|-------|----------------------|---|
| 07/01/2021 | CMUN MUNICIPAL UPAG | LIB PAGE UNION H | HOURLY B BIWEEKLY | 01 | 26.0000 | 7.00 | 70.00 | 10.00 1820.00 260.00 | N |
|------------|---------------------|------------------|-------------------|----|---------|------|-------|----------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 13.7724     | 0.0000     | 0.00          | 0.00          |

|            |                     |                  |                   |    |         |      |       |                      |   |
|------------|---------------------|------------------|-------------------|----|---------|------|-------|----------------------|---|
| 07/01/2021 | CMUN MUNICIPAL UTWK | UTILITY WORKER A | ANNUAL B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 | 10.00 2080.00 260.00 | N |
|------------|---------------------|------------------|-------------------|----|---------|------|-------|----------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 21.1348     | 169.0781   | 1,690.78      | 43,960.30     |
| 01         | 0.0000  | 22.1239     | 176.9907   | 1,769.91      | 46,017.58     |
| 02         | 0.0000  | 23.1169     | 184.9353   | 1,849.35      | 48,083.17     |
| 03         | 0.0000  | 24.6011     | 196.8088   | 1,968.09      | 51,170.28     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION      | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|------------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2021 | CMUN MUNICIPAL | WFPP           | WK FOR PUB FAC A | ANNUAL    | B BIWEEKLY | 11                       | 26.0000        | 8.00                      | 80.00 10.00 2080.00 260.00 | N          |

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.1880     | 225.5041   | 2,255.04      | 58,631.07     |
| 01         | 0.0000  | 29.6434     | 237.1472   | 2,371.47      | 61,658.26     |
| 02         | 0.0000  | 31.0998     | 248.7980   | 2,487.98      | 64,687.48     |
| 03         | 0.0000  | 32.5671     | 260.5367   | 2,605.37      | 67,739.53     |

|            |                     |  |                   |        |            |    |         |      |                            |   |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2021 | CMUN MUNICIPAL YALI |  | YOUNG ADULT LIB A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 1.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.0917     | 189.6424   | 1,896.42      | 49,307.03     |
| 01         | 0.0000  | 28.1757     | 197.2301   | 1,972.30      | 51,279.83     |
| 02         | 0.0000  | 29.3030     | 205.1209   | 2,051.21      | 53,331.43     |
| 03         | 0.0000  | 30.4747     | 213.3228   | 2,133.23      | 55,463.94     |

|            |                     |  |                   |        |            |    |         |      |                            |   |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL ADHS |  | ADM ASST HM SVC A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 29.7896     | 208.5272   | 2,085.27      | 54,217.07     |

|            |                     |  |                   |        |            |    |         |      |                            |   |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL ADMA |  | ADMIN ASSISTANT A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 23.6796     | 165.7575   | 1,657.57      | 43,096.95     |
| 01         | 0.0000  | 24.6271     | 172.3902   | 1,723.90      | 44,821.44     |
| 02         | 0.0000  | 25.6119     | 179.2831   | 1,792.83      | 46,613.61     |
| 03         | 0.0000  | 26.6361     | 186.4528   | 1,864.53      | 48,477.74     |

|            |                     |  |                   |        |            |    |         |      |                            |   |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL ADMH |  | ADMIN AIDE - HS A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|---------------------------|---------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | ASAN           | ASST SANITARIAN | A ANNUAL  | B BIWEEKLY | 11 26.0000 7.00          | 70.00          | 10.00 1820.00 260.00      |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 29.0090     | 203.0628   | 2,030.63      | 52,796.32     |
| 01         | 0.0000  | 30.1693     | 211.1847   | 2,111.85      | 54,908.02     |
| 02         | 0.0000  | 31.3760     | 219.6321   | 2,196.32      | 57,104.34     |
| 03         | 0.0000  | 32.6316     | 228.4210   | 2,284.21      | 59,389.47     |

|            |                     |                  |        |            |                 |       |                      |   |
|------------|---------------------|------------------|--------|------------|-----------------|-------|----------------------|---|
| 07/01/2022 | CMUN MUNICIPAL ASBI | ASST BLDG INSP A | ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 | 10.00 1820.00 260.00 | N |
|------------|---------------------|------------------|--------|------------|-----------------|-------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 33.5477     | 234.8340   | 2,348.34      | 61,056.85     |
| 01         | 0.0000  | 34.8893     | 244.2255   | 2,442.25      | 63,498.62     |
| 02         | 0.0000  | 36.2856     | 253.9992   | 2,539.99      | 66,039.78     |
| 03         | 0.0000  | 37.7366     | 264.1557   | 2,641.56      | 68,680.48     |

|            |                     |                   |        |            |                 |       |                      |   |
|------------|---------------------|-------------------|--------|------------|-----------------|-------|----------------------|---|
| 07/01/2022 | CMUN MUNICIPAL BDSC | BOARD SECRETARY A | ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 | 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|-----------------|-------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 23.6796     | 165.7575   | 1,657.57      | 43,096.95     |
| 01         | 0.0000  | 24.6271     | 172.3902   | 1,723.90      | 44,821.44     |
| 02         | 0.0000  | 25.6119     | 179.2831   | 1,792.83      | 46,613.61     |
| 03         | 0.0000  | 26.6361     | 186.4528   | 1,864.53      | 48,477.74     |

|            |                     |           |          |            |                 |       |                      |   |
|------------|---------------------|-----------|----------|------------|-----------------|-------|----------------------|---|
| 07/01/2022 | CMUN MUNICIPAL BLCU | CUSTODIAN | A ANNUAL | B BIWEEKLY | 11 26.0000 8.00 | 80.00 | 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------|----------|------------|-----------------|-------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 15.0830     | 120.6723   | 1,206.72      | 31,374.79     |
| 01         | 0.0000  | 15.6883     | 125.5063   | 1,255.06      | 32,631.65     |
| 02         | 0.0000  | 16.3149     | 130.5194   | 1,305.19      | 33,935.05     |
| 03         | 0.0000  | 16.9680     | 135.7441   | 1,357.44      | 35,293.46     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION   | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|---------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | BLMN           | B/M CRAFTSMAN | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 8.00                      | 80.00 10.00 2080.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 25.8829     | 203.0628   | 2,030.63      | 52,796.32     |
| 01         | 0.0000  | 26.3981     | 211.1847   | 2,111.85      | 54,908.02     |
| 02         | 0.0000  | 27.4540     | 219.6321   | 2,196.32      | 57,104.34     |
| 03         | 0.0000  | 28.5526     | 228.4210   | 2,284.21      | 59,389.47     |

|            |                     |            |          |            |    |         |      |                            |   |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL CATA | CATALOGUER | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.6336     | 193.3353   | 1,934.35      | 50,293.17     |
| 01         | 0.0000  | 28.7393     | 201.1747   | 2,011.75      | 52,305.43     |
| 02         | 0.0000  | 29.8890     | 209.2233   | 2,092.23      | 54,398.06     |
| 03         | 0.0000  | 31.0841     | 217.5893   | 2,175.89      | 56,573.22     |

|            |                     |                |          |            |    |         |      |                            |   |
|------------|---------------------|----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL CHDI | CHF DISPATCHER | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 26.1583     | 209.2658   | 2,092.66      | 54,409.12     |
| 01         | 0.0000  | 27.1826     | 217.4610   | 2,174.61      | 56,539.85     |
| 02         | 0.0000  | 28.2480     | 225.9844   | 2,259.84      | 58,755.94     |
| 03         | 0.0000  | 29.3561     | 234.8487   | 2,348.49      | 61,060.66     |

|            |                     |               |          |            |    |         |      |                            |   |
|------------|---------------------|---------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL CHLI | CHILDRENS LIB | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|---------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.6207     | 200.3445   | 2,003.45      | 52,089.58     |
| 01         | 0.0000  | 29.8257     | 208.7800   | 2,087.80      | 54,282.80     |
| 02         | 0.0000  | 30.9563     | 216.6942   | 2,166.94      | 56,340.48     |
| 03         | 0.0000  | 32.1944     | 225.3612   | 2,253.61      | 58,593.91     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>PERIOD YEAR | USE<br>PCT |
|------------|----------------|----------------|-------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | CLK            | CLERK       | A ANNUAL  | B BIWEEKLY | 11 26.0000 7.00          | 70.00          | 10.00 1820.00 260.00      |                      | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 17.0180     | 119.1261   | 1,191.26      | 30,972.78     |
| 01         | 0.0000  | 17.6981     | 123.8868   | 1,238.87      | 32,210.57     |
| 02         | 0.0000  | 18.4061     | 128.8430   | 1,288.43      | 33,499.17     |
| 03         | 0.0000  | 19.3513     | 135.4593   | 1,354.59      | 35,219.41     |

|            |                     |              |          |            |                 |       |                      |   |
|------------|---------------------|--------------|----------|------------|-----------------|-------|----------------------|---|
| 07/01/2022 | CMUN MUNICIPAL CLTY | CLERK/TYPIST | A ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 | 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|-----------------|-------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 21.7126     | 151.9879   | 1,519.88      | 39,516.85     |
| 01         | 0.0000  | 22.5810     | 158.0671   | 1,580.67      | 41,097.44     |
| 02         | 0.0000  | 23.4843     | 164.3904   | 1,643.90      | 42,741.50     |
| 03         | 0.0000  | 24.4237     | 170.9658   | 1,709.66      | 44,451.12     |

|            |                     |                 |          |            |                 |       |                      |   |
|------------|---------------------|-----------------|----------|------------|-----------------|-------|----------------------|---|
| 07/01/2022 | CMUN MUNICIPAL COTE | COMMS TECHNOLOG | A ANNUAL | B BIWEEKLY | 11 26.0000 8.00 | 80.00 | 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|-----------------|-------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 31.2714     | 250.1707   | 2,501.71      | 65,044.39     |
| 02         | 0.0000  | 31.8968     | 255.1741   | 2,551.74      | 66,345.26     |
| 03         | 0.0000  | 32.5348     | 260.2776   | 2,602.78      | 67,672.18     |
| 04         | 0.0000  | 33.1854     | 265.4832   | 2,654.83      | 69,025.62     |
| 05         | 0.0000  | 33.8491     | 270.7928   | 2,707.93      | 70,406.12     |
| 06         | 0.0000  | 34.5261     | 276.2086   | 2,762.09      | 71,814.24     |
| 07         | 0.0000  | 35.2166     | 281.7328   | 2,817.33      | 73,250.54     |

|            |                     |             |          |            |                |     |     |     |     |   |
|------------|---------------------|-------------|----------|------------|----------------|-----|-----|-----|-----|---|
| 07/01/2022 | CMUN MUNICIPAL DROO | DROP OFF PT | H HOURLY | B BIWEEKLY | 01 26.0000 .00 | .00 | .00 | .00 | .00 | N |
|------------|---------------------|-------------|----------|------------|----------------|-----|-----|-----|-----|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 18.5436     | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 19.3163     | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | 20.1211     | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | 20.9596     | 0.0000     | 0.00          | 0.00          |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|----------------------------|---------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | DROP           | DROP-OFF ATTEMN | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 8.00   | 80.00 10.00 2080.00 260.00 |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 18.5436     | 148.3488   | 1,483.49      | 38,570.69     |
| 01         | 0.0000  | 19.3163     | 154.5300   | 1,545.30      | 40,177.80     |
| 02         | 0.0000  | 20.1211     | 160.9692   | 1,609.69      | 41,851.98     |
| 03         | 0.0000  | 20.9595     | 167.6762   | 1,676.76      | 43,595.81     |

|            |                     |             |  |          |            |    |              |                            |  |   |
|------------|---------------------|-------------|--|----------|------------|----|--------------|----------------------------|--|---|
| 07/01/2022 | CMUN MUNICIPAL ELEC | ELECTRICIAN |  | A ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  | N |
|------------|---------------------|-------------|--|----------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 28.2974     | 226.3791   | 2,263.79      | 58,858.56     |
| 01         | 0.0000  | 29.4293     | 235.4342   | 2,354.34      | 61,212.90     |
| 02         | 0.0000  | 30.6065     | 244.8515   | 2,448.52      | 63,661.40     |
| 03         | 0.0000  | 31.8308     | 254.6456   | 2,546.46      | 66,207.85     |

|            |                     |                 |          |            |    |              |                            |  |  |   |
|------------|---------------------|-----------------|----------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2022 | CMUN MUNICIPAL ELIN | ELECTRICAL INSP | A ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  |  | N |
|------------|---------------------|-----------------|----------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 37.0546     | 299.4520   | 2,994.52      | 67,457.51     |
| 01         | 0.0000  | 38.5469     | 269.8280   | 2,698.28      | 70,155.29     |
| 02         | 0.0000  | 40.0896     | 280.6273   | 2,806.27      | 72,963.11     |
| 03         | 0.0000  | 41.6929     | 291.8498   | 2,918.50      | 75,880.94     |

|            |                     |                |          |            |    |              |                            |  |  |   |
|------------|---------------------|----------------|----------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2022 | CMUN MUNICIPAL FCDA | FIN ASST - CDA | A ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  |  | N |
|------------|---------------------|----------------|----------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 31.7831     | 222.4819   | 2,224.82      | 57,845.29     |
| 01         | 0.0000  | 33.0553     | 231.3867   | 2,313.87      | 60,160.53     |
| 02         | 0.0000  | 34.3780     | 240.6463   | 2,406.46      | 62,568.05     |
| 03         | 0.0000  | 35.7541     | 250.2786   | 2,502.79      | 65,072.44     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION  | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|--------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | FIAS           | FINANCE ASST | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 34.0941     | 238.6590   | 2,386.59      | 62,051.35     |
| 01         | 0.0000  | 35.4579     | 248.2051   | 2,482.05      | 64,533.32     |
| 02         | 0.0000  | 36.8763     | 258.1335   | 2,581.34      | 67,114.71     |
| 03         | 0.0000  | 38.3517     | 268.4622   | 2,684.62      | 69,800.18     |

|            |                     |                 |          |            |    |         |      |                            |   |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL FORE | PUB FAC FOREMAN | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 34.1399     | 273.1192   | 2,731.19      | 71,011.00     |
| 01         | 0.0000  | 35.2545     | 282.0356   | 2,820.36      | 73,329.26     |
| 02         | 0.0000  | 37.4724     | 299.7789   | 2,997.79      | 77,942.52     |
| 03         | 0.0000  | 39.8765     | 319.0124   | 3,190.12      | 82,943.23     |

|            |                     |              |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL HCIR | HEAD OF CIRC | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 31.0934     | 217.6544   | 2,176.54      | 56,590.14     |
| 01         | 0.0000  | 32.3363     | 226.3540   | 2,263.54      | 58,852.05     |
| 02         | 0.0000  | 33.6303     | 235.4119   | 2,354.12      | 61,207.09     |
| 03         | 0.0000  | 34.9754     | 244.8278   | 2,448.28      | 63,655.22     |

|            |                     |            |          |            |    |         |      |                            |   |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL HDCL | HEAD CLERK | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 31.0934     | 217.6544   | 2,176.54      | 56,590.14     |
| 01         | 0.0000  | 32.3363     | 226.3540   | 2,263.54      | 58,852.05     |
| 02         | 0.0000  | 33.6303     | 235.4119   | 2,354.12      | 61,207.09     |
| 03         | 0.0000  | 34.9754     | 244.8278   | 2,448.28      | 63,655.22     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|----------------------------|---------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | HDEL           | HEAD ELECTRICIA | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 8.00   | 80.00 10.00 2080.00 260.00 |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 34.3450     | 274.7595   | 2,747.60      | 71,437.47     |

|            |                     |                  |        |            |    |              |                            |   |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL HHVC | HEAD HVAC TECH A | ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 39.0788     | 312.6299   | 3,126.30      | 81,283.77     |

|            |                     |             |          |            |    |              |                            |   |
|------------|---------------------|-------------|----------|------------|----|--------------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL HSWK | HOUSEWORKER | A ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-------------|----------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 17.4604     | 139.6830   | 1,396.83      | 36,317.58     |
| 01         | 0.0000  | 18.1583     | 145.2658   | 1,452.66      | 37,769.11     |
| 02         | 0.0000  | 18.8845     | 151.0764   | 1,510.76      | 39,279.87     |
| 03         | 0.0000  | 19.6404     | 157.1232   | 1,571.23      | 40,852.02     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|----------------------------|---------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | HVTC           | HVAC TECHNICIAN | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 8.00   | 80.00 10.00 2080.00 260.00 |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 25.4910     | 203.9284   | 2,039.28      | 53,021.39     |

|            |                |      |                   |        |            |    |              |                            |  |   |
|------------|----------------|------|-------------------|--------|------------|----|--------------|----------------------------|--|---|
| 07/01/2022 | CMUN MUNICIPAL | ISAN | INF SYS ANALYST A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  | N |
|------------|----------------|------|-------------------|--------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 37.2029     | 260.4203   | 2,604.20      | 67,709.27     |
| 01         | 0.0000  | 38.6166     | 270.3163   | 2,703.16      | 70,282.25     |
| 02         | 0.0000  | 40.0839     | 280.5866   | 2,805.87      | 72,952.52     |
| 03         | 0.0000  | 41.6069     | 291.2476   | 2,912.48      | 75,724.37     |

|            |                |      |                  |        |            |    |             |                     |  |   |
|------------|----------------|------|------------------|--------|------------|----|-------------|---------------------|--|---|
| 07/01/2022 | CMUN MUNICIPAL | LIBA | LIB STAFF ASST H | HOURLY | B BIWEEKLY | 01 | 26.0000 .00 | .00 .00 .00 .00 .00 |  | N |
|------------|----------------|------|------------------|--------|------------|----|-------------|---------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 14.7113     | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 15.2997     | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | 15.9091     | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | 16.5502     | 0.0000     | 0.00          | 0.00          |

|            |                |      |               |          |            |    |              |                            |  |   |
|------------|----------------|------|---------------|----------|------------|----|--------------|----------------------------|--|---|
| 07/01/2022 | CMUN MUNICIPAL | LSTF | LIBRARY STAFF | A ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  | N |
|------------|----------------|------|---------------|----------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 23.6796     | 165.7575   | 1,657.57      | 43,096.95     |
| 01         | 0.0000  | 24.6271     | 172.3902   | 1,723.90      | 44,821.44     |
| 02         | 0.0000  | 25.6119     | 179.2831   | 1,792.83      | 46,613.61     |
| 03         | 0.0000  | 26.6361     | 186.4528   | 1,864.53      | 48,477.74     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION      | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>PERIOD YEAR       | USE<br>PCT |
|------------|----------------|----------------|------------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | NWEN           | NTWRK ENGINEER A | ANNUAL    | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 47.4986     | 332.4899   | 3,324.90      | 86,447.38     |
| 01         | 0.0000  | 49.3986     | 345.7896   | 3,457.90      | 89,905.29     |
| 02         | 0.0000  | 51.3743     | 359.6199   | 3,596.20      | 93,501.18     |
| 03         | 0.0000  | 53.4296     | 374.0065   | 3,740.07      | 97,241.70     |

|            |                     |  |                   |          |          |    |         |      |                            |   |
|------------|---------------------|--|-------------------|----------|----------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL OTWK |  | OUTREACH WORKER H | HOURLY B | BIWEEKLY | 02 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|--|-------------------|----------|----------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 25.0035     | 200.0280   | 2,000.28      | 52,007.28     |

|            |                     |  |               |          |            |    |         |      |                            |   |
|------------|---------------------|--|---------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL PLUM |  | PLUMBING INSP | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--|---------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 37.0646     | 259.4520   | 2,594.82      | 67,457.51     |
| 01         | 0.0000  | 38.5469     | 269.8280   | 2,698.28      | 70,155.29     |
| 02         | 0.0000  | 40.0896     | 280.6273   | 2,806.27      | 72,963.11     |
| 03         | 0.0000  | 41.6929     | 291.8498   | 2,918.50      | 75,880.94     |

|            |                     |  |                   |        |            |    |         |      |                            |   |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL PRCL |  | PRINCIPAL CLERK A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.6336     | 193.4353   | 1,934.35      | 50,293.17     |
| 01         | 0.0000  | 28.7393     | 201.1747   | 2,011.75      | 52,305.43     |
| 02         | 0.0000  | 29.8890     | 209.2233   | 2,092.23      | 54,398.06     |
| 03         | 0.0000  | 31.0841     | 217.5893   | 2,175.89      | 56,573.22     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD             | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------------------|---------------------------|---------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | PSAA           | PUB SAF ADM AST | A ANNUAL  | B BIWEEKLY | 11 26.0000 7.00          | 70.00 10.00 1820.00 260.00 |                           |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 32.9111     | 230.5884   | 2,305.88      | 59,952.98     |
| 01         | 0.0000  | 34.2589     | 239.8117   | 2,398.12      | 62,351.05     |
| 02         | 0.0000  | 35.6291     | 249.4044   | 2,494.04      | 64,845.14     |
| 03         | 0.0000  | 37.0546     | 259.3824   | 2,593.82      | 67,439.42     |

|            |                     |                 |          |            |                 |                            |   |
|------------|---------------------|-----------------|----------|------------|-----------------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL PSDP | PUB SAFETY DISP | A ANNUAL | B BIWEEKLY | 11 26.0000 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|-----------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 23.0743     | 184.5940   | 1,845.94      | 47,994.43     |
| 01         | 0.0000  | 23.9754     | 191.8029   | 1,918.03      | 49,868.75     |
| 02         | 0.0000  | 24.9121     | 199.2968   | 1,992.97      | 51,817.16     |
| 03         | 0.0000  | 25.8855     | 207.0836   | 2,070.84      | 53,841.73     |

|            |                     |              |          |            |                 |                            |   |
|------------|---------------------|--------------|----------|------------|-----------------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL REPM | REC PROG MGR | A ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|-----------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 35.7443     | 250.2109   | 2,502.10      | 65,054.59     |

|            |                     |                 |          |            |                 |                            |   |
|------------|---------------------|-----------------|----------|------------|-----------------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL RESP | REHAB SPECIALST | A ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|-----------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 32.0481     | 224.3370   | 2,243.37      | 58,327.61     |
| 01         | 0.0000  | 33.3306     | 233.3145   | 2,333.14      | 60,661.77     |
| 02         | 0.0000  | 34.6653     | 242.6569   | 2,426.57      | 63,090.80     |
| 03         | 0.0000  | 36.0526     | 252.3676   | 2,523.68      | 65,615.58     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION  | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|--------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | SBCU           | SR BLDG CUST | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 8.00                      | 80.00 10.00 2080.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 25.3829     | 203.0628   | 2,030.63      | 52,796.32     |
| 01         | 0.0000  | 26.3981     | 211.1847   | 2,111.85      | 54,908.02     |
| 02         | 0.0000  | 27.4540     | 219.6321   | 2,196.32      | 57,104.34     |
| 03         | 0.0000  | 28.5526     | 228.4210   | 2,284.21      | 59,389.47     |

|            |                     |                   |        |            |    |         |      |                            |   |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL SRAS | SENIOR ASSESSOR A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 41.4451     | 290.1163   | 2,901.16      | 75,430.24     |
| 01         | 0.0000  | 43.1030     | 301.7215   | 3,017.21      | 78,447.59     |
| 02         | 0.0000  | 44.8271     | 313.7902   | 3,137.90      | 81,585.45     |
| 03         | 0.0000  | 46.6199     | 326.3392   | 3,263.39      | 84,848.18     |

|            |                     |              |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL SRCL | SENIOR CLERK | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 23.6796     | 165.7575   | 1,657.57      | 43,096.95     |
| 01         | 0.0000  | 24.6271     | 172.3902   | 1,723.90      | 44,821.44     |
| 02         | 0.0000  | 25.6119     | 179.2831   | 1,792.83      | 46,613.61     |
| 03         | 0.0000  | 26.6361     | 186.4528   | 1,864.53      | 48,477.74     |

|            |                     |                   |        |            |    |         |      |                            |   |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2022 | CMUN MUNICIPAL SYOP | SYSTEM OPERATOR A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 31.9701     | 223.7913   | 2,237.91      | 58,185.73     |
| 01         | 0.0000  | 33.2490     | 232.7431   | 2,327.43      | 60,513.20     |
| 02         | 0.0000  | 34.5790     | 242.0527   | 2,420.53      | 62,933.69     |
| 03         | 0.0000  | 35.9619     | 251.7334   | 2,517.33      | 65,450.68     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD             | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------------------|---------------------------|---------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | TELE           | TELECOMMUN TECH | A ANNUAL  | B BIWEEKLY | 11 26.0000 8.00          | 80.00 10.00 2080.00 260.00 |                           |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 33.3223     | 266.5784   | 2,665.78      | 69,310.38     |

|            |                     |                  |        |            |    |              |                            |  |  |   |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2022 | CMUN MUNICIPAL UPAG | LIB PAGE UNION H | HOURLY | B BIWEEKLY | 01 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  |  | N |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 14.0478     | 0.0000     | 0.00          | 0.00          |

|            |                     |                  |        |            |    |              |                            |  |  |   |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2022 | CMUN MUNICIPAL UTKW | UTILITY WORKER A | ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  |  | N |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 21.5575     | 172.4597   | 1,724.60      | 44,839.51     |
| 01         | 0.0000  | 22.5664     | 180.5305   | 1,805.31      | 46,937.93     |
| 02         | 0.0000  | 23.5793     | 188.6340   | 1,886.34      | 49,044.83     |
| 03         | 0.0000  | 25.0931     | 200.7450   | 2,007.45      | 52,193.69     |

|            |                     |                  |        |            |    |              |                            |  |  |   |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|--|--|---|
| 07/01/2022 | CMUN MUNICIPAL WFPF | WK FOR PUB FAC A | ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  |  | N |
|------------|---------------------|------------------|--------|------------|----|--------------|----------------------------|--|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.7518     | 230.0142   | 2,300.14      | 59,803.69     |
| 01         | 0.0000  | 30.2363     | 241.8901   | 2,418.90      | 62,891.43     |
| 02         | 0.0000  | 31.7218     | 253.7740   | 2,537.74      | 65,981.23     |
| 03         | 0.0000  | 33.2184     | 265.7474   | 2,657.47      | 69,094.32     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>PERIOD YEAR | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|----------------------------|----------------------|------------|
| 07/01/2022 | CMUN MUNICIPAL | YALI           | YOUNG ADULT LIB | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 7.00   | 70.00 10.00 1820.00 260.00 |                      | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 27.6336     | 193.4353   | 1,934.35      | 50,293.17     |
| 01         | 0.0000  | 28.7393     | 201.1747   | 2,011.75      | 52,305.43     |
| 02         | 0.0000  | 29.8890     | 209.2233   | 2,092.23      | 54,398.06     |
| 03         | 0.0000  | 31.0841     | 217.5893   | 2,175.89      | 56,573.22     |

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL ADHS | ADM ASST HM SVC A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 30.3854     | 212.6977   | 2,126.98      | 55,301.41     |

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL ADMA | ADMIN ASSISTANT A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 24.1533     | 169.0727   | 1,690.73      | 43,958.89     |
| 01         | 0.0000  | 25.1197     | 175.8380   | 1,758.38      | 45,717.87     |
| 02         | 0.0000  | 26.1241     | 182.8688   | 1,828.69      | 47,545.88     |
| 03         | 0.0000  | 27.1689     | 190.1819   | 1,901.82      | 49,447.29     |

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL ADMH | ADMIN AIDE - HS A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

|            |                     |                   |        |            |    |              |                            |   |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL ASAN | ASST SANITARIAN A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 29.5891     | 207.1240   | 2,071.24      | 53,852.25     |
| 01         | 0.0000  | 30.7726     | 215.4084   | 2,154.08      | 56,006.18     |
| 02         | 0.0000  | 32.0036     | 224.0247   | 2,240.25      | 58,246.43     |
| 03         | 0.0000  | 33.2841     | 232.9895   | 2,329.89      | 60,577.26     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION      | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>PERIOD | USE<br>PCT |
|------------|----------------|----------------|------------------|-----------|------------|--------------------------|----------------|----------------------------|-----------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | ASBI           | ASST BLDG INSP A | ANNUAL    | B BIWEEKLY | 11                       | 26.0000 7.00   | 70.00 10.00 1820.00 260.00 |                 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 34.2187     | 239.5307   | 2,395.31      | 62,277.99     |
| 01         | 0.0000  | 35.5871     | 249.1100   | 2,491.10      | 64,768.59     |
| 02         | 0.0000  | 37.0113     | 259.0792   | 2,590.79      | 67,360.58     |
| 03         | 0.0000  | 38.4913     | 269.4388   | 2,694.39      | 70,054.09     |

|            |                |      |                   |        |            |    |              |                            |  |   |
|------------|----------------|------|-------------------|--------|------------|----|--------------|----------------------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL | BDSC | BOARD SECRETARY A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  | N |
|------------|----------------|------|-------------------|--------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 24.1533     | 169.0727   | 1,690.73      | 43,958.89     |
| 01         | 0.0000  | 25.1197     | 175.8380   | 1,758.38      | 45,717.87     |
| 02         | 0.0000  | 26.1241     | 182.8688   | 1,828.69      | 47,545.88     |
| 03         | 0.0000  | 27.1689     | 190.1819   | 1,901.82      | 49,447.29     |

|            |                |      |           |          |            |    |              |                            |  |   |
|------------|----------------|------|-----------|----------|------------|----|--------------|----------------------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL | BLCU | CUSTODIAN | A ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  | N |
|------------|----------------|------|-----------|----------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 15.3858     | 123.0857   | 1,230.86      | 32,002.29     |
| 01         | 0.0000  | 16.0020     | 128.0165   | 1,280.16      | 33,284.28     |
| 02         | 0.0000  | 16.6413     | 133.1298   | 1,331.30      | 34,613.75     |
| 03         | 0.0000  | 17.3074     | 138.4590   | 1,384.59      | 35,999.33     |

|            |                |      |               |          |            |    |              |                            |  |   |
|------------|----------------|------|---------------|----------|------------|----|--------------|----------------------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL | BLMN | B/M CRAFTSMAN | A ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  | N |
|------------|----------------|------|---------------|----------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 25.8905     | 207.1240   | 2,071.24      | 53,852.25     |
| 01         | 0.0000  | 26.9260     | 215.4084   | 2,154.08      | 56,006.18     |
| 02         | 0.0000  | 28.0031     | 224.0247   | 2,240.25      | 58,246.43     |
| 03         | 0.0000  | 29.1236     | 232.9895   | 2,329.89      | 60,577.26     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | CATA           | CATALOGUER  | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.1863     | 197.3040   | 1,973.04      | 51,299.03     |
| 01         | 0.0000  | 29.3140     | 205.1982   | 2,051.98      | 53,351.54     |
| 02         | 0.0000  | 30.4869     | 213.4078   | 2,134.08      | 55,486.02     |
| 03         | 0.0000  | 31.7059     | 221.9411   | 2,219.41      | 57,704.68     |

|            |                     |                |          |            |    |         |      |                            |   |
|------------|---------------------|----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL CHDI | CHF DISPATCHER | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 26.6814     | 213.4512   | 2,134.51      | 55,497.30     |
| 01         | 0.0000  | 27.7263     | 221.8102   | 2,218.10      | 57,670.65     |
| 02         | 0.0000  | 28.8130     | 230.5041   | 2,305.04      | 59,931.06     |
| 03         | 0.0000  | 29.9433     | 239.5457   | 2,395.46      | 62,281.87     |

|            |                     |               |          |            |    |         |      |                            |   |
|------------|---------------------|---------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL CHLI | CHILDRENS LIB | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|---------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 29.1930     | 204.3514   | 2,043.51      | 53,131.37     |
| 01         | 0.0000  | 30.4223     | 212.9556   | 2,129.56      | 55,368.46     |
| 02         | 0.0000  | 31.5754     | 221.0280   | 2,210.28      | 57,467.29     |
| 03         | 0.0000  | 32.8383     | 229.8684   | 2,298.68      | 59,765.79     |

|            |                    |       |          |            |    |         |      |                            |   |
|------------|--------------------|-------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL CLK | CLERK | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|--------------------|-------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 17.3584     | 121.5085   | 1,215.09      | 31,592.24     |
| 01         | 0.0000  | 18.0521     | 126.3645   | 1,263.65      | 32,854.78     |
| 02         | 0.0000  | 18.7743     | 131.4198   | 1,314.20      | 34,169.15     |
| 03         | 0.0000  | 19.7383     | 138.1685   | 1,381.68      | 35,923.80     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION  | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS | DAY     | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|--------------|-----------|------------|----------------------|---------|----------------|---------------------------|---------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | CLTY           | CLERK/TYPIST | A ANNUAL  | B BIWEEKLY | 11                   | 26.0000 | 7.00           | 70.00 10.00 1820.00       | 260.00        | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 22.1469     | 195.0277   | 1,550.28      | 40,307.19     |
| 01         | 0.0000  | 23.0326     | 161.2284   | 1,612.28      | 41,919.39     |
| 02         | 0.0000  | 23.9540     | 167.6782   | 1,676.78      | 43,596.33     |
| 03         | 0.0000  | 24.9121     | 174.3852   | 1,743.85      | 45,340.14     |

|            |                     |                 |          |            |    |         |      |                     |        |   |
|------------|---------------------|-----------------|----------|------------|----|---------|------|---------------------|--------|---|
| 07/01/2023 | CMUN MUNICIPAL COTE | COMMS TECHNOLOG | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 | 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|---------|------|---------------------|--------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 31.8968     | 255.1742   | 2,551.74      | 66,345.28     |
| 02         | 0.0000  | 32.5348     | 260.2776   | 2,602.78      | 67,672.17     |
| 03         | 0.0000  | 33.1854     | 265.4832   | 2,654.83      | 69,025.62     |
| 04         | 0.0000  | 33.8491     | 270.7928   | 2,707.93      | 70,406.13     |
| 05         | 0.0000  | 34.5261     | 276.2086   | 2,762.09      | 71,814.24     |
| 06         | 0.0000  | 35.2166     | 281.7328   | 2,817.33      | 73,250.52     |
| 07         | 0.0000  | 35.9210     | 287.3675   | 2,873.68      | 74,715.55     |

|            |                     |             |                     |    |         |     |     |     |     |     |   |
|------------|---------------------|-------------|---------------------|----|---------|-----|-----|-----|-----|-----|---|
| 07/01/2023 | CMUN MUNICIPAL DROO | DROP OFF PT | H HOURLY B BIWEEKLY | 01 | 26.0000 | .00 | .00 | .00 | .00 | .00 | N |
|------------|---------------------|-------------|---------------------|----|---------|-----|-----|-----|-----|-----|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 18.9145     | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | 19.7026     | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | 20.5235     | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | 21.3788     | 0.0000     | 0.00          | 0.00          |

|            |                     |                   |                   |    |         |      |                     |        |   |
|------------|---------------------|-------------------|-------------------|----|---------|------|---------------------|--------|---|
| 07/01/2023 | CMUN MUNICIPAL DROP | DROP-OFF ATTEMN A | ANNUAL B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 | 260.00 | N |
|------------|---------------------|-------------------|-------------------|----|---------|------|---------------------|--------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 18.9145     | 151.3158   | 1,513.16      | 39,342.10     |
| 01         | 0.0000  | 19.7026     | 157.6206   | 1,576.21      | 40,981.36     |
| 02         | 0.0000  | 20.5236     | 164.1885   | 1,641.89      | 42,689.02     |
| 03         | 0.0000  | 21.3788     | 171.0297   | 1,710.30      | 44,467.73     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | ELEC           | ELECTRICIAN | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 8.00                      | 80.00 10.00 2080.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 28.8634     | 230.9067   | 2,309.07      | 60,035.73     |
| 01         | 0.0000  | 30.0179     | 240.1429   | 2,401.43      | 62,437.16     |
| 02         | 0.0000  | 31.2186     | 249.7486   | 2,497.49      | 64,934.63     |
| 03         | 0.0000  | 32.4673     | 259.7385   | 2,597.38      | 67,532.01     |

|            |                     |                   |        |            |    |         |      |                            |   |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL ELIN | ELECTRICAL INSP A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 37.8059     | 264.6410   | 2,646.41      | 68,806.66     |
| 01         | 0.0000  | 39.3179     | 275.2246   | 2,752.25      | 71,558.40     |
| 02         | 0.0000  | 40.8914     | 286.2399   | 2,862.40      | 74,422.37     |
| 03         | 0.0000  | 42.5267     | 297.6868   | 2,976.87      | 77,398.56     |

|            |                     |                  |        |            |    |         |      |                            |   |
|------------|---------------------|------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL FCDA | FIN ASST - CDA A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 32.4189     | 226.9315   | 2,269.32      | 59,002.20     |
| 01         | 0.0000  | 33.7163     | 236.0144   | 2,360.14      | 61,363.74     |
| 02         | 0.0000  | 35.0656     | 245.4593   | 2,454.59      | 63,819.41     |
| 03         | 0.0000  | 36.4691     | 255.2842   | 2,552.84      | 66,373.89     |

|            |                     |              |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL FIAS | FINANCE ASST | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 34.7760     | 243.4322   | 2,434.32      | 63,292.38     |
| 01         | 0.0000  | 36.1670     | 253.1692   | 2,531.69      | 65,823.99     |
| 02         | 0.0000  | 37.6137     | 263.2962   | 2,632.96      | 68,457.00     |
| 03         | 0.0000  | 39.1187     | 273.8315   | 2,738.31      | 71,196.18     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION     | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|-----------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | FORE           | PUB FAC FOREMAN | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 8.00                      | 80.00 10.00 2080.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 39.8228     | 278.5816   | 2,785.82      | 72,431.22     |
| 01         | 0.0000  | 35.9595     | 287.6763   | 2,876.76      | 74,795.85     |
| 02         | 0.0000  | 38.2219     | 305.7745   | 3,057.75      | 79,501.37     |
| 03         | 0.0000  | 40.6741     | 325.3927   | 3,253.93      | 84,602.09     |

|            |                     |              |  |          |            |    |         |      |                            |   |
|------------|---------------------|--------------|--|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL HCIR | HEAD OF CIRC |  | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|--------------|--|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 31.7153     | 222.0075   | 2,220.07      | 57,721.94     |
| 01         | 0.0000  | 32.9830     | 230.8811   | 2,308.81      | 60,029.09     |
| 02         | 0.0000  | 34.3029     | 240.1201   | 2,401.20      | 62,431.23     |
| 03         | 0.0000  | 35.6749     | 249.7243   | 2,497.24      | 64,928.32     |

|            |                     |            |  |          |            |    |         |      |                            |   |
|------------|---------------------|------------|--|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL HDCL | HEAD CLERK |  | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|------------|--|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 31.7153     | 222.0075   | 2,220.07      | 57,721.94     |
| 01         | 0.0000  | 32.9830     | 230.8811   | 2,308.81      | 60,029.09     |
| 02         | 0.0000  | 34.3029     | 240.1201   | 2,401.20      | 62,431.23     |
| 03         | 0.0000  | 35.6749     | 249.7243   | 2,497.24      | 64,928.32     |

|            |                     |                 |          |            |    |         |      |                            |   |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL HDEL | HEAD ELECTRICIA | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 35.0319     | 280.2547   | 2,802.55      | 72,866.22     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION      | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|------------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | HHVC           | HEAD HVAC TECH A | ANNUAL    | B BIWEEKLY | 11                       | 26.0000        | 8.00                      | 80.00 10.00 2080.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 39.8603     | 318.8825   | 3,188.82      | 82,909.45     |

|            |                     |             |          |            |    |         |      |                      |   |
|------------|---------------------|-------------|----------|------------|----|---------|------|----------------------|---|
| 07/01/2023 | CMUN MUNICIPAL HSWK | HOUSEWORKER | A ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 10.00 2080.00 260.00 | N |
|------------|---------------------|-------------|----------|------------|----|---------|------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 17.8096     | 142.4767   | 1,424.77      | 37,043.93     |
| 01         | 0.0000  | 18.5214     | 148.1711   | 1,481.71      | 38,524.49     |
| 02         | 0.0000  | 19.2623     | 154.0980   | 1,540.98      | 40,065.47     |
| 03         | 0.0000  | 20.0333     | 160.2656   | 1,602.66      | 41,669.06     |

|            |                     |                   |        |            |    |         |      |                      |   |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------|---|
| 07/01/2023 | CMUN MUNICIPAL HVTC | HVAC TECHNICIAN A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 10.00 2080.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 26.0009     | 208.0070   | 2,080.07      | 54,081.82     |

|            |                     |                   |        |            |    |         |      |                      |   |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------|---|
| 07/01/2023 | CMUN MUNICIPAL ISAN | INF SYS ANALYST A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 10.00 1820.00 260.00 | N |
|------------|---------------------|-------------------|--------|------------|----|---------|------|----------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 37.9470     | 265.6287   | 2,656.29      | 69,063.45     |
| 01         | 0.0000  | 39.3890     | 275.7227   | 2,757.23      | 71,687.90     |
| 02         | 0.0000  | 40.8854     | 286.1983   | 2,861.98      | 74,411.57     |

|    |        |         |          |          |           |
|----|--------|---------|----------|----------|-----------|
| 03 | 0.0000 | 42.4390 | 297.0725 | 2,970.73 | 77,238.86 |
|----|--------|---------|----------|----------|-----------|

| EFF. DATE   | GROUP/BU            | GRADE/<br>RANK | DESCRIPTION              | PAY BASIS          | HRS/ HRS/DAYS/ HRS/<br>FREQUENCY | CALC PERIODS DAY | PERIOD        | PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |        |   |
|---|---------------------|----------------|--------------------------|--------------------|----------------------------------|------------------|---------------|-------------|---------------|------------|--------|---|
| 07/01/2023  | CMUN MUNICIPAL LIBA |                | LIB STAFF ASST H HOURLY  | B BIWEEKLY         | 01                               | 26.0000          | .00           | .00         | .00           | .00        | N      |   |
| Change was made by 2.0000% No Dollar amount used. |                     |                |                          |                    |                                  |                  |               |             |               |            |        |   |
|   |                     | STEP/LEVEL     | PERCENT                  | HOURLY RATE        | DAILY RATE                       | PERIOD SALARY    | ANNUAL SALARY |             |               |            |        |   |
|   |                     | 00             | 0.0000                   | 15.0055            | 0.0000                           | 0.00             | 0.00          |             |               |            |        |   |
|   |                     | 01             | 0.0000                   | 15.6057            | 0.0000                           | 0.00             | 0.00          |             |               |            |        |   |
|   |                     | 02             | 0.0000                   | 16.2273            | 0.0000                           | 0.00             | 0.00          |             |               |            |        |   |
|   |                     | 03             | 0.0000                   | 16.8812            | 0.0000                           | 0.00             | 0.00          |             |               |            |        |   |
| 07/01/2023  | CMUN MUNICIPAL LSTF |                | LIBRARY STAFF            | A ANNUALB BIWEEKLY | 11                               | 26.0000          | 7.00          | 70.00       | 10.00         | 1820.00    | 260.00 | N |
| Change was made by 2.0000% No Dollar amount used. |                     |                |                          |                    |                                  |                  |               |             |               |            |        |   |
|   |                     | STEP/LEVEL     | PERCENT                  | HOURLY RATE        | DAILY RATE                       | PERIOD SALARY    | ANNUAL SALARY |             |               |            |        |   |
|   |                     | 00             | 0.0000                   | 24.1533            | 169.0727                         | 1,690.73         | 43,958.89     |             |               |            |        |   |
|   |                     | 01             | 0.0000                   | 25.1197            | 175.8380                         | 1,758.38         | 45,717.87     |             |               |            |        |   |
|   |                     | 02             | 0.0000                   | 26.1241            | 182.8688                         | 1,828.69         | 47,545.88     |             |               |            |        |   |
|   |                     | 03             | 0.0000                   | 27.1689            | 190.1819                         | 1,901.82         | 49,447.29     |             |               |            |        |   |
| 07/01/2023  | CMUN MUNICIPAL NWEN |                | NTWRK ENGINEER A ANNUAL  | B BIWEEKLY         | 11                               | 26.0000          | 7.00          | 70.00       | 10.00         | 1820.00    | 260.00 | N |
| Change was made by 2.0000% No Dollar amount used. |                     |                |                          |                    |                                  |                  |               |             |               |            |        |   |
|   |                     | STEP/LEVEL     | PERCENT                  | HOURLY RATE        | DAILY RATE                       | PERIOD SALARY    | ANNUAL SALARY |             |               |            |        |   |
|   |                     | 00             | 0.0000                   | 48.4486            | 339.1397                         | 3,391.40         | 88,176.33     |             |               |            |        |   |
|   |                     | 01             | 0.0000                   | 50.3864            | 352.7054                         | 3,527.05         | 91,703.40     |             |               |            |        |   |
|   |                     | 02             | 0.0000                   | 52.4017            | 366.8123                         | 3,668.12         | 95,371.20     |             |               |            |        |   |
|   |                     | 03             | 0.0000                   | 54.4981            | 381.4867                         | 3,814.87         | 99,186.53     |             |               |            |        |   |
| 07/01/2023  | CMUN MUNICIPAL OTWK |                | OUTREACH WORKER H HOURLY | B BIWEEKLY         | 02                               | 26.0000          | 8.00          | 80.00       | 10.00         | 2080.00    | 260.00 | N |
| Change was made by 2.0000% No Dollar amount used. |                     |                |                          |                    |                                  |                  |               |             |               |            |        |   |
|   |                     | STEP/LEVEL     | PERCENT                  | HOURLY RATE        | DAILY RATE                       | PERIOD SALARY    | ANNUAL SALARY |             |               |            |        |   |
|   |                     | 00             | 0.0000                   | 25.5036            | 204.0290                         | 2,040.29         | 53,047.54     |             |               |            |        |   |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION   | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR              | USE<br>PCT |
|------------|----------------|----------------|---------------|-----------|------------|--------------------------|----------------|---------------------------|----------------------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | PLUM           | PLUMBING INSP | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000        | 7.00                      | 70.00 10.00 1820.00 260.00 | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 37.8059     | 264.6410   | 2,646.41      | 68,806.66     |
| 01         | 0.0000  | 39.3179     | 275.2246   | 2,752.25      | 71,558.40     |
| 02         | 0.0000  | 40.8914     | 286.2399   | 2,862.40      | 74,422.37     |
| 03         | 0.0000  | 42.5267     | 297.6868   | 2,976.87      | 77,398.56     |

|            |                |      |                   |        |            |    |         |      |                            |   |
|------------|----------------|------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL | PRCL | PRINCIPAL CLERK A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|----------------|------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 28.1863     | 197.3040   | 1,973.04      | 51,299.03     |
| 01         | 0.0000  | 29.3140     | 205.1982   | 2,051.98      | 53,351.54     |
| 02         | 0.0000  | 30.4869     | 213.4078   | 2,134.08      | 55,486.02     |
| 03         | 0.0000  | 31.7059     | 221.9411   | 2,219.41      | 57,704.68     |

|            |                |      |                   |        |            |    |         |      |                            |   |
|------------|----------------|------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL | PSAA | PUB SAF ADM AST A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|----------------|------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 33.6900     | 235.2002   | 2,352.00      | 61,152.04     |
| 01         | 0.0000  | 34.9440     | 244.6080   | 2,446.08      | 63,598.07     |
| 02         | 0.0000  | 36.3417     | 254.3925   | 2,543.92      | 66,142.04     |
| 03         | 0.0000  | 37.7957     | 264.5700   | 2,645.70      | 68,788.21     |

|            |                |      |                   |        |            |    |         |      |                            |   |
|------------|----------------|------|-------------------|--------|------------|----|---------|------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL | PSDP | PUB SAFETY DISP A | ANNUAL | B BIWEEKLY | 11 | 26.0000 | 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|----------------|------|-------------------|--------|------------|----|---------|------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| D0         | 0.0000  | 23.5358     | 188.2858   | 1,882.86      | 48,954.32     |
| 01         | 0.0000  | 24.4549     | 195.6390   | 1,956.39      | 50,866.13     |
| 02         | 0.0000  | 25.4104     | 203.2827   | 2,032.83      | 52,853.50     |
| 03         | 0.0000  | 26.4031     | 211.2252   | 2,112.25      | 54,918.56     |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION  | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|--------------|-----------|------------|--------------------------|----------------|----------------------------|---------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | REPM           | REC PROG MGR | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 7.00   | 70.00 10.00 1820.00 260.00 |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 36.4591     | 255.2142   | 2,552.14      | 66,355.68     |

|            |                     |                 |          |            |    |              |                            |   |
|------------|---------------------|-----------------|----------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL RESP | REHAB SPECIALST | A ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 32.6891     | 228.8237   | 2,288.24      | 59,494.16     |
| 01         | 0.0000  | 33.9973     | 237.9808   | 2,379.81      | 61,875.01     |
| 02         | 0.0000  | 35.3586     | 247.5101   | 2,475.10      | 64,352.62     |
| 03         | 0.0000  | 36.7736     | 257.4150   | 2,574.15      | 66,927.89     |

|            |                     |              |          |            |    |              |                            |   |
|------------|---------------------|--------------|----------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL SBCU | SR BLDG CUST | A ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 | N |
|------------|---------------------|--------------|----------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 25.8905     | 207.1240   | 2,071.24      | 53,852.25     |
| 01         | 0.0000  | 26.9260     | 215.4084   | 2,154.08      | 56,006.18     |
| 02         | 0.0000  | 28.0031     | 224.0247   | 2,240.25      | 58,246.43     |
| 03         | 0.0000  | 29.1236     | 232.9895   | 2,329.89      | 60,577.26     |

|            |                     |                 |          |            |    |              |                            |   |
|------------|---------------------|-----------------|----------|------------|----|--------------|----------------------------|---|
| 07/01/2023 | CMUN MUNICIPAL SRAS | SENIOR ASSESSOR | A ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 | N |
|------------|---------------------|-----------------|----------|------------|----|--------------|----------------------------|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 42.2741     | 295.9186   | 2,959.19      | 76,938.84     |
| 01         | 0.0000  | 43.9651     | 307.7559   | 3,077.56      | 80,016.54     |
| 02         | 0.0000  | 45.7237     | 320.0660   | 3,200.66      | 83,217.16     |
| 03         | 0.0000  | 47.5523     | 332.8659   | 3,328.66      | 86,545.14     |



| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION  | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR  | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|--------------|-----------|------------|--------------------------|----------------|----------------------------|---------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | SRCL           | SENIOR CLERK | A ANNUAL  | B BIWEEKLY | 11                       | 26.0000 7.00   | 70.00 10.00 1820.00 260.00 |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 24.1533     | 169.0727   | 1,690.73      | 43,958.89     |
| 01         | 0.0000  | 25.1197     | 175.8380   | 1,758.38      | 45,717.87     |
| 02         | 0.0000  | 26.1241     | 182.8688   | 1,828.69      | 47,545.88     |
| 03         | 0.0000  | 27.1689     | 190.1819   | 1,901.82      | 49,447.29     |

|            |                     |  |                   |        |            |    |              |                            |  |   |
|------------|---------------------|--|-------------------|--------|------------|----|--------------|----------------------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL SYOP |  | SYSTEM OPERATOR A | ANNUAL | B BIWEEKLY | 11 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  | N |
|------------|---------------------|--|-------------------|--------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 32.6095     | 228.2671   | 2,282.67      | 59,349.44     |
| 01         | 0.0000  | 33.9140     | 237.3979   | 2,373.98      | 61,723.46     |
| 02         | 0.0000  | 35.2706     | 246.8937   | 2,468.94      | 64,192.36     |
| 03         | 0.0000  | 36.6811     | 256.7680   | 2,567.68      | 66,759.69     |

|            |                     |  |                   |        |            |    |              |                            |  |   |
|------------|---------------------|--|-------------------|--------|------------|----|--------------|----------------------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL TELE |  | TELECOMMUN TECH A | ANNUAL | B BIWEEKLY | 11 | 26.0000 8.00 | 80.00 10.00 2080.00 260.00 |  | N |
|------------|---------------------|--|-------------------|--------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 01         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 02         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 03         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 04         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 05         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 06         | 0.0000  | .0000       | 0.0000     | 0.00          | 0.00          |
| 07         | 0.0000  | 33.9888     | 271.9100   | 2,719.10      | 70,696.59     |

|            |                     |  |                  |        |            |    |              |                            |  |   |
|------------|---------------------|--|------------------|--------|------------|----|--------------|----------------------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL UPAG |  | LIB PAGE UNION H | HOURLY | B BIWEEKLY | 01 | 26.0000 7.00 | 70.00 10.00 1820.00 260.00 |  | N |
|------------|---------------------|--|------------------|--------|------------|----|--------------|----------------------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 14.3288     | 0.0000     | 0.00          | 0.00          |

| EFF. DATE  | GROUP/BU       | GRADE/<br>RANK | DESCRIPTION      | PAY BASIS | FREQUENCY  | HRS/<br>CALC PERIODS DAY | HRS/<br>PERIOD | DAYS/ HRS/<br>PERIOD YEAR | DAYS/<br>YEAR | USE<br>PCT |
|------------|----------------|----------------|------------------|-----------|------------|--------------------------|----------------|---------------------------|---------------|------------|
| 07/01/2023 | CMUN MUNICIPAL | UTWK           | UTILITY WORKER A | ANNUAL    | B BIWEEKLY | 11 26.0000 8.00          | 80.00 10.00    | 2080.00 260.00            |               | N          |

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 21.9886     | 175.9088   | 1,759.09      | 45,736.30     |
| 01         | 0.0000  | 23.0176     | 184.1411   | 1,841.41      | 47,876.69     |
| 02         | 0.0000  | 24.0509     | 192.4067   | 1,924.07      | 50,025.73     |
| 03         | 0.0000  | 25.5950     | 204.7598   | 2,047.60      | 53,237.56     |

|            |                |      |                  |        |            |                 |             |                |  |   |
|------------|----------------|------|------------------|--------|------------|-----------------|-------------|----------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL | WFPF | WK FOR PUB FAC A | ANNUAL | B BIWEEKLY | 11 26.0000 8.00 | 80.00 10.00 | 2080.00 260.00 |  | N |
|------------|----------------|------|------------------|--------|------------|-----------------|-------------|----------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 29.3768     | 234.6145   | 2,346.14      | 60,999.76     |
| 01         | 0.0000  | 30.8410     | 246.7279   | 2,467.28      | 64,149.26     |
| 02         | 0.0000  | 32.3561     | 258.8494   | 2,588.49      | 67,300.85     |
| 03         | 0.0000  | 33.8828     | 271.0623   | 2,710.62      | 70,476.21     |

|            |                |      |                   |        |            |                 |             |                |  |   |
|------------|----------------|------|-------------------|--------|------------|-----------------|-------------|----------------|--|---|
| 07/01/2023 | CMUN MUNICIPAL | YALI | YOUNG ADULT LIB A | ANNUAL | B BIWEEKLY | 11 26.0000 7.00 | 70.00 10.00 | 1820.00 260.00 |  | N |
|------------|----------------|------|-------------------|--------|------------|-----------------|-------------|----------------|--|---|

Change was made by 2.0000% No Dollar amount used.

| STEP/LEVEL | PERCENT | HOURLY RATE | DAILY RATE | PERIOD SALARY | ANNUAL SALARY |
|------------|---------|-------------|------------|---------------|---------------|
| 00         | 0.0000  | 28.1863     | 197.3040   | 1,973.04      | 51,299.03     |
| 01         | 0.0000  | 29.3140     | 205.1982   | 2,051.98      | 53,351.54     |
| 02         | 0.0000  | 30.4869     | 213.4078   | 2,134.08      | 55,486.02     |
| 03         | 0.0000  | 31.7059     | 221.9411   | 2,219.41      | 57,704.68     |

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