

**TRINITY COUNTY
BOARD OF SUPERVISORS**
Trinity County Library
Conference Room
351 Main Street
Weaverville, CA

MEETING AGENDA
February 20, 2024

Chairman
Supervisor Ric Leutwyler - District 1

Vice-Chairman
Supervisor Liam Gogan - District 3

Supervisor Jill Cox - District 2
Supervisor Heidi Carpenter-Harris - District 4
Supervisor Dan Frasier - District 5

Trent Tuthill - County Administrative Officer

Margaret E. Long - County Counsel
Ashley Piker - Deputy Clerk of the Board

The Trinity County Board of Supervisors welcomes you to its meetings which are regularly scheduled for the first and third Tuesday of each month, unless altered to accommodate a holiday, starting at 9:00 a.m. at 351 Main Street, Weaverville, California.

This Board Agenda contains a brief, general description of each item to be considered. Supporting documentation is available online at www.trinitycounty.org, at the County Administrative Office located at 11 Court Street, Room 230, Weaverville, CA, during normal business hours, and in the Public Packet at the rear of the Board Chambers during the meeting.

If you would like to receive notification via email that the agenda has been posted, please send your request to clerkoftheboard@trinitycounty.org.

Members of the public wishing to present documents to the Board of Supervisors during the meeting must submit ten (10) copies to the Deputy Clerk of the Board.

During the meeting the Trinity County Board of Supervisors may take action sitting as the Board of Supervisors and as the governing body of: The Trinity County Transportation Commission, the In-Home Supportive Services Authority, the Consolidated Transit Services Agency, the Trinity County Board of Equalization, the Trinity County Housing Authority and the Solid Waste Local Task Force.

In compliance with the Americans with Disabilities Act, those requiring accommodations for this meeting should notify the Deputy Board Clerk at the County Administrative Office three (3) full business days prior to the meeting at (530) 623-1382 or clerkoftheboard@trinitycounty.org.

ZOOM INFORMATION

Join Zoom Meeting

<https://zoom.us/j/5950072851?pwd=RHp6TDhNajNJMVJHZFJIRmhacmJjUT09>

Meeting ID: 595 007 2851

Passcode: 267684

Dial In:

1 (669) 900-6833

Phone Commands: *6 Mute/Unmute; *9 Raise Hand

If you need assistance with Zoom please go to this website:

<https://support.zoom.us/hc/en-us/articles/201362283-Testing-computer-or-device-audio>

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Public Comment given via Zoom can only be done audibly (not via chat), and you must either "Raise Your Hand" or use the chat to request your turn.

9:00 AM

CALL MEETING TO ORDER

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT

This time is for information from the public on matters not appearing on this agenda or within the Consent Calendar. All comments are limited to three minutes and must pertain to matters within the jurisdiction of this Board. When addressing the Board please state your name for the record and address the Board as a whole through the Chair. No action or discussion will be conducted on matters not listed on the agenda, however, the Chair may refer the subject matter to the appropriate department for follow-up or schedule the matter on a subsequent Board Agenda.

REPORTS/ANNOUNCEMENTS

- 1.1 I. Report from Department Heads
- II. Report from County Administrative Officer
- III. Reports from Members of the Board of Supervisors
- IV. Reports from Ad Hoc:
 - A. Cannabis Ordinance
 - B. Tribal Relations

CONSENT CALENDAR

These items include routine, non-controversial matters and will be acted upon by the Board by one, roll-call motion. If a member of the public has any questions or comments on an item on the consent calendar, they may provide them now. A member of the Board or Staff may request an item be pulled and considered separately.

Behavioral Health Services

- 2.1** Approve amendment number 2 to the agreement with CalMHSA, to amend the rates for services table in Exhibit F to include a Late Fee for Certification Renewal.
No impact to the General Fund.
- 2.2** Approve amendment number 2 to the agreement with Trinity County Office of Education, to extend the term to December 31, 2026, increase the maximum cost by \$445,830 and amend exhibits B & E to provide services outlined in the MHSA of 2019.
No impact to the General Fund; additional \$445,830 from MHSSA Grant Funding.

Board of Supervisors

- 2.3** Appoint Ana Wright as Board Members to the Superior California Economic Development District Board of Directors to represent Trinity County.
No fiscal impact.

Clerk of the Board

- 2.4** Appoint to the Weaverville Architectural Review Committee Susan Marie for the position of Art Community Member to serve the remainder of 4 year term expiring November 1, 2026.
No fiscal impact.

District Attorney

- 2.5** Approve a budget adjustment for FY 23/24 for District Attorney - Dept. 2100 decreasing Services & Supplies and increasing Fixed Assets by \$7,000.
No net impact to the General Fund. Asset forfeiture funds will be used for the fixed asset purchase.

Health and Human Services

- 2.6** Approve an agreement with the California Department of Social Services to provide comprehensive case record review and quality assurance review services for Child Welfare and Probation departments.
No impact to the General Fund; \$391,295 from a state Child Welfare allocation.
- 2.7** Approve an agreement with Power Up Electric to provide for the purchase and retrofit installation of a replacement Kohler Generator and Kohler 200 Amp Automatic Transfer Switch on the Health and Human Services campus.
No impact to the General Fund; services paid by Public Health grant funding.
- 2.8** Approve a budget adjustment for FY 23/24 for HPP - Dept. 8543 decreasing Services & Supplies by \$43,649, and Interfund Expense by \$750, and increasing

Other Charges by \$2,199 and Fixed Assets by \$42,200.

No impact to the General Fund; current cash balance in HPP - Fund 543 is \$-17,795.

- 2.9** Approve a budget adjustment for FY 23/24 for Tobacco - Dept. 4100 increasing Prior Period Revenue by \$75,000; and approve a budget adjustment for FY 23/24 for Tobacco Prop 56 - Dept. 4115 increasing Services & Supplies by \$65, and Prior Period Expense by \$75,000 and decreasing Interfund Expense by \$65.

No impact to the General Fund; current cash balance in Tobacco Prop 56 - Fund 115 is \$92,308 and in Tobacco - Fund 109 is \$81,253.

Planning and Zoning

- 2.10** Approve amendment number 1 to the agreement with Minter Harnish increasing maximum cost by \$148,010, updating exhibit A to include Housing Element in the scope of work and extending the term to December 31, 2025 to provided Trinity County General Plan update.

No impact to the General Fund, additional \$148,010 from the General Plan update account.

Sheriff

- 2.11** Approve an agreement with the US Department of Justice Drug Enforcement Administration for Domestic Cannabis Eradication Suppression Program for 2024, and ratify the Sheriff's signature.

Revenue in the amount of \$80,000 to the Sheriff's Office.

- 2.12** Approve amendment number 5 to the agreement with Motorola Solutions, Inc., for a one year extension for server managed services from January 1, 2024 - December 31, 2024, as well as a one year renewal of maintenance and support for the Veeam backup software, the Vmware virtual software, and the Dell server that houses all of the software to provide Spillman Computer Aided Dispatch, Jail Management System, Records Management System, and Motorola APX two-way radios from June 24, 2024 - June 24, 2025.

Additional \$29,991.17 from the Sheriff's budget for a total of \$1,145,706.17

- 2.13** Approve an agreement with Neste Renewable Solutions US Inc. dba Mahoney Environmental Solutions LLC (MES), formerly known as Sequential to collect used cooking oil from the Trinity County Sheriff's Office Kitchen.

Up to \$1,500 per year from the Jail budget.

PUBLIC HEARINGS

Solid Waste

- 3.1** Conduct a public hearing to consider adopting a resolution which establishes a schedule of fees for waste disposal and provides for appropriate exemptions and credits for the 2024-2025 annual solid waste parcel fee billing.

No impact to the General Fund. Estimated revenue of \$900,000 to the Solid Waste Enterprise Fund.

COUNTY MATTERS

These items include non-routine, or controversial matters and are listed alphabetically by department. A member of the Board or Staff may request that an item be heard out of order.

Clerk of the Board

4.1 Receive a mid-year budget review for fiscal year 23/24.

No fiscal impact.

Human Resources

4.2 Take the following actions to complete the creation of a Health and Human Services Bargaining Unit, effective January 1, 2024:

1. Approve a master Memorandum of Understanding with the Health and Human Services bargaining unit establishing classifications, salaries and benefits;
2. Approve the job description, set the salary range, add to the alphabetically listing of classifications, and allocate to Public Health a Health Services Program Manager I at range H213;
3. Approve a side letter agreement with the General Unit revising classifications covered by the MOU;
4. Approve a side letter agreement with the Management & Confidential Unit revising classifications covered by the MOU;
5. Adopt a resolution revising the Non-Rep Management employee classification;
6. Direct that the titles on the Health and Human Services allocation list be updated to reflect the changes within the MOU;
7. Adopt a resolution adopting a revised salary schedule and alphabetical listing of classifications; and
8. Pursuant to Trinity County Code Section 2.60.360, reclassify the following employee's:
 - Employee ID No. 01933 from a Program Manager I to a Human Services Program Manager I at Range H213, Step E;
 - Employee ID No. 01868 from an Administrative Clerk II to an Office Assistant II at Range H126, Step A; Employee ID No. 01539 from a Senior Accounting Technician to an Accounting Technician at H151, Step G; Employee ID No. 00869 from a Program Manager I to a Health Services Program Manager I at H213, Step F; Employee ID No. 02452 from a Program Manager II to a Human Services Program Manager II at H223, Step E; Employee ID No. 02177 from a Senior Administrative Clerk to an Office Assistant III at H131, Step F; Employee ID No. 02994 from a Senior Accounting Technician to an Accounting Technician at H151, Step A; Employee ID No. 02371 from a Business Manager to a Staff Services Manager at H208, Step E; Employee ID No. 02162 from a Program Manager I to a Human Services Program Manager I at H213, Step E; Employee ID No. 02251 from a Senior Administrative Clerk to an Office Assistant III at H131, Step F; Employee ID No. 02915 from a Senior Administrative Clerk to an Office Assistant III at H131, Step A; Employee ID No. 00738 from a Program Manager I to a Human Services Program Manager I at H213, Step F; Employee ID No. 03326 from an Administrative Clerk II to an Office Assistant II at H126, Step A; Employee ID No. 02383 from a

Senior Administrative Clerk to an Office Assistant III at H131, Step E;
Employee ID No. 01998 from an Accountant III to a Supervising
Accountant at H194, Step C; Employee ID No. 02342 from a Senior
Accounting Technician to an Accounting Technician at H151, Step E;

**Approximately \$1.6 million over the 2-year term of the agreement from Health and Human
Services budget units (approximately \$34,000 of that is a cost to General Fund for
Veterans Services).**

Board of Supervisors

- 4.3** Approve the Board's response to the Grand Jury Report: 2023 Civil Grand Jury -
Mental Health Report.

No fiscal impact.

County Administrative Office

- 4.4** Discuss and receive board direction regarding the ability for communities to
establish (or remove) limitations on commercial cannabis operations and potential
implications to the overall Cannabis Program.

Unknown

CLOSED SESSION

- 5.1** Government Code Section 54954.5(c) - Conference with Legal Counsel -
Anticipated Litigation
No of Cases: three
- Inmate Garbutt; incident at jail.
 - Inmate Swain; incident at jail.
 - Claim TRI23-0017; inmate Lewandowski, incident at jail.
- 5.2** Government Code Section 54954.5(c) - Conference with Legal Counsel - Initiation
of Litigation
No. of Cases: One (Cannabis Code Enforcement Fine/Fee Settlement Authority)
- 5.3** Government Code Section 54954.5(f) - Conference with Labor Negotiators
County's Designated Representatives:TBD
Employee Organizations: General Unit
- 5.4** Government Code Section 54954.5(e) - Public Employee Appointment: County
Counsel.

ADJOURN

TRINITY COUNTY
Item Report

Meeting Date: 2/20/2024

Department:
Clerk of the Board

Contact:

Phone:

Zoom Information

Requested Action:

Join Zoom Meeting
<https://zoom.us/j/5950072851?pwd=RHp6TDhNajNJMVJHZFJIRmhacmJjUT09>

Meeting ID: 595 007 2851
Passcode: 267684

Dial In:
1 (669) 900-6833
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TRINITY COUNTY
Item Report 1.1

Meeting Date: 2/20/2024

Department:
Clerk of the Board

Contact:

Phone:

1.1 Reports/Announcements

Requested Action:

- I. Report from Department Heads
- II. Report from County Administrative Officer
- III. Reports from Members of the Board of Supervisors
- IV. Reports from Ad Hoc:
 - A. Cannabis Ordinance
 - B. Tribal Relations

TRINITY COUNTY
Item Report 2.1

Meeting Date: 2/20/2024

Department:
Behavioral Health Services

Contact:
Connie Smith

Phone:
530 623 1362

2.1 Amendment 2: CalMHSA BH Workforce Program (23-037)

Requested Action:

Approve amendment number 2 to the agreement with CalMHSA, to amend the rates for services table in Exhibit F to include a Late Fee for Certification Renewal.

Fiscal Impact:

No impact to the General Fund.

Summary:

TCBHS is requesting to amend the Behavioral Health Workforce Program agreement with CalMHSA to update the Rates for Services table in Exhibit F, Medi-Cal Peer Support Specialist Offerings in order to add a \$50 Late Fee for Certification Renewal to the table.

Alternatives Including Financial Implications:

Deny request and provide direction to staff.

Departmental Recommendation:

Approve as requested.

ATTACHMENTS:

Description

Agreement - CalMHSA BH Workforce Program 23-037

Amendment #2 - CalMHSA BH Workforce Program 23-037.2

CALIFORNIA MENTAL HEALTH SERVICES AUTHORITY
"CalMHSA"
PARTICIPATION AGREEMENT AMENDMENT


This Agreement Amendment is a contract by and between the California Mental Health Services Authority ("CalMHSA") and Trinity County ("Participant").

This Agreement Amendment shall be effective as of the date of execution and modifies the terms of the initial Agreement 3636-WORK-2023-TRC to amend and remove Exhibit G, CalMHSA Workforce Loan Repayment, and Attachment E -CalMHSA Workforce Loan Repayment – Participant Criteria.

Additionally, this Amendment modifies the Cover Sheet and Exhibit B, Section V Fiscal Provisions, Item A to lower the maximum amount payable under this Agreement from Not to Exceed 1,000,000 to Not to Exceed \$650,000.


All other terms or provisions in the initial Agreement No. 3636-WORK-2023-TRC not cited in this Agreement Amendment shall remain in full force and effect.

Contractor: Trinity County

By: 
Jill Cox, Chairman
Trinity County Board of Supervisors
Date: 6/20/2023


By: 
Connie Cessna Smith
Behavioral Health Director
Date: 6/28/23

Approved as to form:

By: 
Margaret E. Long
County Counsel

By: 
Elizabeth Hamilton, Interim Director
Human Resources/Risk Management

CalMHSA

Signed:  Name (printed): Dr. Amie Miller, Psy.D., MFT
Title: Executive Director Date: 06/29/2023

CALIFORNIA MENTAL HEALTH SERVICES AUTHORITY
MASTER PARTICIPATION AGREEMENT
COVER SHEET

1. Trinity County ("Participant") desires to participate in the Program identified below.
Name of Program: Behavioral Health Workforce Program
2. California Mental Health Services Authority ("CalMHSA") and Participant acknowledge that the Program will be governed by CalMHSA's Joint Powers Agreement and its Bylaws, and by this participation agreement. The following exhibits are intended to clarify how the provisions of those documents will be applied to this particular Program.
 - ☐ Exhibit A Program Description and Funding
 - ☐ Exhibit B General Terms and Conditions
 - ☐ Exhibit C Remote Supervision
 - Attachment A – Order Form Template
 - ☐ Exhibit D Temporary Clinical Staffing/Permanent Staff Recruitment Program
 - Attachment B – Order Form Template
 - ☐ Exhibit E Training and Certification Courses
 - Attachment C – Order Form Template
 - ☐ Exhibit F Medi-Cal Peer Support Specialist Offerings
 - Attachment D – Order Form Template
 - ☐ Exhibit G CalMHSA Workforce Loan Repayment
 - Attachment E – CWLR Requirements
3. The maximum amount payable under this Agreement is not to exceed **\$1,000,000.**
4. The term of the Program is April 1, 2023, through December 31, 2027
5. Authorized Signatures:

CalMHSA

Signed: 
Amie Miller (Apr 7, 2023 13:26 PDT)

Name (Printed): Dr. Amie Miller, Psy.D., MFT

Title: Executive Director


Date: 04/07/2023


Participant: TRINITY COUNTY

By: 
Jill Cox, Chairman
Trinity County Board of Supervisors

Date: 4/4/2023

Approved as to form:

By: 
Margaret E. Long
County Counsel

By: 
Connie Cessna Smith (Apr 6, 2023 15:18 PDT)
Connie Cessna Smith
Behavioral Health Director

Date: 04/06/2023

By: 
Elizabeth Hamilton, Interim Director
Human Resources/Risk Management

Participation Agreement
EXHIBIT A – PROGRAM DESCRIPTION

- A. Name of Program: Behavioral Health Workforce Program**
- B. Term of Program: April 1, 2023, through December 31, 2027**
- C. Program Objective and Overview:**

Objective:

In an effort to combat the labor workforce shortages and lack of adequate training across California County Behavioral Health Agencies, CalMHSA has created a new Behavioral Health Workforce Program that will act as the umbrella program for a variety of workforce, staffing, and training programs. CalMHSA Workforce Loan Repayment

Overview:

The Behavioral Health Workforce Program Master Participation Agreement includes separate programs Participants may choose to join. Each program has a designated Exhibit describing the program goals, and an accompanying, distinct Order Form that reflects the costs and administrative fees associated with that specific program. This Agreement's not-to-exceed total listed on the Agreement Cover Page is an estimated amount determined based on your County size.

Participation Agreement
EXHIBIT B – General Terms and Conditions

I. Definitions

The following words, as used throughout this Participation Agreement, shall be construed to have the following meaning, unless otherwise apparent from the context in which they are used:

- I. CalMHSA – California Mental Health Services Authority, a Joint Powers Authority (JPA) created by counties in 2009 at the instigation of the California Mental Health Directors Association to jointly develop and fund mental health services and education programs.
- II. Member – A County (or JPA of two or more Counties) that has joined CalMHSA and executed the CalMHSA Joint Powers Agreement.
- III. Mental Health Services Act (MHSA) – A law initially known as Proposition 63 in the November 2004 election that added sections to the Welfare and Institutions Code providing for, among other things, PEI Programs.
- IV. Mental Health Services Division (MHSD) – The Division of the California Department of Health Care Services responsible for mental health functions.
- V. Participant – Any County participating in the Program either as Member of CalMHSA or under a Memorandum of Understanding with CalMHSA.
- VI. Program – The program identified in the Cover Sheet.

II. Responsibilities

A. Responsibilities of CalMHSA:

- a. Act as the Fiscal and Administrative agent for the Program.
- b. Manage funds received consistent with the requirements of any applicable laws, regulations, guidelines and/or contractual obligations.
- c. Provide regular fiscal reports to Participant and/or other public agencies with a right to such reports.
- d. Comply with CalMHSA's Joint Powers Agreement and Bylaws.

B. Responsibilities of Participant:

- a. Participant will pay for individual program services as defined in the fiscal terms in each individual Exhibits C, D, E, F, and G.
- b. Provide CalMHSA and any other parties deemed necessary with requested information and assistance in order to fulfill the purpose of the Program.
- c. Responsible for any and all assessments, creation of individual case plans, and providing or arranging for services.
- d. Cooperate by providing CalMHSA with requested information and assistance in order to fulfill the purpose of the Program.
- e. Provide feedback on Program performance.

- f. Comply with applicable laws, regulations, guidelines, contractual agreements, JPAs, and bylaws.

III. Duration, Term, and Amendment

- A. The term of the Program is 56 months.
- B. This Agreement may be supplemented, amended, or modified only by the mutual agreement of CalMHSA and the Participant, expressed in writing and signed by authorized representatives of both parties.

IV. Withdrawal, Cancellation, and Termination

- A. Participant may withdraw from the Program and terminate the Participation Agreement upon six (6) months' written notice. Notice shall be deemed served on the date of mailing.
- B. The withdraw of a Participant from the Program shall not automatically terminate its responsibility for its share of the expense and liabilities of the Program. The contributions of current and past Participants are chargeable for their respective share of unavoidable expenses and liabilities arising during the period of their participation.
- C. Upon cancellation, termination, or other conclusion of the Program, any funds remaining undisbursed after CalMHSA satisfies all obligations arising from the administration of the Program shall be returned to Participant. Unused funds paid for a joint effort will be returned pro rata to Participant in proportion to payments made. Adjustments may be made if disproportionate benefit was conveyed on particular Participant. Excess funds at the conclusion of county-specific efforts will be returned to the particular County that paid them.

V. Fiscal Provisions

- A. Funding required from Participant will not exceed **\$1,000,000** during the project period.

VI. Limitation of Liability and Indemnification

- A. CalMHSA is responsible only for funds as instructed and authorized by participants. CalMHSA is not liable for damages beyond the amount of any funds which are identified on the cover page of this Agreement, without authorization or contrary to Participant's instructions.
- B. CalMHSA is not undertaking responsibility for assessments, creation of case or treatment plans, providing or arranging services, and/or selecting, contracting with, or supervising providers (collectively, "mental health services"). Participant will defend and indemnify CalMHSA for any claim, demand, disallowance, suit, or damages arising from Participant's acts or omissions in connection with the provision of mental health services.

Participation Agreement
Exhibit C - Remote Supervision Program

I. Program Overview:

- A. CalMHSA has entered into a contract with a remote supervision company that matches behavioral health practitioners licensed in CA with pre-licensed clinical staff needing supervised clinical hours to qualify for licensure (LCSW, LMFT, LPCC, Licensed Psychologist). Clinical supervision will be provided remotely, via a HIPAA-compliant platform, and can be provided individually or in triads/groups. Supervisors can be matched to pre-licensed staff practice area, and CalMHSA has developed a training to orient all supervisors to the CA public behavioral health context. CalMHSA is partnering with the California Healthcare Foundation (CHCF) to evaluate this remote supervision program, and participation in data collection will be requested of participating counties/pre-licensed staff. Data collection will focus on effectiveness of supervisor/supervisee relationship and county/supervisee satisfaction.

II. Budget and Fiscal Provisions:

A. Rates for Services –

Use of Platform with a Remote Supervisor	Rate per hour:
Individual Supervision 1 associate; 1 supervisor	\$86.25
Triad Supervision 2 associates; 1 supervisor	\$149.50
Group Supervision 3-8 associates; 1 supervisor	\$230.00
Administrative support provided outside of the supervision session by a Motivo designated Supervisor (minimum 5 hrs/month applies)	\$86.25

B. Payment Method –

Participant will submit an Order Form to CalMHSA on a monthly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit C – Attachment A –Order Form Template. CalMHSA will then invoice for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee –

Participant will be charged a 15% administrative fee inclusive in the total cost of each service.

Participation Agreement
Attachment A - Remote Supervision Program Order Form Template

[ORDER FORM #]
[DATE]

PARTICIPANT:

PAYMENT MADE TO:
California Mental Health Services Authority
1610 Arden Way, STE 175
Sacramento, CA 95815

Remote Supervision Services*					
County	Date of Service Provided:	Use of Platform with Remote Supervisor(s):	Hours	Rate	Total
Total Cost of Remote Supervision Services					
Total					

Authorized Signatory:

Name: _____

Date: _____

Participation Agreement
Exhibit D – Temporary Clinical Staffing/Permanent Staff Recruitment Program

I. Program Overview:

A. This program was developed to provide both temporary and permanent in-person and remote clinical staffing to support County Behavioral Health Departments. If requested, contractor may provide on-site evaluation to Counties to determine staffing needs and will conduct bi-weekly on-site visits after initial site placement.

II. Budget and Fiscal Provisions:

A. Rates for Services –

Rates for Clinical Staff Recruitment Services			
Job Class	Rate	After 26 Weeks Rate	After 6 Months Rate
LVN	\$80.50	\$76.48	\$76.48
LPN	\$80.50	\$76.48	\$76.48
RN	\$126.50	\$120.18	\$120.18
Psychologists	\$189.75	\$180.26	\$180.26
Psychologists Intern	\$97.75	\$92.86	\$92.86
Psychiatrists	\$408.25	\$387.84	\$387.84
Marriage and Family Therapists	\$103.50	\$98.33	\$98.33
Marriage and Family Therapists-Intern	\$80.50	\$76.48	\$76.48
Licensed Clinical Social Worker	\$126.50	\$120.18	\$120.18
Clinical Social Worker-Intern	\$94.30	\$89.59	\$89.59
Licensed Professional Clinical Counselor	\$115.00	\$109.25	\$109.25
Professional Clinical Counselor Intern	\$97.75	\$92.86	\$92.86
Tele-Psychiatry/Therapy Bill Rates			
Tele-Psychologists	\$113.85	\$108.16	\$108.16
Tele-Psychiatry	\$276.00	\$262.20	\$262.20
Tele-M&FT	\$92.00	\$87.40	\$87.40
Tele-LCSW	\$97.75	\$92.86	\$92.86
Tele-LPCC	\$97.75	\$92.86	\$92.86

B. Payment Method –

Participant will submit an Order Form to CalMHSA on a quarterly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit D – Attachment B –Order Form Template. CalMHSA will then invoice for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee –

Participant will be charged a 15% administrative fee inclusive in the total cost of each service.

Participation Agreement

Attachment B – Temporary Clinical Staffing/Permanent Staff Recruitment Program

[ORDER FORM #]

[DATE]

PARTICIPANT:

PAYMENT MADE TO:

California Mental Health Services Authority
1610 Arden Way, STE 175
Sacramento, CA 95815

Temporary Clinical Staffing/Permanent Staff Recruitment Program Order Form			
Job Class	Hourly Rate	Hours Served	Total
LVN			
LPN			
RN			
Psychologists			
Psychologists Intern			
Psychiatrists			
Marriage and Family Therapists			
Marriage and Family Therapists-Intern			
Licensed Clinical Social Worker			
Clinical Social Worker-Intern			
Licensed Professional Clinical Counselor			
Professional Clinical Counselor Intern			
Tele-Psychologists			
Tele-Psychiatry			
Tele-M&FT			
Tele-LCSW			
Tele-LPCC			
Total Cost of Clinical Staffing			
Total			

Authorized Signatory:

Name: _____

Participation Agreement
Exhibit E – Training and Certification Courses

I. Program Overview:

A. This program was created to provide Training and Certification courses to Participant's staff as needed. Depending on the type of course- training and certifications will be made available via a virtual meeting platform or recorded online at CalMHSA's Learning Management System. Examples of potential trainings and certifications include substance use, mental health, law and ethics, 5150, and care coordination.

II. Budget and Fiscal Provisions:

A. Rates for Services –

Training Type	Rate
Training and Certification	Not to Exceed \$100,000 over the project period

B. Payment Method –

Participant will submit an Order Form to CalMHSA on a monthly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit E – Attachment C –Order Form Template. CalMHSA will then invoice for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee –

Participant will be charged a 15% administrative fee inclusive in the total cost of each service.

III. Registration and Alerts

A. Participant will be alerted of potential courses either via an email to a designated County liaison, publicly posted on our website, and/or be made available through the CalMHSA Virtual Learning Management System. Participant will register for the courses via a registration link provided by CalMHSA either directly via email, publicly posted on our website, and/or be made available through the CalMHSA Virtual Learning Management System.

Participation Agreement
Attachment C – Training Program Order Form

[ORDER FORM #]

[DATE]

PARTICIPANT:

PAYMENT MADE TO:

California Mental Health Services Authority
1610 Arden Way, STE 175
Sacramento, CA 95815

Training Program Order Form				
Registrant Name	Date of Course	Training Course	Rate	Total
Total Cost of Courses				
Total				

Authorized Signatory:

Name: _____

Date: _____

Participation Agreement
Exhibit F – Medi-Cal Peer Support Specialist Program Offerings

I. Program Overview:

A. CalMHSA established a Medi-Cal Peer Support Specialist Certification program as required in [BHIN 21-041](#) for interested counties. This program allows the Participant to purchase Medi-Cal Peer Support Specialist Certification related items as needed.

II. Budget and Fiscal Provisions:

A. Rates for Services –

Item	Cost
Peer Support Specialist Certification Bundle* (covers costs of application, core competency training, and one-time exam)	\$1,850
Application for Medi-Cal Peer Support Certification	\$150
80-hour Core Competency Training for Medi-Cal Peer Support Specialist	Not to Exceed \$1600*
Parent Family Caregiver Specialization Training Course	Not to Exceed \$1600*
Crisis Specialization Training Course	Not to Exceed \$1600*
Unhoused Specialization Training Course	Not to Exceed \$1600*
Justice-Involved Specialization Training Course	Not to Exceed \$1600*
Medi-Cal Peer Support Specialist Certification Exam	\$150/per attempt
Exam Retake	\$150/per attempt
Biennial Renewal for– re-certification for Medi-Cal Peer Support Specialist	\$80
Reinstatement of Certification for Medi-Cal Peer Support Specialist	\$80

Training Provider Application - Medi-Cal Peer Support Specialist Training (valid for 2 years from date of approval)	\$300
Training Provider Application – Specialization Training Course(s) (valid for 2 years from date of approval)	\$300/per specialization
Training Provider Application - Continuing Education Training (valid for 2 years from date of approval)	\$300
Training Provider Application – 40-Hour Refresher Training Course for Medi-Cal Peer Support Specialist (valid for 2 years from date of approval)	\$300
Training Provider Application – Renewal of Approval (valid for 2 years from date of re-approval)	\$300
Supervisor Training	\$0

***Training Course Fees will be dependent on the Training Vendor Selected.**

B. Payment Method –

Participant will submit an Order Form to CalMHSA on a monthly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit G – Attachment D –Order Form Template. CalMHSA will then invoice Participant for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee –

Participant is subject to a 15% administrative fee to be charged only to the following items:

- Peer Support Specialist Certification Bundle* (covers costs of application, core competency training, and one-time exam)
- 80-hour Core Competency Training for Medi-Cal Peer Support Specialist
- Parent Family Caregiver Specialization Training Course
- Crisis Specialization Training Course
- Unhoused Specialization Training Course
- Justice-Involved Specialization Training Course

Participation Agreement
Attachment D – Medi-Cal Peer Support Specialist Program Offerings

[ORDER FORM #]
[DATE]

PARTICIPANT:

PAYMENT MADE TO:
California Mental Health Services Authority
1610 Arden Way, STE 175
Sacramento, CA 95815

Medi-Cal Peer Support Specialist Program Order Form			
Item	Cost **	Number of Items	Total
Peer Support Specialist Certification Bundle* (covers costs of application, core competency training, and one-time exam)	\$1,850*		
Application for Medi-Cal Peer Support Certification	\$150		
80-hour Core Competency Training for Medi-Cal Peer Support Specialist	Not to Exceed \$1600*		
Parent Family Caregiver Specialization Training Course	Not to Exceed \$1600*		
Crisis Specialization Training Course	Not to Exceed \$1600*		
Unhoused Specialization Training Course	Not to Exceed \$1600*		
Justice-Involved Specialization Training Course	Not to Exceed \$1600*		
Medi-Cal Peer Support Specialist Certification Exam	\$150/per attempt		
Exam Retake	\$150/per attempt		
Biennial Renewal for– re-certification for Medi-Cal Peer Support Specialist	\$80		
Reinstatement of Certification for Medi-Cal Peer Support Specialist	\$80		
Training Provider Application - Medi-Cal Peer Support Specialist Training (valid for 2 years from date of approval)	\$300		
Training Provider Application – Specialization Training Course(s) (valid for 2 years from date of approval)	\$300/per specialization		

Training Provider Application - Continuing Education Training (valid for 2 years from date of approval)	\$300		
Training Provider Application – 40-Hour Refresher Training Course for Medi-Cal Peer Support Specialist (valid for 2 years from date of approval)	\$300		
Training Provider Application – Renewal of Approval (valid for 2 years from date of re-approval)	\$300		
Supervisor Training	\$0		
Total Cost for Items			
Administrative Fee 15% for Cost of Items*			
Total Cost			

***Administrative Fee only applies to specific items as identified in Exhibit F of _____ Agreement.**

**** Training Course Fees will be dependent on the Training Vendor Selected. Participant will confirm with CalMHSA which fees to input based on their staff training selection.**

Authorized Signatory:

Name: _____

Date: _____

Participation Agreement
Exhibit G – CalMHSA Workforce Loan Repayment

I. Program Overview:

This program will provide financial incentive to hire and retain qualified, eligible employees in “hard to fill/retain” positions in the Participant County system, including employees of community-based organizations.

A CalMHSA Workforce Loan Repayment (CWLR) award recipient may receive awards in the amount of \$50,000 to repay educational loans in exchange for a 3-year service obligation in a hard-to-fill/retain positions. The determination of hard-to-fill/retain positions shall be based upon criteria detailed in Attachment E hereto and pursuant to the participating County’s individual guidelines. An award recipient’s job change to a different organization during the application review process through completion of the required 3-year service obligation would be cause for disqualification as it voids the minimum length of time for the employment requirement. An award recipient may retain an award if they transfer to another hard-to-fill/retain position within the same entity.

II. Budget and Fiscal Provisions:

- A.** Funding required from Participant will not exceed **\$350,000** during the project period for this project.
- B.** Participant will pay an amount not to exceed **\$350,000** to CalMHSA who will act as a fiscal intermediary in the implementation of the Program. CalMHSA shall invoice the Participant within 30 days of agreement execution for the total cost of this program. Upon cancellation, termination or other conclusion of this contract, any funds remaining undisbursed after CalMHSA satisfies all obligations arising from the administration of the Program shall be returned to Participant.
- C. Administrative Fee--**
CalMHSA will retain an administrative fee in the amount of **\$52,500** or 15% of the total cost of this agreement for administering these services.

C. CalMHSA Workforce Loan Repayment Program Responsibilities

- 1. Act as the Fiscal and Administrative agent for the Program.
- 2. Manage funds received consistent with the requirements of any applicable laws, regulations, guidelines and/or contractual obligations.
- 3. Provide regular fiscal reports to Participant and/or other public agencies with a right to such reports.
- 4. Comply with CalMHSA’s Joint Powers Agreement and Bylaws.
- 5. Develop CWLR application form and instructions, and marketing and outreach materials.
- 6. Coordinate with Participant about program timeline including application start and end dates.
- 7. Make announcement about application cycle opening through web posting on CalMHSA website.

8. Make application available on the CalMHSA website for applicants to complete the application.
9. Schedule and host technical assistance calls to provide opportunities for applicants to ask questions and receive technical assistance pertaining to their applications.
10. Respond to calls or emails from applicants about their applications and online submissions.
11. Organize and select an application review committee with consumer/family member experience to review and score applications.
12. Coordinate with Participant to make award announcement and notify selected awardees.
13. Review and sign off on applicant's loan information, obtain proper authorization to pay lender on behalf of awardee, and cut and distribute checks to the lending institutions.
14. Collect and report demographic data as determined by Participant.
15. Develop contracts with each awardee.
16. Provide quarterly status reports to Participant indicating program updates, loan payment amounts, closing balance of funds and administrative costs.
17. Distribute awards and perform all other services consistent with all laws, including but not limited to the Mental Health Services Act.

D. Participant Workforce Loan Repayment Program Responsibilities

1. Participant will pay for individual program services as defined in the fiscal provisions in Exhibit H–Section II.
2. Provide CalMHSA and any other parties deemed necessary with requested information and assistance in order to fulfill the purpose of the Program.
3. Responsible for any and all assessments, creation of individual case plans, and providing or arranging for services.
4. Cooperate by providing CalMHSA with requested information and assistance in order to fulfill the purpose of the Program.
5. Provide feedback on Program performance.
6. Comply with applicable laws, regulations, guidelines, contractual agreements, JPAs, and bylaws.
7. Make announcement about application cycle opening through web posting on Participant internet and intranet, sharing information in systems of care staff meetings.
8. Coordinate and deliver presentations and provide workshops on Participant CWLR application information and eligibility criteria to potential applicants.
9. Establish and provide hard-to-fill/retain eligibility guidelines.
10. Respond to all email and phone inquiries from potential applicants and organizations about eligibility criteria, including changes in employment, and work-site eligibility.
11. Make all determinations regarding employee eligibility and certifications for and award of program benefits in compliance with applicable laws.
12. Send eligible applicant list to CalMHSA.
13. Transfer total program funds from the Participant to CalMHSA within 30 days of agreement execution.

14. Provide regular fiscal reports to Participants and/or other public agencies with a right to such reports.

Participation Agreement
Attachment E– CalMHSA Workforce Loan Repayment – Participant Criteria

[COUNTY] -Hard to Fill/Retain Eligibility Criteria

Direct Service Staff – Requirements

Work Hours	Must work a minimum of 40 hours per week in a public mental health program. Psychiatrists must work a minimum of 24 hours per week in a public mental health program.
Employment Status	Must be employed in an eligible provider role, as identified in the CWLR application.
Totally Weekly Hours of Direct Service	60% productivity standard in place
Work Location	Must work within an eligible Participant County-operated mental health setting or a contracted, community-based mental health or substance use disorder agency. * Flexible schedule allowed; various work locations within the County, some out of County travel may be required, telehealth may be allowed depending on agency needs.

* Hospital programs and publicly funded programs administered by adult correctional entities or services provided in adult correctional facilities are not eligible for this program.

Applicants must meet one of the following requirements:

1.	Providers who are bilingual in one of the Participant's threshold languages and/or who Represent the ethnically and culturally diverse communities that the Participant serves.	And/Or	Have lived experience as a Behavioral Health consumer/family member or represent one or more of the following ethnically and culturally diverse communities that the Participant serves: African American, Asian Pacific Islander, Hispanic, Native American, South or Southeast Asian, or LGBTQI.
2.	Providers In hard to fill/retain positions or those who possess experience/ expertise in hard to Fill/retain skill sets.	OR	Providers with the following titles: Licensed LMFT or LCSW, Interns for LMFT or LCSW, Psychiatrists, especially child psychiatrists, Providers with integrated primary care/behavioral health care experience, or Providers who work in programs delivering services to: <ul style="list-style-type: none"> - Older Adults - Transitional Age Youth - LGBTQI Populations - Youth in the Juvenile Justice System

			<ul style="list-style-type: none">- Clients with Substance Use/Co-Occurring Conditions; and- Management Positions- Administrative Positions
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* Change of jobs to a different organization during the application review process is cause for disqualification, as it voids the minimum length of time of the employment requirement. However, a change of job with the same organization, serving the same population in a hard to fill/retain position will not disqualify.

** Direct Service is defined as: services that generates units of service, opening or closing cases, crisis intervention, assessments, individual /family /group therapy, rehabilitation services, medication evaluation/consultation, integrated behavioral and EBP interventions.

***To receive credit, clearly identify your qualifying program, job function and direct service hours in the "Employment Verification" section of the CWLR application.

CALIFORNIA MENTAL HEALTH SERVICES AUTHORITY
MASTER PARTICIPATION AGREEMENT AMENDMENT #2
Behavioral Health Workforce Program (“Program”)

This Agreement Amendment (“Amendment”) amends Agreement No. 3636-WORK-2023-TRC (“Agreement”), and Amendment No. 3636-WORK-2023-TRC-A1, a contract by and between the California Mental Health Services Authority (“CalMHSA”) and Trinity County (“Participant”) for the Participant to purchase Medi-Cal Peer Support Specialist Certification program items as needed. This Amendment shall be effective upon execution of this Amendment by both parties.

The Agreement is hereby amended to correct language set out in two sections of the Agreement, EXHIBIT F, Medi-Cal Peer Support Specialist Offerings, Section II, Budget and Fiscal Provisions, Item A., Rates for Services table and Attachment D, Medi-Cal Peer Support Specialist Program - Order Form Template, to add a \$50 Late Fee for Certification Renewal as an additional item available for purchase.

All other terms or provisions in the initial Agreement No. 3636-WORK-2023-TRC (“Agreement”), and Amendment No. 3636-WORK-2023-TRC-A1, not amended by this Amendment shall remain in full force and effect.

MODIFICATIONS TO THE AGREEMENT

- B. The existing Agreement, EXHIBIT F, Medi-Cal Peer Support Specialist Offerings, Section II, Budget and Fiscal Provisions, Item A., Rates for Services table is replaced with the below, EXHIBIT F, Medi-Cal Peer Support Specialist Offerings, Section II, Budget and Fiscal Provisions, Item A., Rates for Services table to add a \$50 Late Fee for Certification Renewal as an additional item available for purchase.

EXHIBIT F- MEDI-CAL PEER SUPPORT SPECIALIST OFFERINGS

II. Budget and Fiscal Provisions

A. Rates for Services –

Item	Cost
Peer Support Specialist Certification Bundle* (covers costs of application, core competency training, and one-time exam)	\$1,850
Application for Medi-Cal Peer Support Certification	\$100
80-hour Core Competency Training for Medi-Cal Peer Support Specialist	Not to Exceed \$1600*
Parent Family Caregiver Specialization Training Course	Not to Exceed \$1600*
Crisis Specialization Training Course	Not to Exceed \$1600*

Unhoused Specialization Training Course	Not to Exceed \$1600*
Justice-Involved Specialization Training Course	Not to Exceed \$1600*
Medi-Cal Peer Support Specialist Certification Exam	\$150/per attempt
Exam Retake	\$150/per attempt
Biennial Renewal for– re-certification for Medi-Cal Peer Support Specialist	\$80
Reinstatement of Certification for Medi-Cal Peer Support Specialist	\$80
Training Provider Application - Medi-Cal Peer Support Specialist Training (valid for 2 years from date of approval)	\$300
Training Provider Application – Specialization Training Course(s) (valid for 2 years from date of approval)	\$300/per specialization
Training Provider Application - Continuing Education Training (valid for 2 years from date of approval)	\$300
Training Provider Application – 40-Hour Refresher Training Course for Medi-Cal Peer Support Specialist (valid for 2 years from date of approval)	\$300
Training Provider Application – Renewal of Approval (valid for 2 years from date of re-approval)	\$300
Late Fee for Certification Renewal - The fee is imposed when certification has expired for renewals.	\$50
Supervisor Training	\$0

***Training Course Fees will be dependent on the Training Vendor Selected**

- B. The existing Agreement Attachment D is replaced with the below Attachment D to add a \$50 Late Fee for Certification Renewal as an additional item available for purchase.

ATTACHMENT D– ORDER FORM TEMPLATE

[ORDER FORM #]

[DATE]

PARTICIPANT:

PAYMENT MADE TO:

California Mental Health Services Authority
1610 Arden Way, STE 175
Sacramento, CA 95815

Medi-Cal Peer Support Specialist Program Order Form

MASTER PARTICIPATION AGREEMENT AMENDMENT: #3636 WORK 2023 TRINITY PA AM2, Trinity County, January 2024

Item	Cost	Number of Items	Total
Peer Support Specialist Certification Bundle* (covers costs of application, core competency training, and one-time exam)	\$1,850		
Application for Medi-Cal Peer Support Certification	\$100		
80-hour Core Competency Training for Medi-Cal Peer Support Specialist	Not to Exceed \$1600*		
Parent Family Caregiver Specialization Training Course	Not to Exceed \$1600*		
Crisis Specialization Training Course	Not to Exceed \$1600*		
Unhoused Specialization Training Course	Not to Exceed \$1600*		
Justice-Involved Specialization Training Course	Not to Exceed \$1600*		
Medi-Cal Peer Support Specialist Certification Exam	\$150/per attempt		
Exam Retake	\$150/per attempt		
Biennial Renewal for– re-certification for Medi-Cal Peer Support Specialist	\$80		
Reinstatement of Certification for Medi-Cal Peer Support Specialist	\$80		
Training Provider Application - Medi-Cal Peer Support Specialist Training (valid for 2 years from date of approval)	\$300		
Training Provider Application – Specialization Training Course(s) (valid for 2 years from date of approval)	\$300/per specialization		
Training Provider Application - Continuing Education Training (valid for 2 years from date of approval)	\$300		
Training Provider Application – 40-Hour Refresher Training Course for Medi-Cal Peer Support Specialist (valid for 2 years from date of approval)	\$300		
Training Provider Application – Renewal of Approval (valid for 2 years from date of re-approval)	\$300		
Late Fee for Certification Renewal	\$50		
Supervisor Training	\$0		
Total Cost for Items			
Administrative Fee 15% for Cost of Items*			

Total Cost			
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***Administrative Fee only applies to specific items as identified in Exhibit F of 3636-WORK-2023-TRC Agreement.**

**** Training Course Fees will be dependent on the Training Vendor Selected. Participant will confirm with CalMHSA which fees to input based on their staff training selection.**

Authorized Signatory:

Name: _____

Date: _____

IN WITNESS WHEREOF, the parties hereby confirm acceptance of the terms of this Amendment by causing their duly authorized officers or representatives to execute this Amendment as set out below.

Authorized Signatures:

CalMHSA

Signed: _____ Name (Printed): Dr. Amie Miller, Psy.D., MFT

Title: Executive Director Date: _____

COUNTY OF TRINITY:

By: _____

Ric Leutwyler, Chairman

Trinity County Board of Supervisors

Date: _____

By: _____

Connie Smith

Director of Behavioral Health

Date: _____

Approved as to form:

Risk Management Approval

By: _____

Margaret E. Long

County Counsel

Date: _____

By: _____

Laila Cassis, Director

Human Resources/Risk Management

Date: _____

MASTER PARTICIPATION AGREEMENT AMENDMENT: #3636 WORK 2023 TRINITY PA AM2, Trinity County, January 2024

TRINITY COUNTY

Item Report 2.2

Meeting Date: 2/20/2024

Department:
Behavioral Health Services

Contact:
Connie Smith

Phone:
530-623-1362

2.2 Amendment #2 - MHSSA with TCOE (20-176)

Requested Action:

Approve amendment number 2 to the agreement with Trinity County Office of Education, to extend the term to December 31, 2026, increase the maximum cost by \$445,830 and amend exhibits B & E to provide services outlined in the MHSA of 2019.

Fiscal Impact:

No impact to the General Fund; additional \$445,830 from MHSSA Grant Funding.

Summary:

The MHSSA Contract with TCOE requires amendment to reflect amendments made to the MHSSA Contract between TCBHS and MHSSOAC. Amendment #2 extends the term of the Contract to 12/31/26, increases the Maximum Cost to County by \$445,830.00 to \$2,945,830.00, updates the Agreement Funding Table, and updates Exhibit E, Agreement 319MHSSOAC081 to reflect amendments extending the contract end date and adding funds to the agreement between TCBHS and MHSSOAC.

Alternatives Including Financial Implications:

Deny request and provide direction to staff.

Departmental Recommendation:

Approve as requested.

ATTACHMENTS:

Description

Amendment #1 - MHSSA with TCOE 20-176.1

Agreement - MHSSA with TCOE 20-176

Amendment #2 - MHSSA with TCOE 20-176.2

Exhibit E

**AMENDMENT NO. 1
STANDARD FORM PERSONAL SERVICES CONTRACT
NO. 20-176
BETWEEN
THE COUNTY OF TRINITY
AND
TRINITY COUNTY OFFICE OF EDUCATION**

WHEREAS, a Contract was entered into the 3rd day of November, 2020 ("Contract") by and between the COUNTY OF TRINITY ("County"), and **TRINITY COUNTY OFFICE OF EDUCATION** ("Contractor"), to perform the duties outlined in the Mental Health Student Services Act of 2019 to enhance an existing County Partnership with school based programs, expand access to mental health services for children and youth, including campus-based mental health services and to facilitate linkage and access to ongoing sustained services; and

WHEREAS, the Contract provides for a termination date of September 30th, 2024; and

WHEREAS, the parties wish to:

1. Amend contract information in Exhibit E, Standard Agreement with the State, Scope of work, section 3. ; and
2. Update fiscal information in Exhibit E, Standard Agreement Budget Detail and Payment Provisions; and

WHEREAS, the Contract provides for amendments;

NOW, THEREFORE, the parties hereto agree to the following:

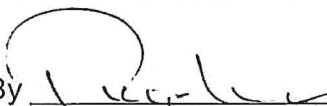
1. Updating Contract Contact Information.
2. Updating Budget Detail and Payment Provisions.

In all other respects, the terms of the Contract are affirmed.

[signature page to follow]

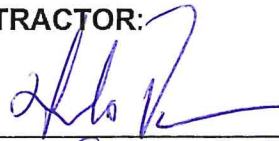
IN WITNESS WHEREOF, the parties hereby have caused this Amendment No. 1 to be executed on this 26th day of August, 2021.

COUNTY OF TRINITY:

By 
Richard Kuhns, Psy.D
County Administrative Officer

Date: 8-27-21

CONTRACTOR:


By 
Name: FABIO ROBLES
Title.: DEPUTY SUPERINTENDENT

Date: 10-25-21

Approved as to form:


MARGARET E LONG
County Counsel

Risk Management Approval:

By: 
Shelly Nelson
Human Resources/Risk Management
Director

**EXHIBIT A
SCOPE OF WORK**

1. Abstract/Summary

- A. This grant is awarded pursuant to the Mental Health Student Services Act of 2019. TRINITY COUNTY BEHAVIORAL HEALTH SERVICES, hereafter referred to as "Grantee," agrees to hire personnel or peer support to enhance an existing county partnership with school-based programs, to expand access to mental health services for children and youth, including campus-based mental health services, and to facilitate linkage and access to ongoing and sustained services.
- B. The Mental Health Student Services Act of 2019 (MHSSA) grants are be used to provide support services that address the following goals:
- 1) Preventing mental illnesses from becoming severe and disabling
 - 2) Improving timely access to services for underserved populations
 - 3) Providing outreach to families, employers, primary care health care providers, and others to recognize the early signs of potentially severe and disabling mental illnesses
 - 4) Reducing the stigma associated with the diagnosis of a mental illness or seeking mental health services
 - 5) Reducing discrimination against people with mental illness
 - 6) Preventing negative outcomes in the targeted population, including, but not limited to:
 - a) Suicide and attempted suicide
 - b) Incarceration
 - c) School failure or dropout
 - d) Unemployment
 - e) Prolonged suffering
 - f) Homelessness
 - g) Removal of children from their homes
 - h) Involuntary mental health detentions

2. Detailed Scope of Work

- A. The scope of work for this Agreement is contained in the Grant Application submitted by the Grantee (Grantee's Application) in response to the Mental Health Services Oversight and Accountability Commission's (Commission) Request for Applications, MHSSA_001 Addendum 2 (hereinafter, "RFA") **as revised by this amendment**. Grantee's Application is incorporated by reference and made part of this Agreement as if attached hereto.

3. Contacts

- A. Direct all inquiries regarding this Agreement to the representatives listed in the charts below. Representatives may be changed by written notice to the other party. Such notice shall be given within 30 days of the change.

State Agency: Mental Health Services Oversight and Accountability Commission	Grantee: Trinity County Behavioral Health Services
Name/Title: Cheryl Ward Health Program Specialist I	Name/Title: Connie Cessna-Smith Director
Phone: (916) 327-1944 445-8727	Phone: (530) 260-1015
Fax: (916) 445-4927	Fax: (530) 623-1447
Email: Cheryl.Ward@mhsoc.ca.gov	Email: csmith@trinitycounty-ca.gov

Direct all administrative inquiries to:

State Agency: Mental Health Services Oversight and Accountability Commission	Grantee: Trinity County Behavioral Health Services
Section/Unit: Administrative Services	Section/Unit: Business Services
Attention: Richard Thut Chelsea Yuen, Contract Analyst	Attention: Brian Marshall-Winks Deputy Director Business Services
Address: 1325 J Street, Suite 1700 Sacramento, CA 95814	Address: 1450 Main Street PO Box 1640 Weaverville, CA 96093
Phone: (916) 445- 8798 8696	Phone: (530) 623-1966
Fax: (916) 445-4927	Fax: (530) 623-1447
Email: Richard.Thut@mhsoc.ca.gov Chelsea.Yuen@mhsoc.ca.gov	Email: bmarshall-winks@trinitycounty-ca.gov

4. Grant Cycle (see RFA, Section V.C.)

- A. This Agreement is for a ~~four~~ **five**-year grant cycle, with funds allocated in quarterly installments.
- B. Funding is based on the Grantee's compliance with the RFA requirements as submitted through Grantee's Application.
- C. Grantee shall participate in monthly check-in meetings with Commission staff either in-person, by phone or some other agreed upon arrangement. The intent is for the

Grantee to provide a status on their program including, but not limited to, reporting requirements, hiring, spending, schedule, and any other relevant issues.

- D. The Commission may withhold funds from Grantee if the Grantee fails to meet the reporting requirements, falls behind schedule, has unexpended funds, or modifies the scope of the program. If Grantee finds itself in this position, the Grantee shall immediately contact the Commission and provide a mitigation plan to address the contractual program deficiency. The Commission may withhold funds until an agreed upon mitigation plan is presented and accepted by the Commission.

5. Allowable Costs (See RFA, Section V.E.)

- A. Grant funds must be used as proposed in the Grantee's Application and approved by the Commission as follows:

- 1) Allowable costs include:
 - a) Personnel and/or peer support
 - b) At least 90 percent of the personnel costs must be for personnel who are dedicated to delivering services.
 - c) The amount budgeted for administration costs shall not exceed 15 percent of the total budget grant amount, annually, and includes any administrative costs associated with contracted personnel.
 - d) Program costs include, but are not limited to training, technology (e.g., telehealth), facilities improvements, and transportation.
 - e) Funds may also be used to facilitate linkages and access to ongoing and sustained services, including:
 - i. Services provided on school campuses
 - ii. Suicide prevention services
 - iii. Drop-out prevention services
 - iv. Outreach to high-risk youth and young adults, including, but not limited to, foster youth, youth who identify as lesbian, gay, bisexual, transgender, or queer, and youth who have been expelled or suspended from school
 - v. Placement assistance and development of a service plan that can be sustained over time for students in need of ongoing services
 - f) Funds may also be used to provide other prevention, early intervention, and direct services, including, but not limited to, hiring qualified mental health personnel, professional development for school staff on trauma-informed and evidence-based mental health practices, and other strategies that respond to the mental health needs of children and youth, as determined by the Commission.
- 2) Grant funds may be used to supplement, but not supplant existing financial and resource commitments of the county, city, or multi-county mental health or behavioral health departments, or a consortium of those entities, or educational entities that receive a grant.

- 3) Grant funds cannot be transferred to any other program account for specific purposes other than the stated purpose of this grant.

6. Evaluation (See RFA, *Section VIII.*)

- A. Grantee shall employ staff through the grant for MHSSA data gathering, submission of relevant data, and submission of program implementation and summary program evaluations to the Commission. Grantee shall evaluate its MHSSA funded program.
- B. Evaluation activities are intended to provide counties and the Commission with data related to program impact and individual experience, and to demonstrate program effectiveness throughout the grant cycle. It is intended that the results from the local evaluations by the grantees will yield best practices for school-based mental health partnerships, number of students served, demographics, data on linkage to ongoing mental health services, and comparison data on negative outcomes of untreated mental health conditions e.g. suicide, school failure, and out of home placement.
- C. Grantee shall collect relevant person identified-level data. If requested, Grantee shall provide access to the Commission to all relevant person identified-level data collected and maintained by the Grantee. Grantee shall ensure that county partners grant access to the Commission to all relevant person identified-level data.

7. Reporting (See RFA, *Section IX.*)

- A. Grantee shall provide information to the Commission on a quarterly basis within 30 days after the end of each reporting period. The Commission may modify the reporting date to better fit in with the Grantee's normal month-end financial cycle. The Grantee shall submit the following reports:
 - 1) Hiring Report
The Hiring Report shall include the following:
 - a) List each type of personnel hired by the county and/or hired as a contractor (e.g., peers, social workers, nurses, clinicians, mental health workers, etc.). Identify which staff are county staff and which are contract.
 - b) List of personnel at service locations/points of access (e.g., school sites). Access point location and addresses must be identified. If an address is not possible, clearly identify the area in which the access point(s) will be (i.e., provide detailed description).
 - 2) Evaluation Data
Grantee shall provide to the Commission data based on the specifications and timelines defined by the Commission.

3) **Expenditure Information**

Grantee shall report all Grant expenditure information in the Annual Fiscal Report within 30 days of the end of the grant year. Grantee shall remit to the Commission all unexpended grant funds at the end of the contract term.

8. **Program Communications** (See RFA, Section VII.E.v.)

Grantee shall increase awareness of and access and linkage to mental health services for students and their families and provide related information on the partnership website(s).

9. **Amendments**

This Agreement may be amended upon mutual consent of the parties. All amendments must be in writing and fully executed by authorized representatives of each party.

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

1. Invoicing and Payment

- a) The amount payable by the Commission to the Grantee is specified in Section 4, Payment Schedule.
- b) Grant Award Claim Form (Attachment B-1) shall be submitted no later than the first week after each quarterly reporting period and is subject to the Commission's review and approval before being paid.
- c) To expedite the processing of the Grant Award Claim Form submitted to the Commission for fund distribution, Grantee shall submit one original and two copies of each Grant Award Claim Form to the Commission Grant Manager at the following address:

Mental Health Services Oversight and Accountability Commission
1325 J Street, Suite 1700
Sacramento, CA 95814

2. Budget Contingency Clause

- a) It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Grantee or to furnish any other considerations under this Agreement and Grantee shall not be obligated to perform any provisions of this Agreement.
- b) If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an agreement amendment to Grantee to reflect the reduced amount.
- c) If this contract overlaps Federal and State fiscal years, should funds not be appropriated by Congress or approved by the Legislature for the fiscal year(s) following that during which this grant was executed, the State may exercise its option to cancel this grant.

Amendment 1

- d) In addition, this grant is subject to any additional restrictions, limitations, or conditions enacted by Congress or the Legislature which may affect the provisions or terms of funding of this grant in any manner.

3. Budget Detail

The total amount of this Agreement shall not exceed \$2,500,000.00. Payment shall be made in accordance with the payment schedule below. ~~The funds used for this Agreement may be used without regard to fiscal year.~~

4. Payment Schedule

Grantee was approved for a grant cycle that covers ~~four~~ **five** grant years (see Attachment B-2 – Budget Worksheet for approved funding amounts **for Grant Years 1, 2, 3 and 4**), with funds allocated annually at the beginning of each grant year. Payment will be made quarterly, and the total amount of payments made in any grant year is to not exceed the amount stated **in the chart below, unless Grantee, with prior written approval from the Commission, moves unspent funds forward to one or more subsequent grant years.** For each grant year Grantee may not exceed the total funds allocated for that grant year.

- a) **Grantee may move all unspent funds from Grant Year 1 forward to one or more subsequent grant years with prior written approval from the Commission.**
b) **Grantee may move unspent funds from Grant Years 2 and 3 forward to one or more subsequent grant years with prior written approval from the Commission. The maximum amount allowed to be moved forward from Grant Years 2 and 3 is 20% of the amount listed in the chart below for the specified grant year.**

Grant Year Distribution	Grant Funding
Grant Year 1	\$ 358,654.00
Grant Year 2	\$ 662,722.00
Grant Year 3	\$ 718,401.00
Grant year 4	\$ 752,907.00
Grant Total	\$ 2,492,684.00

This grant is approved for a five-year grant cycle, with funds allocated in quarterly installments. Grant funding for Grant Year 5 is the amount of unspent grant funds available for Grant Year 5 based on the Grantee's Grant Year 4 Annual Fiscal Report. The Grantee will provide the Commission with a Budget Worksheet which reflects the projected budget for Grant Year 5 no later than July 31, 2024. Upon receipt of the Budget Worksheet and approval by the Commission, the Grantee may spend the approved funds in Grant Year 5.

State of California
Mental Health Services Oversight and
Accountability Commission (Commission)

TRINITY COUNTY BEHAVIORAL HEALTH SERVICES
Agreement #19MHSOAC081
Exhibit B Budget Detail and Payment Provisions
Amendment 1

**The Commission may withhold quarterly payments until the Grantee has fully
expended unspent funds.**

STANDARD AGREEMENT - AMENDMENT

STD 213A (Rev. 4/2020)

☒ CHECK HERE IF ADDITIONAL PAGES ARE ATTACHED 8 PAGES

AGREEMENT NUMBER

19MHSOAC081

AMENDMENT NUMBER

01

Purchasing Authority Number

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME

Mental Health Services Oversight and Accountability Commission

CONTRACTOR NAME

Trinity County Behavioral Health Services

2. The term of this Agreement is:

START DATE

October 1, 2020

THROUGH END DATE

September 30, 2025

3. The maximum amount of this Agreement after this Amendment is:

\$2,492,684.00 Two million four hundred ninety two thousand six hundred eighty four dollars and no cents

4. The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement and incorporated herein:

Amends Exhibit A and Exhibit B. All language that has been added is shown in bold and underlined. All language that has been deleted is shown in strike-through.

The following Exhibits are attached and hereby incorporated and made part of this Agreement:

- Exhibit A Scope of Work
- Exhibit B Budget Detail and Payment Provisions

All other terms and conditions shall remain the same.

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

Trinity County Behavioral Health Services

CONTRACTOR BUSINESS ADDRESS

1450 Main Street

CITY

Weaverville

STATE

CA

ZIP

96093

PRINTED NAME OF PERSON SIGNING

Connie Cessna-Smith

TITLE

Director

CONTRACTOR AUTHORIZED SIGNATURE

Connie Cessna Smith

Digitally signed by Connie Cessna Smith
Date: 2021.07.16 11:33:01 -07'00'

DATE SIGNED

July 16, 2021

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

Mental Health Services Oversight and Accountability Commission

CONTRACTING AGENCY ADDRESS

1325 J Street, Suite 1700

CITY

Sacramento

STATE

CA

ZIP

95624

PRINTED NAME OF PERSON SIGNING

Toby Ewing

TITLE

Executive Director

CONTRACTING AGENCY AUTHORIZED SIGNATURE



DATE SIGNED

7/22/21

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (if Applicable)
WIC 5897(f)

**STANDARD FORM PERSONAL SERVICES CONTRACT
BETWEEN
THE COUNTY OF TRINITY
AND
TRINITY COUNTY OFFICE OF EDUCATION**

THIS PERSONAL SERVICES CONTRACT ("Contract") is made and entered into this 3RD day of November 2020, by and between the **COUNTY OF TRINITY**, a political subdivision of the State of California ("County"), and **TRINITY COUNTY OFFICE OF EDUCATION**, ("Contractor").

RECITALS

WHEREAS, County desires to retain a person or firm to provide the following services: Perform the duties outlined in the Mental Health Student Services Act of 2019; to enhance an existing County partnership with school-based programs, expand access to mental health services for children and youth, including campus-based mental health services and to facilitate linkage and access to ongoing sustained services; and

WHEREAS, Contractor warrants that it is qualified and agreeable to render the aforesaid services.

AGREEMENT

NOW, THEREFORE, for and in consideration of the agreement made, and the payments to be made by County, the parties agree to the following:

- I. **SCOPE OF SERVICES:** Contractor agrees to provide all of the services described in Exhibit A.
- II. **ADDITIONAL SERVICES:** The County may desire services to be performed which are relevant to this Contract or the services to be performed hereunder, but have not been included in the scope of the services listed in Paragraph I above, and Contractor agrees to perform said services upon the written request of County. These additional services could include, but are not limited to, any of the following:
 - A. Serving as an expert witness for the County in any litigation or other proceedings involving the project or services.
 - B. Services of the same nature as provided herein which are required as a result of events unforeseen on the date of this contract.
- III. **COUNTY FURNISHED SERVICES:** The County agrees to:
 - A. Facilitate access to and make provisions for the Contractor to enter upon public and private lands as required to perform their work.

- B. Make available to Contractor those services, supplies, equipment and staff that are normally provided for the services required by the type of services to be rendered by Contractor hereunder and as set forth in Exhibit A.
- C. Make available all pertinent data and records for review.
- IV. TERM OF CONTRACT: This Contract shall commence on November 1st, 2020 and shall terminate on September 30, 2024, unless sooner terminated in accordance with the terms hereunder.
- V. CONTRACT PERFORMANCE TIME: All the work required by this Contract shall be completed and ready for acceptance no later than September 30, 2024. Time is of the essence with respect to this Contract.
- VI. FEES: The fees for furnishing services under this Contract shall be based on the rate schedule which is attached hereto as Exhibit B. Said fees shall remain in effect for the entire term of this Contract.
- VII. MAXIMUM COST TO COUNTY: Notwithstanding any other provision of this Contract, in no event will the cost to County for the services to be provided herein exceed the maximum sum of \$2,500,000, including direct non-salary expenses.
- VIII. PAYMENT: The fees for services under this Contract shall be due within 60 calendar days after receipt and approval by County of an invoice covering the service(s) rendered to date.

With respect to any additional services provided under this Contract as specified in Paragraph II hereof, Contractor shall not be paid unless Contractor has received written authorization from County for the additional services prior to incurring the costs associated therewith. Said additional services shall be charged at the rates set forth on Exhibit B.

Invoices or applications for payment to the County shall be sufficiently detailed and shall contain full documentation of all work performed and all reimbursable expenses incurred. Where the scope of work on the Contract is divided into various tasks, invoices shall detail the related expenditures accordingly. Labor expenditures need documentation to support time, subsistence, travel and field expenses. No expense will be reimbursed without adequate documentation. This documentation will include, but not be limited to, receipts for material purchases, rental equipment and subcontractor work.

Notwithstanding any other provision herein, payment may be delayed, without penalty, for any period in which the State or Federal Government has delayed distribution of funds that are intended to be used by the County for funding payment to Contractor.

- IX. INSURANCE: Contractor shall procure and maintain for the duration of the Contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees, or subcontractors.

Minimum Scope and Limit of Insurance

- A. The Contractor shall maintain a commercial general liability (CGL) insurance policy (Insurance Services Office Form CG 00 01) covering CGL on an occurrence basis, including products and completed operations, property damage, bodily injury, and personal & advertising injury, with limits in the amount of \$1,000,000, and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the General Liability Policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1640
Weaverville, CA 96093

- B. Contractor shall provide comprehensive business or commercial automobile liability coverage, including non-owned and hired automobile liability in the amount of \$1,000,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1); or, if Contractor has no owned autos or hired autos, then as broad as ISO Form CA0001 (Code 8); and, if Contractor has non-owned autos, then as broad as ISO Form CA0001 (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1640
Weaverville, CA 96093

- C. The Contractor shall be required to carry professional coverage in the amount of \$1,000,000 per occurrence or claim, and \$2,000,000 aggregate.]

Prior to the commencement of any work hereunder, the Contractor shall supply a Certificate of Insurance and endorsements, signed by the insurer, evidencing such insurance as specified above to County. However, failure to obtain and provide the required documents to County prior to the work beginning shall not waive the Contractor's obligation to provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. Each insurance policy required above shall provide that coverage and shall not be canceled, except with prior written notice to the County.

Insurance is to be placed with an insurer with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

For any claims related to this Contract, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 with respect to the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers, shall be in excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

- X. **WORKER'S COMPENSATION:** The Contractor acknowledges that it is aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code and it certifies that it will comply with such provisions before commencing the performance of the services to be performed under this Contract and at all times during the performance of the services to be performed hereunder. A copy of the certificates evidencing such insurance with policy limits of at least \$1,000,000 per accident for bodily injury or disease (or, in the alternative, a signed County Workers' Compensation Exemption form) shall be provided to County prior to commencement of work.

- XI. INDEMNIFICATION: Contractor agrees to indemnify, defend at its own expense, and hold County harmless from any and all liabilities, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from any and all acts or omissions to act of Contractor or its officers, agents, or employees in performing services under this Contract; excluding, however, such liabilities, claims, losses, damages, or expenses arising from County's sole negligence or willful misconduct.
- XII. NONDISCRIMINATORY EMPLOYMENT: In connection with the execution of this Contract and the services to be provided hereunder, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, political affiliation, ancestry, marital status or disability. This policy does not require the employment of unqualified persons.
- XIII. INTEREST OF PUBLIC OFFICIALS: No officer, agent or employee of the County during their tenure, nor for one year thereafter, shall have any interest, direct or indirect, in this Contract or the proceeds thereof.
- XIV. SUBCONTRACTING AND ASSIGNMENT: The rights, responsibilities and duties established under this Contract are personal to the Contractor and may not be subcontracted, transferred or assigned without the express prior written consent of the County.
- XV. LICENSING AND PERMITS: The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.
- XVI. BOOKS OF RECORD AND AUDIT PROVISION: Contractor shall maintain on a current basis, complete books and records relating to this Contract. Such records shall include, but not be limited to, documents supporting all bids and all expenditures for which any reimbursement is sought. The books and records shall be original entry books. In addition, Contractor shall maintain detailed payroll records, including all subsistence, travel and field expenses, and canceled checks, receipts and invoices for all items for which any reimbursement is sought. These documents and records shall be retained for at least ten years from the completion of this Contract (42CFR Sections 433.32, 438.3(h) and (u)). Contractor will permit County to audit all books, accounts or records relating to this contract or all books, accounts or records of any business entities controlled by Contractor who participated in this contract in any way. Any such audit may be conducted on Contractor's premises or, at County's option, Contractor shall provide all books and records within a maximum of 15 calendar days upon receipt of written notice from County.

Contractor shall promptly refund any moneys erroneously charged. If County ascertains that it has been billed erroneously by Contractor for an amount

equaling 5% or more of the original bid, Contractor shall be liable for the costs of the audit in addition to any other penalty to be imposed. This paragraph applies to any contract which provides for reimbursement of expenses.

XVII. CONFIDENTIALITY: All information and records obtained in the course of providing services under this Contract shall be confidential and shall not be open to examination for any purpose not directly connected to the administration of this program or the services provided hereunder. Both parties shall comply with State and Federal requirements regarding confidential information.

XVIII. TITLE: It is understood that any and all documents, information, computer disks, and reports of any kind concerning the services provided hereunder, prepared by and/or submitted to the Contractor, shall be the sole property of the County. The Contractor may retain reproducible copies of drawings and copies of other documents. In the event of the termination of this Contract, for any reason whatsoever, Contractor shall promptly turn over all information, writing, computer disks, and documents to County without exception or reservation. Contractor shall transfer from computer hard drive to disk any information or documents stored on hard drive and provide County with said disk.

XIX. TERMINATION:

A. Either party hereto may terminate this Contract for any reason by giving thirty (30) calendar days written notice to the other party. Notice of Termination shall be by written notice to the other party and shall be sent by registered mail.

B. If the Contractor fails to provide in any manner the services specified under this Contract or otherwise fails to comply with the terms of this Contract, or violates any ordinance, regulation, or other law which applies to its performance herein, the County may terminate this Contract by giving five calendar days written notice to Contractor.

C. The Contractor shall be excused for failure to perform services herein if such services are prevented by acts of God, strikes, labor disputes or other forces over which the Contractor has no control.

D. In the event of termination, not the fault of the Contractor, the Contractor shall be paid for services performed up to the date of termination in accordance with the terms of this Contract.

XX. RELATIONSHIP BETWEEN THE PARTIES: It is expressly understood that in the performances of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent contractor and not as officers, employees or agents of the County.

- XXI. AMENDMENT: This Contract may be amended or modified only by written agreement of both parties.
- XXII. ASSIGNMENT OF PERSONNEL: The Contractor shall not substitute any personnel for those specifically named in its proposal unless personnel with substantially equal or better qualifications and experience are provided, acceptable to County, as evidenced in writing.
- XXIII. WAIVER: No provision of this Contract or the breach thereof shall be deemed waived, except by written consent of the party against whom the waiver is claimed.
- XXIV. SEVERABILITY: If any provision of this Contract is determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby. Each provision shall be valid and enforceable to the fullest extent permitted by law.
- XXV. JURISDICTION AND VENUE: This Contract and the obligations hereunder shall be construed in accordance with the laws of the State of California. The parties hereto agree that venue for any legal disputes or litigation arising out of this Contract shall be in Trinity County, California.
- XXVI. ENTIRE AGREEMENT: This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof, and all prior or contemporaneous agreements, understandings, and representations, oral or written, are superseded.
- XXVII. EXHIBITS: All "Exhibits" referred to below or attached to herein are by this reference incorporated into this Contract:
- XXVIII.

Exhibit Designation	Exhibit Title
Exhibit A	Services to be provided by Contractor
Exhibit B	Compensation or Fees to be paid to Contractor
Exhibit C	Health Insurance Portability and Accountability Act Supplement
Exhibit D	Resolution No. 2020-071 Authorizing receipt of Mental Health Student Services Act Grant Funds
Exhibit E	Agreement #19MHSOAC081 between Trinity County Behavioral Health and the State of

	California Mental Health Services Oversight and Accountability Commission
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- XXIX. DESIGNATED AGENTS: The parties represent and warrant that they have full power and authority to execute and fully perform their obligations under this Contract pursuant to their governing instruments, without the need for any further action, and that the person(s) executing this Contract on behalf of each party are the duly designated agents of each party and are authorized to do so.
- XXX. COMPLIANCE WITH APPLICABLE LAWS: The Contractor shall comply with any and all federal, state and local laws, regulations, and ordinances affecting the services covered by this Contract. Contractor shall comply with the Health Insurance Portability and Accountability Act and shall execute the Health Insurance Portability and Accountability Act Supplement attached to this Contract as Exhibit C.
- XXXI. ATTORNEY'S FEES: If any party hereto employs an attorney for the purpose of enforcing or construing this Contract, or any judgment based on this Contract, in any legal proceeding whatsoever, including insolvency, bankruptcy, arbitration, declaratory relief or other litigation, including appeals or rehearing, the prevailing party shall be entitled to receive from the other party, or parties thereto, reimbursement for all attorneys' fees and all costs, including but not limited to service of process, filing fees, court and court reporter costs, investigative costs, expert witness fees, and the cost of any bonds, whether taxable or not. If any judgment or final order be issued in that proceeding, said reimbursement shall be specified therein.
- XXXII. NOTICES: Any notice required to be given pursuant to the terms and conditions hereof shall be in writing and shall be via one of the following methods: personal delivery, prepaid Certified First-Class Mail, or prepaid Priority Mail with delivery confirmation. Unless others designated by either party, such notice shall be mailed to the address shown below:

If to County:

**TRINITY COUNTY BEHAVIORAL HEALTH SERVICES
ATTN: CRYSTAL BENNETT
P.O. BOX 1640
WEAVERVILLE, CA 96093
cbennett@trinitycounty-ca.gov**


If to Contractor:

**TRINITY COUNTY OFFICE OF EDUCATION
ATTN: FABIO ROBLES**

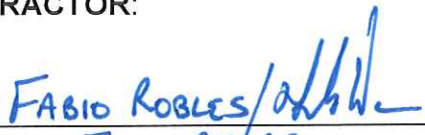
P.O. BOX 1256
WEAVERVILLE, CA 96093
frobles@tcoek12.org

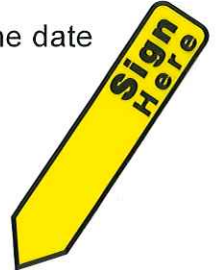
IN WITNESS WHEREOF, the parties hereunto have executed this Contract on the date written below.

COUNTY OF TRINITY:


By: 
Bobbi Chadwick, Chairman
Trinity County Board of Supervisors
Date: 11-17-2020

CONTRACTOR:

By: 
Name: FABIO ROBLES
Title: DEPUTY SUPERINTENDENT
Date: 11/30/2020



Approved as to form:

By: 
Margaret E. Long
County Counsel

Risk Management Approval:

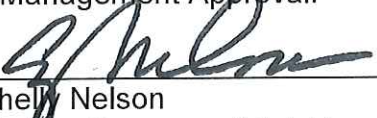
By: 
Shelly Nelson
Human Resources/Risk Management
Director

EXHIBIT A

SERVICES TO BE PROVIDED BY CONTRACTOR

Contractor is to hire personnel or peer support to enhance an existing county partnership with school-based programs, to expand access to mental health services for children and youth, including campus-based mental health services, and to facilitate linkage and access to ongoing and sustained services as outlined in the Mental Health Student Services Act of 2019.

Contractor shall increase awareness of access and linkage to mental health services for students and their families and provide related information on their partnership websites.

Contractor is to adhere to all requirements outlined in Agreement #19MHSOAC081 between Trinity County Behavioral Health and the State of California Mental Health Services Oversight and Accountability Commission; including but not limited to hiring, reporting and financial requirements.

EXHIBIT B

COMPENSATION OR FEES TO BE PAID TO CONTRACTOR

AGREEMENT YEAR DISTRIBUTION	AGREEMENT FUNDING
AGREEMENT YEAR 1	\$358,654.00
AGREEMENT YEAR 2	\$662,722.00
AGREEMENT YEAR 3	\$718,401.00
AGREEMENT YEAR 4	\$752,907.00
AGREEMENT TOTAL	\$2,492,684.00

Payment will be made quarterly, after funding is received from the State. Total amount of payments made each fiscal year will not exceed the amount stated above. County will keep their administration portion as outlined in attachment B-2 of the Agreement #19MHSOAC081 between Trinity County Behavioral Health and the State of California Mental Health Services Oversight and Accountability Commission

EXHIBIT C

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT SUPPLEMENT

Definitions:

Terms used, but not otherwise defined, in this Contract shall have the same meaning as those terms in the Privacy Rule.

- a. Business Associate. "Business Associate" shall mean the Contractor named in the first paragraph of this agreement.
- b. Covered Entity. "Covered Entity" shall mean the County of Trinity.
- c. Designated Record Set. "Designated Record Set" shall mean:
 - (1) A group of records maintained by or for a covered entity that is:
 - a. The medical records and billing records about individuals maintained by or for a covered health care provider;
 - b. The enrollment, payment, claims adjudication, and case or medical management record systems maintained by or for a health plan; or
 - c. Used, in whole or in part, by or for the covered entity to make decisions about individuals.
 - (2) For purposes of this paragraph, the term record means any item, collection, or grouping of information that includes protected health information and is maintained, collected, used, or disseminated by or for a covered entity.
- d. Individual. "Individual" shall have the same meaning as the term "individual" in 45 CFR § 164.501 and shall include a person who qualifies as a personal representative in accordance with 45 CFR § 164.502(g).
- e. Privacy Rule. "Privacy Rule" shall mean the Standards for Privacy of Individually Identifiable Health Information at 45 CFR Part 160 and Part 164, Subparts A and E.
- f. Protected Health Information. "Protected Health Information" shall have the same meaning as the term "protected health information" in 45 CFR § 164.501, limited to the information created or received by Business Associate from or on behalf of Covered Entity.
- g. Required By Law. "Required By Law" shall have the same meaning as the term "required by law" in 45 CFR § 164.501.
- h. Secretary. "Secretary" shall mean the Secretary of the Department of Health and Human Services or his designee.
- i. Electronic Protected Health Information. "Electronic Protected Health Information" ("EPHI") means individually identifiable health information that is transmitted or maintained in electronic media, limited to the information created, received, maintained or transmitted by Business Associate from or on behalf of Covered Entity.
- j. Security Incident. "Security Incident" shall mean the attempted or successful unauthorized access, use, disclosure, modification, or destruction of information or interference with systems operations in an information system, but does not include minor incidents that occur on a daily basis, such as scans, "pings", or

unsuccessful random attempts to penetrate computer networks or servers maintained by Business Associate.

- k. Security Rule. "Security Rule" shall mean the Standards for the Protection of Electronic Protected Health Information at 45 CFR Part 160 and Part 164, Subparts A and C.

Obligations of Business Associate

Business Associate shall:

- a. Not use or disclose Protected Health Information other than as permitted or required by the Contract or as Required By Law.
- b. Use appropriate safeguards to prevent use or disclosure of the Protected Health Information other than as provided for by this Contract.
- c. Mitigate, to the extent practicable, any harmful effect that is known to Business Associate of a use or disclosure of Protected Health Information by Business Associate in violation of the requirements of this Contract
- d. Report to Covered Entity any use or disclosure of the Protected Health Information in violation of the requirements of this Contract of which it becomes aware.
- e. Ensure that any agent, including a subcontractor, to whom it provides or receives Protected Health Information agrees to the same restrictions and conditions that apply through this Contract to Business Associate with respect to such information.
- f. Document disclosures of Protected Health Information and information related to such disclosures as would be required for Covered Entity to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 CFR § 164.528.
- g. Provide to Covered Entity or an Individual, in time and manner agreed to between the parties, information collected pursuant to this Contract, to permit Covered Entity to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 CFR § 164.528.
- h. Provide access, at the request of Covered Entity, and in the time and manner agreed to by the parties, to Protected Health Information in a Designated Record Set, to Covered Entity or, as directed by Covered Entity, to an Individual in order to meet the requirements under 45 CFR §164.524.
- i. Make any amendment(s) to Protected Health Information in a Designated Record set that the Covered Entity directs or agrees to pursuant to 45 CFR §164.526 at the request of Covered Entity or an Individual, and in the time and manner agreed to between the parties.
- j. Business Associate shall implement administrative, physical, and technical safeguards that reasonably and appropriately protect the confidentiality, integrity, and availability of EPHI that Business Associate creates, receives, maintains, or transmits on behalf of Covered Entity.
- k. Business Associate shall conform to generally accepted system security principles and the requirements of the final HIPAA rule pertaining to the security of health information.

- l. Business Associate shall ensure that any agent to whom it provides EPHI, including a subcontractor, agrees to implement reasonable and appropriate safeguards to protect such EPHI.
- m. Business Associate shall report to Covered Entity any Security Incident within 5 business days of becoming aware of such incident.
- n. Business Associate shall make its policies, procedures, and documentation relating to the security and privacy of protected health information, including EPHI, available to the Secretary of the U.S. Department of Health and Human Services and, at Covered Entity's request, to the Covered Entity for purposes of the Secretary determining Covered Entity's compliance with the HIPAA privacy and security regulations.

Permitted Uses and Disclosures by Business Associate

Except as otherwise limited in this Contract, Business Associate may use or disclose Protected Health Information to perform functions, activities, or services for, or on behalf of, Covered Entity as specified in this Contract, provided that such use or disclosure would not violate the Privacy Rule if done by Covered Entity or the minimum necessary policies and procedures of the Covered Entity.

Obligations of Covered Entity

Covered Entity shall notify Business Associate of any:

- a. Limitation(s) in its notice of privacy practices of Covered Entity in accordance with 45 CFR § 164.520, to the extent that such limitation may affect Business Associate's use or disclosure of Protected Health Information.
- b. Changes in, or revocation of, permission by Individual to use or disclose Protected Health Information, to the extent that such changes may affect Business Associate's use or disclosure of Protected Health Information.
- c. Restriction to the use or disclosure of Protected Health Information that Covered Entity has agreed to in accordance with 45 CFR § 164.522, to the extent that such restriction may affect Business Associate's use or disclosure of Protected Health Information.

Permissible Requests by Covered Entity

Covered Entity shall not request Business Associate to use or disclose Protected Health Information in any manner that would not be permissible under the Privacy Rule if done by Covered Entity.

Term and Termination

- a. Term. The Term of these provisions shall be concurrent with the term of the Contract, and shall terminate when all of the Protected Health Information provided by Covered Entity to Business Associate, or created or received by Business Associate on behalf of Covered Entity, is destroyed or returned to Covered Entity, or, if it is infeasible to return or destroy Protected Health Information, protections are extended to such information, in accordance with the termination provisions in this Section.

- b. Termination for Cause. Upon Covered Entity's knowledge of a material breach by Business Associate, Covered Entity shall either:
 - a. Provide an opportunity for Business Associate to cure the breach or end the violation and terminate this Contract if Business Associate does not cure the breach or end the violation within the time specified by Covered Entity;
 - b. Immediately terminate this Contract if Business Associate has breached a material term of this Contract and cure is not possible; or
 - c. If neither termination nor cure are feasible, Covered Entity shall report the violation to the Secretary.
- c. Effect of Termination.
 - a. Except as provided in paragraph (2) of this section, upon termination of this Contract, for any reason, Business Associate shall return or destroy all Protected Health Information received from Covered Entity, or created or received by Business Associate on behalf of Covered Entity. This provision shall apply to Protected Health Information that is in the possession of subcontractors or agents of Business Associate. Business Associate shall retain no copies of the Protected Health Information.
 - b. In the event that Business Associate determines that returning or destroying the Protected Health Information is infeasible, Business Associate shall provide to Covered Entity notification of the conditions that make return or destruction infeasible. Upon determination that return or destruction of Protected Health Information is infeasible, Business Associate shall extend the protections of this Contract to such Protected Health Information and limit further uses and disclosures of such Protected Health Information to those purposes that make the return or destruction infeasible, for so long as Business Associate maintains such Protected Health Information.

Reservation of Right to Monitor Activities.

Covered Entity reserves the right to monitor the security policies and procedures of Business Associate.

**Specific Provisions for Use and Disclosures by Business Associate of PHI
Subject to 42 CFR Part 2.**

- (a) Covered Entity operates a program for treatment of alcohol or drug abuse, receives federal financial assistance in the operation of that program, and is required to comply with 42 CFR Part 2 pertaining to use and disclosure of patient information and patient records.
- (b) Business Associate is a "Qualified Service Organization" as that term is defined at 42 CFR 2.11.
- (c) Business Associate acknowledges that it will have access to records that are covered by 42 CFR Part 2. Business Associate agrees that it is fully bound by the provisions of 42 CFR Part 2, and will only use and disclose protected health information as permitted by those regulations. Business Associate will, if necessary, resist in judicial proceedings any effort to obtain access to patient records not permitted by 42

CFR Part 2.

Miscellaneous

- a. Regulatory References. A reference in this Contract to a section in the Privacy Rule means the section as in effect or as amended.
- b. Amendment. The Parties agree to take such action as is necessary to amend this Contract from time to time as is necessary for Covered Entity to comply with the requirements of the Privacy Rule and the Health Insurance Portability and Accountability Act of 1996, Pub. L. No. 104-191.
- c. Interpretation. Any ambiguity in this Contract shall be resolved to permit Covered Entity to comply with the Privacy Rule.

Exhibit D

RESOLUTION NO. 2020-071

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
AUTHORIZING RECEIPT OF MENTAL HEALTH STUDENT SERVICES ACT GRANT FUNDS**

WHEREAS, Mental Health Services Oversight and Accountability Commission ("MHSOAC") released a Request for Applications ("RFA") on December 12, 2019 to provide local assistance funds to expand mental health crisis services for children and youth; and

WHEREAS, Trinity County Behavioral Health Services was eligible to apply for and submitted an application as described in the RFA; and

WHEREAS, Trinity County Behavioral Health Services partnered with Trinity County Office of Education to submit an application by the due date of June 12, 2020; and

WHEREAS, Trinity County Behavioral Health Services was awarded a grant in the amount of \$2,492,684 for the period of time covering October 1, 2020 through September 30, 2024; and

WHEREAS, MHSOAC has offered Agreement Number 19MHSOAC081 ("Agreement") to Trinity County Behavioral Health Services;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity accepts the award made in the amount of \$2,492,684 provided under Agreement number 19MHSOAC081;

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of Trinity accepts the terms and conditions of the Agreement

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of Trinity authorizes the Director of Behavioral Health Services to sign and submit the Agreement and all required amendments, MHSOAC forms, certifications, and reports

BE IT FURTHER RESOLVED, that the Board of Supervisors of the County of Trinity certifies that all uses of funds will be in compliance with MHSOAC guidelines and agreement provisions.

DULY PASSED AND ADOPTED this 15th day of September, 2020 by the Board of Supervisors of the County of Trinity by motion, second (Morris/Fenley), and the following vote:

AYES:	Supervisors Fenley, Morris, Groves, Brown and Chadwick
NOES:	None
ABSENT:	None
ABSTAIN:	None
RECUSE:	None



BOBBI CHADWICK, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D.
Clerk of the Board of Supervisors


By: 
Deputy

Exhibit E

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES STANDARD AGREEMENT STD 213 (Rev. 03/2019)		AGREEMENT NUMBER 19MHSOAC081	PURCHASING AUTHORITY NUMBER (If Applicable)	
1. This Agreement is entered into between the Contracting Agency and the Contractor named below:				
CONTRACTING AGENCY NAME Mental Health Services Oversight and Accountability Commission				
CONTRACTOR NAME Trinity County Behavioral Health Services				
2. The term of this Agreement is:				
START DATE October 1, 2020				
THROUGH END DATE September 30, 2024				
3. The maximum amount of this Agreement is: \$2,492,684.00 Two million four hundred ninety two thousand six hundred eighty four dollars and no cents				
4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.				
EXHIBITS	TITLE			PAGES
Exhibit A	Scope of Work			5
Exhibit B	Budget Detail and Payment Provisions			2
Attachment B-1	Grant Award Claim Form			1
Attachment B-2	Budget Worksheet			2
Exhibit C	General Terms and Conditions			4
Exhibit D	Special Terms and Conditions			9
Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto. These documents can be viewed at https://www.dgs.ca.gov/OLSR/Resouces				
IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.				
CONTRACTOR				
CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.) Grantee: Trinity County Behavioral Health Services				
CONTRACTOR BUSINESS ADDRESS 1450 Main Street		CITY Weaverville	STATE CA	ZIP 96093
PRINTED NAME OF PERSON SIGNING Connie Cessna-Smith		TITLE Director		
CONTRACTOR AUTHORIZED SIGNATURE Connie Cessna-Smith		DATE SIGNED		

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES STANDARD AGREEMENT STD 213 (Rev. 03/2019)		AGREEMENT NUMBER 19MHSOAC081	PURCHASING AUTHORITY NUMBER (If Applicable)	
STATE OF CALIFORNIA				
CONTRACTING AGENCY NAME Mental Health Services Oversight and Accountability Commission				
CONTRACTING AGENCY ADDRESS 1325 J Street, Suite 1700		CITY Sacramento	STATE CA	ZIP 95624
PRINTED NAME OF PERSON SIGNING Toby Ewing		TITLE Executive Director		
CONTRACTING AGENCY AUTHORIZED SIGNATURE		DATE SIGNED 9/28/20		
CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL		EXEMPTION (If Applicable) WIC 5897(f)		

EXHIBIT A
SCOPE OF WORK

1. Abstract/Summary
 - A. This grant is awarded pursuant to the Mental Health Student Services Act of 2019. TRINITY COUNTY BEHAVIORAL HEALTH SERVICES, hereafter referred to as “Grantee,” agrees to hire personnel or peer support to enhance an existing county partnership with school-based programs, to expand access to mental health services for children and youth, including campus-based mental health services, and to facilitate linkage and access to ongoing and sustained services.
 - B. The Mental Health Student Services Act of 2019 (MHSSA) grants are to be used to provide support services that address the following goals:
 - 1) Preventing mental illnesses from becoming severe and disabling
 - 2) Improving timely access to services for underserved populations
 - 3) Providing outreach to families, employers, primary care health care providers, and others to recognize the early signs of potentially severe and disabling mental illnesses
 - 4) Reducing the stigma associated with the diagnosis of a mental illness or seeking mental health services
 - 5) Reducing discrimination against people with mental illness
 - 6) Preventing negative outcomes in the targeted population, including, but not limited to:
 - a) Suicide and attempted suicide
 - b) Incarceration
 - c) School failure or dropout
 - d) Unemployment
 - e) Prolonged suffering
 - f) Homelessness
 - g) Removal of children from their homes
 - h) Involuntary mental health detentions
2. Detailed Scope of Work

- A. The scope of work for this Agreement is contained in the Grant Application submitted by the Grantee (Grantee's Application) in response to the Mental Health Services Oversight and Accountability Commission's (Commission) Request for Applications, MHSSA_001 Addendum 2 (hereinafter, "RFA"). Grantee's Application is incorporated by reference and made part of this Agreement as if attached hereto.

3. **Contacts**

- A. Direct all inquiries regarding this Agreement to the representatives listed in the charts below. Representatives may be changed by written notice to the other party. Such notice shall be given within 30 days of the change.

State Agency: Mental Health Services Oversight and Accountability Commission	Grantee: Trinity County Behavioral Health Services
Name/Title: Cheryl Ward Health Program Specialist I	Name/Title: Connie Cessna-Smith Director
Phone: (916) 327-1944	Phone: (530) 260-1015
Fax: (916) 445-4927	Fax: (530) 623-1447
Email: Cheryl.Ward@mhsoac.ca.gov	Email: csmith@trinitycounty-ca.gov

Direct all administrative inquiries to:

State Agency: Mental Health Services Oversight and Accountability Commission	Grantee: Trinity County Behavioral Health Services
Section/Unit: Administrative Services	Section/Unit: Business Services
Attention: Richard Thut	Attention: Brian Marshall-Winks Deputy Director Business Services
Address: 1325 J Street, Suite 1700 Sacramento, CA 95814	Address: 1450 Main Street PO Box 1640 Weaverville, CA 96093
Phone: (916) 445-8798	Phone: (530) 623-1966
Fax: (916) 445-4927	Fax: (530) 623-1447
Email: Richard.Thut@mhsoac.ca.gov	Email: bmarshall-winks@trinitycounty-ca.gov

4. **Grant Cycle** (see *RFA, Section V.C.*)

- A. This Agreement is for a four-year grant cycle, with funds allocated in quarterly installments.
- B. Funding is based on the Grantee's compliance with the RFA requirements as submitted through Grantee's Application.
- C. Grantee shall participate in monthly check-in meetings with Commission staff either inperson, by phone or some other agreed upon arrangement. The intent is for the Grantee to provide a status on their program including, but not limited to, reporting requirements, hiring, spending, schedule, and any other relevant issues.
- D. The Commission may withhold funds from Grantee if the Grantee fails to meet the reporting requirements, falls behind schedule, has unexpended funds, or modifies the scope of the program. If Grantee finds itself in this position, the Grantee shall immediately contact the Commission and provide a mitigation plan to address the contractual program deficiency. The Commission may withhold funds until an agreed upon mitigation plan is presented and accepted by the Commission.

5. **Allowable Costs** (See *RFA, Section V.E.*)

- A. Grant funds must be used as proposed in the Grantee's Application and approved by the Commission as follows:
 - 1) Allowable costs include:
 - a) Personnel and/or peer support
 - b) At least 90 percent of the personnel costs must be for personnel who are dedicated to delivering services.
 - c) The amount budgeted for administration costs shall not exceed 15 percent of the total budget grant amount, annually, and includes any administrative costs associated with contracted personnel.
 - d) Program costs include, but are not limited to training, technology (e.g., telehealth), facilities improvements, and transportation.
 - e) Funds may also be used to facilitate linkages and access to ongoing and sustained services, including:
 - i. Services provided on school campuses
 - ii. Suicide prevention services
 - iii. Drop-out prevention services
 - iv. Outreach to high-risk youth and young adults, including, but not limited to, foster youth, youth who identify as lesbian, gay, bisexual,

transgender, or queer, and youth who have been expelled or suspended from school

v.Placement assistance and development of a service plan that can be sustained over time for students in need of ongoing services

f) Funds may also be used to provide other prevention, early intervention, and direct services, including, but not limited to, hiring qualified mental health personnel, professional development for school staff on trauma-informed and evidence-based mental health practices, and other strategies that respond to the mental health needs of children and youth, as determined by the Commission.

2) Grant funds may be used to supplement, but not supplant existing financial and resource commitments of the county, city, or multi-county mental health or behavioral health departments, or a consortium of those entities, or educational entities that receive a grant.

3) Grant funds cannot be transferred to any other program account for specific purposes other than the stated purpose of this grant.

6. Evaluation (See RFA, Section VIII.)

A. Grantee shall employ staff through the grant for MHSSA data gathering, submission of relevant data, and submission of program implementation and summary program evaluations to the Commission. Grantee shall evaluate its MHSSA funded program.

B. Evaluation activities are intended to provide counties and the Commission with data related to program impact and individual experience, and to demonstrate program effectiveness throughout the grant cycle. It is intended that the results from the local evaluations by the grantees will yield best practices for school-based mental health partnerships, number of students served, demographics, data on linkage to ongoing mental health services, and comparison data on negative outcomes of untreated mental health conditions e.g. suicide, school failure, and out of home placement.

C. Grantee shall collect relevant person identified-level data. If requested, Grantee shall provide access to the Commission to all relevant person identified-level data collected and maintained by the Grantee. Grantee shall ensure that county partners grant access to the Commission to all relevant person identified-level data.

7. Reporting (See RFA, Section IX.)

A. Grantee shall provide information to the Commission on a quarterly basis within 30 days after the end of each reporting period. The Commission may modify the

reporting date to better fit in with the Grantee's normal month-end financial cycle. The Grantee shall submit the following reports:

1) Hiring Report

The Hiring Report shall include the following:

- a) List each type of personnel hired by the county and/or hired as a contractor (e.g., peers, social workers, nurses, clinicians, mental health workers, etc.). Identify which staff are county staff and which are contract.
- b) List of personnel at service locations/points of access (e.g., school sites). Access point location and addresses must be identified. If an address is not possible, clearly identify the area in which the access point(s) will be (i.e., provide detailed description).

2) Evaluation Data

Grantee shall provide to the Commission data based on the specifications and timelines defined by the Commission. 3) Expenditure Information

Grantee shall report all Grant expenditure information in the Annual Fiscal Report within 30 days of the end of the grant year. Grantee shall remit to the Commission all unexpended grant funds at the end of the contract term.

8. **Program Communications** (See RFA, Section VII.E.v.)

Grantee shall increase awareness of and access and linkage to mental health services for students and their families and provide related information on the partnership website(s).

9. **Amendments**

This Agreement may be amended upon mutual consent of the parties. All amendments must be in writing and fully executed by authorized representatives of each party.

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

Invoicing and Payment

- a) The amount payable by the Commission to the Grantee is specified in Section 4, Payment Schedule.
- b) Grant Award Claim Form (Attachment B-1) shall be submitted no later than the first week after each quarterly reporting period and is subject to the Commission's review and approval before being paid.
- c) To expedite the processing of the Grant Award Claim Form submitted to the Commission for fund distribution, Grantee shall submit one original and two copies of each Grant Award Claim Form to the Commission Grant Manager at the following address:

Mental Health Services Oversight and Accountability Commission
1325 J Street, Suite 1700
Sacramento, CA 95814

Budget Contingency Clause

- a) It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Grantee or to furnish any other considerations under this Agreement and Grantee shall not be obligated to perform any provisions of this Agreement.
- b) If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an agreement amendment to Grantee to reflect the reduced amount.

- c) If this contract overlaps Federal and State fiscal years, should funds not be appropriated by Congress or approved by the Legislature for the fiscal year(s) following that during which this grant was executed, the State may exercise its option to cancel this grant.
- d) In addition, this grant is subject to any additional restrictions, limitations, or conditions enacted by Congress or the Legislature which may affect the provisions or terms of funding of this grant in any manner.

Budget Detail

The total amount of this Agreement shall not exceed \$2,500,000.00. Payment shall be made in accordance with the payment schedule below. The funds used for this Agreement may be used without regard to fiscal year.

Payment Schedule

Grantee was approved for a grant cycle that covers four grant years (see Attachment B2 – Budget Worksheet for approved funding amounts), with funds allocated annually at the beginning of each grant year. Payment will be made quarterly and the total amount of payments made in any grant year is to not exceed the amount stated below. For each grant year Grantee may not exceed the total funds allocated for that grant year.

Grant Year Distribution	Grant Funding
Grant Year 1	\$ 358,654.00
Grant Year 2	\$ 662,722.00
Grant Year 3	\$ 718,401.00
Grant year 4	\$ 752,907.00
Grant Total	\$ 2,492,684.00

State of California
Mental Health Services Oversight and
Accountability Commission (Commission)

TRINITY COUNTY BEHAVIORAL HEALTH SERVICES
Agreement #19MHSOAC081
Exhibit B-1 Grant Award Claim Form

ATTACHMENT B-1
Mental Health Student Services Act of 2019 (MHSSA)
GRANT AWARD CLAIM FORM

To: Mental Health Services
Oversight and Accountability Commission

1325 J Street, Suite 1700

Sacramento, CA 95814

Attn: Accounting Office

Check One **Check One**
Year 1 ☐ Quarter 1 ☐
Year 2 ☐ Quarter 2 ☐
Year 3 ☐ Quarter 3 ☐
Year 4 ☐ Quarter 4 ☐

From:

Contract No.

Mailing Address:

Costs	A	B	C	D	
	Budget Amount	Beginning Balance	Adjustments	Current Expense	Ending Balance
Personnel					
Administration					

<div style="display: flex; align-items: center;"> <div style="flex: 1;">Total Allowable Costs</div> <div style="border: 1px solid black; width: 150px; height: 30px; margin-left: 10px;"></div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>MHSOAC USE ONLY</p> <p>I hereby certify that all services and required reports have been received pursuant to the contract/grant.</p> <p>X _____</p> <p>Signature Program Coordinator DATE</p> <p>_____ Name of Signatory</p> </div> <div style="width: 50%;"> <p>FOR GRANTEE'S USE –Use blue ink</p> <p>I CERTIFY that I am a duly appointed and acting officer of the herein named county/lead agency: that the costs being claimed are in all respects true, correct, and in accordance with the grant provisions, and that the funds were expended or obligated during the project year.</p> <p>X _____</p> <p>Signature of Mental Health/Behavioral DATE Health Director or designee/Grant Lead</p> <p>_____ Name of Signatory</p> <p>_____ Title</p> </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> <p>FOR MHSOAC ACCOUNTING USE ONLY</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p>SFY: _____</p> <p>Grant Title: MHSOAC MHSSA Grant MHSA Grant</p> <p>Award: _____</p> <p>PCA: 30118 INDEX: 5500</p> <p>OBJECT CODE: 5432000</p> </div> <div style="width: 65%;"> <p>FY 2019-20 <input type="checkbox"/></p> <p>FY 2020-21 <input type="checkbox"/></p> <p>FY 2021-22 <input type="checkbox"/></p> <p>FY 2022-23 <input type="checkbox"/></p> </div> </div> </div> <div style="width: 38%;"> <p>GRANTEE'S CONTACT INFORMATION</p> <p>_____ Contact Person (Print)</p> <p>_____ Phone</p> </div> </div>	

ATTACHMENT B-2 BUDGET WORKSHEET

(Whole Dollars)						
Applicant:						
(1) Hire Staff (list individual role/classification) (add rows as needed)	(2) Hiring Month	(3) GY 1	(4) GY 2	(5) GY 3	(6) GY 4	(7) Total All GYs
Subtotal - (8) Personnel Services Salaries						
Add: (9) Personnel Services Benefits						
(10) Total Personnel Services						
(11) Hire Contractors or other non-staff (if applicable, list individual role/classification) (Add rows as needed)	(12) Hiring Month	(13) GY 1	(14) GY 2	(15) GY 3	(16) GY 4	(17) Total All GYs
Program Director	July	75,000	75,000	75,000	75,000	300,000
Program Administrative Assistant	March	5,081	20,325	20,325	20,325	66,056
Mental Health Wellness Support Team Coordinator	January	37,957	75,914	75,914	75,914	265,699
Trinity County/CHYBA School Social Worker/Clinician	January	34,507	69,013	69,013	69,013	241,546
Southern Trinity County School Social Worker/Clinician	January			34,507	69,013	103,520
Burnt Ranch School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Coffee Creek/Trinity Center School liaison/counseling technician	March	5,338	21,351	21,351	21,351	69,571
Douglas City School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Mountain Valley School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Mountain Valley School liaison/counseling technician	March	5,338	21,351	21,351	21,351	69,391
Southern Trinity School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Junction City School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Lewiston School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
R.T.S.E. Academy School liaison/counseling technician	March	5,338	21,351	21,351	21,351	69,391
Trinity High School School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Trinity High School School liaison/counseling technician	March	2,669	10,675	10,675	10,675	34,694
Weaverville Elementary School liaison/counseling technician	March	5,338	21,351	21,351	21,351	69,391
Modoc High School School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Alturas Elementary/Modoc Middle School liaison/counseling technician	January		10,675	21,351	21,351	53,377
Surprise Valley School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Tulelake High School School liaison/counseling technician	January	10,675	21,351	21,351	21,351	74,728
Tulelake Elementary School School liaison/counseling technician	January		10,675	21,351	21,351	53,377
CHYBA School liaison/counseling technician	March	5,338	21,351	21,351	21,351	69,391
(18) Total Contracted Services		288,654	592,722	648,401	682,907	2,212,684

Applicant:

Medium population designation:	\$600,000	(\$1,200,000 grant x 50%)
Large population designation:	\$900,000	(\$6,000,000 grant x 15%)

GTC 04/2017

EXHIBIT C

GENERAL TERMS AND CONDITIONS

1. **APPROVAL**: This Contract is of no force or effect until signed by both parties and approved by the Department of General Services, if required. Contractor may not commence performance until such approval has been obtained.
2. **AMENDMENT**: No amendment or variation of the terms of this Contract shall be valid unless made in writing, signed by the parties and approved as required. No oral understanding or Contract not incorporated in the Agreement is binding on any of the parties.
3. **ASSIGNMENT**: This Contract is not assignable by the Contractor, either in whole or in part, without the consent of the State in the form of a formal written amendment.
4. **AUDIT**: Contractor agrees that the awarding department, the Department of General Services, the Bureau of State Audits, or their designated representative shall have the right to review and to copy any records and supporting documentation pertaining to the performance of this Contract. Contractor agrees to maintain such records for possible audit for a minimum of three (3) years after final payment, unless a longer period of records retention is stipulated. Contractor agrees to allow the auditor(s) access to such records during normal business hours and to allow interviews of any employees who might reasonably have information related to such records. Further, Contractor agrees to include a similar right of the State to audit records and interview staff in any subcontract related to performance of this Contract. (Gov. Code §8546.7, Pub. Contract Code §10115 et seq., CCR Title 2, Section 1896).
5. **INDEMNIFICATION**: Contractor agrees to indemnify, defend and save harmless the State, its officers, agents and employees from any and all claims and losses accruing or resulting to any and all contractors, subcontractors, suppliers, laborers, and any other person, firm or corporation furnishing or supplying work services, materials, or supplies in connection with the performance of this Contract, and from any and all claims and losses accruing or resulting to any person, firm or corporation who may be injured or damaged by Contractor in the performance of this Contract.
6. **DISPUTES**: Contractor shall continue with the responsibilities under this Contract during any dispute.
7. **TERMINATION FOR CAUSE**: The State may terminate this Contract and be relieved of any payments should the Contractor fail to perform the requirements of this Contract at the

time and in the manner herein provided. In the event of such termination the State may proceed with the work in any manner deemed proper by the State. All costs to the State shall be deducted from any sum due the Contractor under this Contract and the balance, if any, shall be paid to the Contractor upon demand.

8. INDEPENDENT CONTRACTOR: Contractor, and the agents and employees of Contractor, in the performance of this Contract, shall act in an independent capacity and not as officers or employees or agents of the State.

9. RECYCLING CERTIFICATION: The Contractor shall certify in writing under penalty of perjury, the minimum, if not exact, percentage of post-consumer material as defined in the Public Contract Code Section 12200, in products, materials, goods, or supplies offered or sold to the State regardless of whether the product meets the requirements of Public Contract Code Section 12209. With respect to printer or duplication cartridges that comply with the requirements of Section 12156(e), the certification required by this subdivision shall specify that the cartridges so comply (Pub. Contract Code §12205).

10. NON-DISCRIMINATION CLAUSE: During the performance of this Contract, Contractor and its subcontractors shall not deny the contract's benefits to any person on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, nor shall they discriminate unlawfully against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. Contractor shall insure that the evaluation and treatment of employees and applicants for employment are free of such discrimination. Contractor and subcontractors shall comply with the provisions of the Fair Employment and Housing Act (Gov. Code §12900 et seq.), the regulations promulgated thereunder (Cal. Code Regs., tit. 2, §11000 et seq.), the provisions of Article 9.5, Chapter 1, Part 1, Division 3, Title 2 of the Government Code (Gov. Code §§11135-11139.5), and the regulations or standards adopted by the awarding state agency to implement such article. Contractor shall permit access by representatives of the Department of Fair Employment and Housing and the awarding state agency upon reasonable notice at any time during the normal business hours, but in no case less than 24 hours' notice, to such of its books, records, accounts, and all other sources of information and its facilities as said Department or Agency shall require to ascertain compliance with this clause. Contractor and its subcontractors shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other contract. (See Cal. Code Regs., tit. 2, §11105.)

Contractor shall include the nondiscrimination and compliance provisions of this clause in all subcontracts to perform work under the Contract.

11. CERTIFICATION CLAUSES: The CONTRACTOR CERTIFICATION CLAUSES contained in the document CCC 04/2017 are hereby incorporated by reference and made a part of this Contract by this reference as if attached hereto.

12. TIMELINESS: Time is of the essence in this Contract.

13. COMPENSATION: The consideration to be paid Contractor, as provided herein, shall be in compensation for all of Contractor's expenses incurred in the performance hereof, including travel, per diem, and taxes, unless otherwise expressly so provided.

14. GOVERNING LAW: This contract is governed by and shall be interpreted in accordance with the laws of the State of California.

15. ANTITRUST CLAIMS: The Contractor by signing this contract hereby certifies that if these services or goods are obtained by means of a competitive bid, the Contractor shall comply with the requirements of the Government Codes Sections set out below.

a. The Government Code Chapter on Antitrust claims contains the following definitions: 1) "Public purchase" means a purchase by means of competitive bids of goods, services, or materials by the State or any of its political subdivisions or public agencies on whose behalf the Attorney General may bring an action pursuant to subdivision (c) of Section 16750 of the Business and Professions Code.

2) "Public purchasing body" means the State or the subdivision or agency making a public purchase. Government Code Section 4550.

b. In submitting a bid to a public purchasing body, the bidder offers and agrees that if the bid is accepted, it will assign to the purchasing body all rights, title, and interest in and to all causes of

action it may have under Section 4 of the Clayton Act (15 U.S.C. Sec. 15) or under the Cartwright Act (Chapter 2 (commencing with Section 16700) of Part 2 of Division 7 of the Business and Professions Code), arising from purchases of goods, materials, or services by the bidder for sale to the purchasing body pursuant to the bid. Such assignment shall be made and become effective at the time the purchasing body tenders final payment to the bidder.

Government Code Section 4552.

c. If an awarding body or public purchasing body receives, either through judgment or settlement, a monetary recovery for a cause of action assigned under this chapter, the assignor shall be entitled to receive reimbursement for actual legal costs incurred and may, upon demand, recover from the public body any portion of the recovery, including treble damages, attributable to overcharges that were paid by the assignor but were not paid by the public body as part of the bid price, less the expenses incurred in obtaining that portion of the recovery. Government Code Section 4553.

d. Upon demand in writing by the assignor, the assignee shall, within one year from such demand, reassign the cause of action assigned under this part if the assignor has been or may have been injured by the violation of law for which the cause of action arose and (a) the assignee has not been injured thereby, or (b) the assignee declines to file a court action for the cause of action. See Government Code Section 4554.

16. CHILD SUPPORT COMPLIANCE ACT: For any Contract in excess of \$100,000, the contractor acknowledges in accordance with Public Contract Code 7110, that:

a. The contractor recognizes the importance of child and family support obligations and shall fully comply with all applicable state and federal laws relating to child and family support enforcement, including, but not limited to, disclosure of information and compliance with earnings assignment orders, as provided in Chapter 8 (commencing with section 5200) of Part 5 of Division 9 of the Family Code; and

b. The contractor, to the best of its knowledge is fully complying with the earnings assignment orders of all employees and is providing the names of all new employees to the New Hire Registry maintained by the California Employment Development Department.

17. UNENFORCEABLE PROVISION: In the event that any provision of this Contract is unenforceable or held to be unenforceable, then the parties agree that all other provisions of this Contract have force and effect and shall not be affected thereby.

18. PRIORITY HIRING CONSIDERATIONS: If this Contract includes services in excess of \$200,000, the Contractor shall give priority consideration in filling vacancies in positions funded by the Contract to qualified recipients of aid under Welfare and Institutions Code Section 11200 in accordance with Pub. Contract Code §10353.

19. SMALL BUSINESS PARTICIPATION AND DVBE PARTICIPATION REPORTING REQUIREMENTS:

a. If for this Contract Contractor made a commitment to achieve small business participation, then Contractor must within 60 days of receiving final payment under this Contract (or within such other time period as may be specified elsewhere in this Contract) report to the awarding department the actual percentage of small business participation that was achieved. (Govt. Code § 14841.)

b. If for this Contract Contractor made a commitment to achieve disabled veteran business enterprise (DVBE) participation, then Contractor must within 60 days of receiving final payment under this Contract (or within such other time period as may be specified elsewhere in this Contract) certify in a report to the awarding department: (1) the total amount the prime

Contractor received under the Contract; (2) the name and address of the DVBE(s) that participated in the performance of the Contract; (3) the amount each DVBE received from the prime Contractor; (4) that all payments under the Contract have been made to the DVBE; and (5) the actual percentage of DVBE participation that was achieved. A person or entity that knowingly provides false information shall be subject to a civil penalty for each violation. (Mil. & Vets. Code § 999.5(d); Govt. Code § 14841.)

20. LOSS LEADER: If this contract involves the furnishing of equipment, materials, or supplies then the following statement is incorporated: It is unlawful for any person engaged in business within this state to sell or use any article or product as a “loss leader” as defined in Section 17030 of the Business and Professions Code. (PCC 10344(e).)

EXHIBIT D – SPECIAL TERMS AND CONDITIONS

1. SUBCONTRACTS

Except for subcontracts identified in the Proposal in accordance with the Request for Proposal, Contractor shall submit any subcontracts which are proposed to be entered into in connection with this Contract to the State Agency (State) for its prior written approval before entering into the same. No work shall be subcontracted without the prior written approval of the State. Upon the termination of any subcontract, State shall be notified immediately. Any subcontract shall include all the terms and conditions of this Contract and its attachments.

2. PUBLICATIONS AND REPORTS

- A. The State reserves the right to use and reproduce all publications, reports, and data produced and delivered pursuant to this Contract. State further reserves the right to authorize others to use or reproduce such materials, provided the author of the report is acknowledged in any such use or reproduction.
- B. If the publication and/or report are prepared by non-employees of the State, and the total cost for such preparation exceeds \$5,000, the publication and/or report shall contain the numbers and dollar amounts of all contracts and subcontracts relating to the preparation of the publication and report in a separate section of the report (Government Code Section 7550).

3. PROGRESS REPORTS

Unless otherwise specified in Exhibit A, if progress reports are required by the Contract, Contractor shall provide a progress report in writing, or orally if approved by the State Contract Manager, at least once a month to the State Contract Manager. This progress report shall include, but not limited to, a statement that the Contractor is or is not on schedule, any pertinent reports, or interim findings. Contractor shall cooperate with and shall be available to meet with the State to discuss any difficulties, or special problems, so that solutions or remedies can be developed as soon as possible.

4. PRESENTATION

Upon request, Contractor shall meet with the State to present any findings, conclusions, and recommendations required by the Contract for approval. If set forth in the Contract, Contractor shall submit a comprehensive final report for approval. Both the

final meeting and the final report shall be completed on or before the date indicated in the Contract.

5. MENTAL HEALTH SERVICES OVERSIGHT AND ACCOUNTABILITY COMMISSION STAFF

Mental Health Services Oversight and Accountability Commission staff shall be permitted to work side by side with Contractor's staff to the extent and under conditions as directed by the State Contract Manager. In this connection, Mental Health Services Oversight and Accountability Commission staff shall be given access to all data, working papers, etc., which Contractor seeks to utilize.

6. CONFIDENTIALITY OF DATA AND DOCUMENTS

- A. Contractor shall not disclose data or documents or disseminate the contents of the final or any preliminary report without written permission of the State Contract Manager. However, all public entities shall comply with California Public Records Act (Government Code Sections 6250 et seq.) and the Freedom of Information Act (Title 5 of the United States Code Section 552), as applicable.
- B. Permission to disclose information or documents on one occasion shall not authorize Contractor to further disclose such information or documents on any other occasions except as otherwise provided in the Contract or required by law.
- C. Contractor shall not comment publicly to the press or any other media regarding the data or documents generated, collected, or produced in connection with this contract, or the State's actions on the same, except to the Mental Health Services Oversight and Accountability Commission staff, Contractor's own personnel involved in the performance of this Contract, or as required by law.
- D. If requested by State, Contractor shall require each of its employees or officers who will be involved in the performance of this Contract to agree to the above terms in a form to be approved by State and shall supply State with evidence thereof.
- E. Each subcontract shall contain the foregoing provisions related to the confidentiality of data and nondisclosure.
- F. After any data or documents submitted has become a part of the public records of the State, Contractor may at its own expense and upon written approval by the State Contract Manager, publish or utilize the same data or documents but shall include the following Notice:

LEGAL NOTICE

This report was prepared as an account of work sponsored by the Mental Health Services Oversight and Accountability Commission (MHSOAC), but does not necessarily represent the views of the MHSOAC or any of its employees except to the extent, if any, that it has formally been approved by the MHSOAC. For

information regarding any such action, communicate directly with the MHSOAC at 1325 J Street, Suite 1700, Sacramento, CA 95814. Neither the MHSOAC nor the

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State of California, nor any officer or employee thereof, or any of its contractors or subcontractors makes any warranty, express or implied, or assumes any legal liability whatsoever for the contents of this document. Nor does any party represent that use of the data contained herein, would not infringe upon privately owned rights without obtaining permission or authorization from any party who has any rights in connection with the data.

7. PROVISIONS RELATING TO DATA

- A. "Data" as used in this Contract means recorded information, regardless of form or characteristics, of a scientific or technical nature. It may, for example, document research, experimental, developmental or engineering work; or be usable or be used to define a design or process; or support a premise or conclusion asserted in any deliverable document called for by this Contract. The data may be graphic or pictorial delineations in media, such as drawings or photographs, charts, tables, mathematical modes, collections or extrapolations of data or information, etc. It may be in machine form, as punched cards, magnetic tape, computer printouts, or may be retained in computer memory.
- B. "Generated data" is that data, which a Contractor has collected, collated, recorded, deduced, read out or postulated for utilization in the performance of this Contract. Any electronic data processing program, model or software system developed or substantially modified by the Contractor in the performance of this Contract at State expense, together with complete documentation thereof, shall be treated in the same manner as generated data.
- C. "Deliverable data" is that data which under terms of this Contract is required to be delivered to the State. Such data shall be property of the State.
- D. Prior to the expiration of any legally required retention period and before destroying any data, Contractor shall notify the State of any such contemplated action; and State may within 30 days of said notification determine whether or not this data shall be further preserved. The State shall pay the expense of further preserving this data. State shall have unrestricted reasonable access to the data that is preserved in accordance with this Contract.
- E. Contractor shall use best efforts to furnish competent witnesses or to identify such competent witnesses to testify in any court of law regarding data used in or generated under the performance of this Contract.

8. APPROVAL OF PRODUCT

Unless otherwise specified in Exhibit A, each product to be approved under this Contract shall be approved by the Contract Manager. The State's determination as to satisfactory work shall be final absent fraud or mistake.

9. SUBSTITUTIONS

Contractor's key personnel as indicated in its Proposal may not be substituted without Contract Manager's prior written approval.

10. NOTICE

Notice to either party shall be given by first class mail properly addressed, postage fully prepaid, to the address listed in Exhibit A for each respective party. Such notice shall be effective when received as indicated by post office records or if deemed undeliverable by post office, such notice shall be effective nevertheless 15 days after mailing. Alternatively, notice may be given by personal delivery by any means whatsoever to the party, and such notice shall be deemed effective when delivered.

11. WAIVER

No waiver of any breach of this Contract shall be held to be a waiver of any other or subsequent breach. All remedies afforded in this Contract shall be taken and construed as cumulative; that is, in addition to every other remedy provided therein or by law. The failure of State to enforce at any time the provisions of this Contract, or to require at any time performance by the Contractor of any of the provisions, shall in no way be construed to be a waiver of such provisions not to affect the validity of this Contract or the right of State to enforce said provisions.

12. GRATUITIES AND CONTINGENCY FEES

The State, by written notice to the Contractor, may terminate the right of Contractor to proceed under this Contract if it is found, after notice and hearing by the State, that gratuities were offered or given by the Contractor or any agent or representative of the Contractor to any officer or employee of the State with a view toward securing a contract or securing favorable treatment with respect to the awarding, amending, or performing of such contract.

In the event this Contract is terminated as provided in the paragraph above, State shall be entitled (a) to pursue the same remedies against Contractor as it could pursue in the event of the breach of the Contract by the Contractor, and (b) as a predetermined amount of liquidated damages, to exemplary damages in an amount which shall not be less than three times the cost incurred by the Contractor in providing any such gratuities to any such officer or employee.

The rights and remedies of the State provided in this clause shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

The Contractor warrants by execution of this Contract that no person or selling agency has been employed or retained to solicit or secure this Contract for a commission, percentage, brokerage or contingent fee, excepting bona fide employees of Contractor, for the purpose of securing business. For breach or violation of this warranty, the State shall have the right to annul this Contract without liability, paying only for the values of the work actually returned, or in its discretion to deduct from the contract price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

13. WORKERS' COMPENSATION

Contractor hereby warrants that it carries and shall maintain in full force and effect during the full term of this contract and any extensions to said term, sufficient and adequate Worker's Compensation Insurance for all of its employees who shall be engaged in the performance of this Contract and agrees to furnish to State satisfactory evidence thereof at any time the State may request the same.

14. CONTRACT IS COMPLETE

Other than as specified herein, no document or communication passing between the parties hereto shall be deemed a part of this Contract.

15. CAPTIONS

The clause headings appearing in this Contract have been inserted for the purpose of convenience and ready reference. They do not purport to and shall not be deemed to define, limit or extend the scope or intent of the clauses to which they pertain.

16. PUBLIC HEARINGS

If public hearings on the subject matter dealt with in this Contract are held within one year from the contract expiration date, Contractor shall make available to testify the personnel assigned to this Contract at the hourly rates specified in the Contractor's proposed budget. State shall reimburse Contractor for travel of said personnel at the contract rates for such testimony as may be requested by State.

17. FORCE MAJEURE

Neither the State nor the Contractor shall be deemed to be in default in the performance of the terms of this Contract if either party is prevented from performing the terms of this Contract by causes beyond its control, including without being limited to: acts of God; interference, rulings or decision by municipal, Federal, State or other governmental

agencies, boards or commissions; any laws and/or regulations of such municipal, State, Federal, or other governmental bodies; or any catastrophe resulting from flood, fire, explosion, or other causes beyond the control of the defaulting party. If any of the stated contingencies occur, the party delayed by force majeure shall immediately give the other party written notice of the cause of delay. The party delayed by force majeure shall use reasonable diligence to correct the cause of the delay, if correctable.

18. PERMITS AND LICENSES

The Contractor shall procure and keep in full force and effect during the term of this Contract all permits, registrations and licenses necessary to accomplish the work specified in this Contract and give all notices necessary and incident to the lawful prosecution of the work.

The Contractor shall keep informed of, observe, comply with, and cause all of its agents and employees to observe and to comply with all prevailing Federal, State, and local laws, and rules and regulations made pursuant to said Federal, State, and local laws, which in any way affect the conduct of the work of this Contract. If any conflict arises between provisions of the plans and specifications of this Contract and any such law above referred to, then the Contractor shall immediately notify the State in writing.

19. LITIGATION

The State, promptly after receiving notice thereof, shall notify the Contractor in writing of the commencement of any claim, suit, or action against the State or its officers or employees for which the Contractor must provide indemnification under this Contract.

**AMENDMENT NO. 2
TO
STANDARD FORM PERSONAL SERVICES CONTRACT
(NO. 20-176)
BETWEEN
THE COUNTY OF TRINITY
AND
TRINITY COUNTY OFFICE OF EDUCATION**

WHEREAS, a Contract was entered into the 3rd day of November, 2020 and amended the 26th day of August, 2021 ("Contract") by and between the COUNTY OF TRINITY ("County"), and **TRINITY COUNTY OFFICE OF EDUCATION** ("Contractor"), to perform the duties outlined in the Mental Health Student Services Act of 2019 to enhance an existing County Partnership with school based programs, expand access to mental health services and to facilitate linkage and access to ongoing sustained services; and

WHEREAS, the Contract provides for a termination date of September 30th, 2024; and

WHEREAS, the parties wish to:

1. Amend IV Term of Contract; and
2. Amend V Contract Performance Time; and
3. Amend VII Maximum Cost to the County; and
4. Amend Exhibit B, Compensation or Fees to be Paid to Contractor; and
5. Amend Exhibit E, Agreement #19MHSOAC081, Scope of Work; and
6. Amend Exhibit E, Agreement #19MHSOAC081, Budget Detail and Payment Provisions.

WHEREAS, the Contract provides for amendments;

NOW, THEREFORE, the parties hereto agree to the following:

1. Amend IV Term of Contract to delete the termination date of "September 30, 2024" and replace it with "December 31, 2026".
2. Amend V Contract Performance Time to delete the date "September 30, 2024" and replace it with "December 31, 2026".

3. Amend VII Maximum Cost to County to increase the maximum sum from \$2,500,000 to \$2,945,830.00.
4. Amend Exhibit B, Compensation or Fees to be Paid to Contractor, to replace the Agreement Funding Table. A Revised Exhibit B is attached.
5. Amend Exhibit E, Agreement #19MHSC081 to attach an updated Exhibit A: Scope of Work which updates Contact Information and extends the Grant Cycle. The updated Exhibit A is attached.
6. Amend Exhibit E, Agreement #19MHSC081 to attach an updated Exhibit B: Budget Detail and Payment Provisions which updates Contact Information, increases the total amount of the Agreement, and makes changes to the Payment Schedule. The updated Exhibit B is attached.

In all other respects, the terms of the Contract are affirmed.

[signature page to follow]

IN WITNESS WHEREOF, the parties hereby have caused this Amendment No. 2 to be executed on this 20th day of February, 2024.

COUNTY OF TRINITY:

CONTRACTOR:

By: _____

By: _____

Ric Leutwyler, Chairman

Name: _____

Trinity County Board of Supervisors

Title: _____

Date: _____

Date: _____

Approved as to form:

Risk Management Approval

By: _____

By: _____

Margaret E. Long

Laila Cassis, Director

County Counsel

Human Resources/Risk Management

REVISED EXHIBIT B

COMPENSATION OR FEES TO BE PAID TO CONTRACTOR

AGREEMENT YEAR DISTRIBUTION	AGREEMENT FUNDING
AGREEMENT YEAR 1	\$358,654.00
AGREEMENT YEAR 2	\$662,722.00
AGREEMENT YEAR 3	\$800,409.00
AGREEMENT YEAR 4	\$839,016.00
AGREEMENT YEAR 5	\$90,414.00
AGREEMENT YEAR 6	\$94,935.00
AGREEMENT YEAR 7	\$99,680.00
AGREEMENT TOTAL	\$2,945,830.00

Payment will be made quarterly, after funding is received from the State. Total amount of payments made each fiscal year will not exceed the amount stated above. County will keep their administration portion as outlined in attachment B-2 of the Agreement #19MHSOAC081 between Trinity County Behavioral Health and the State of California Mental Health Services Oversight and Accountability Commission

EXHIBIT A SCOPE OF WORK

1. Abstract/Summary

- A. This grant is awarded pursuant to the Mental Health Student Services Act of 2019. TRINITY COUNTY BEHAVIORAL HEALTH SERVICES, hereafter referred to as “Grantee,” agrees to hire personnel or peer support to enhance an existing county partnership with school-based programs, to expand access to mental health services for children and youth, including campus-based mental health services, and to facilitate linkage and access to ongoing and sustained services.
- B. The Mental Health Student Services Act of 2019 (MHSSA) grants are to be used to provide support services that address the following goals:
 - 1) Preventing mental illnesses from becoming severe and disabling
 - 2) Improving timely access to services for underserved populations
 - 3) Providing outreach to families, employers, primary care health care providers, and others to recognize the early signs of potentially severe and disabling mental illnesses
 - 4) Reducing the stigma associated with the diagnosis of a mental illness or seeking mental health services
 - 5) Reducing discrimination against people with mental illness
 - 6) Preventing negative outcomes in the targeted population, including, but not limited to:
 - a) Suicide and attempted suicide
 - b) Incarceration
 - c) School failure or dropout
 - d) Unemployment
 - e) Prolonged suffering
 - f) Homelessness
 - g) Removal of children from their homes
 - h) Involuntary mental health detentions

2. Detailed Scope of Work

- A. The scope of work for this Agreement is contained in the Grant Application submitted by the Grantee (Grantee’s Application) in response to the Mental Health Services Oversight and Accountability Commission’s (Commission) Request for Applications, MHSSA_001 Addendum 2 (hereinafter, “RFA”) **and Request for Applications, MHSSA_003 Addendum 2 (hereinafter, “RFA3”)** as revised by this amendment. Grantee’s Application is incorporated by reference and made part of this Agreement as if attached hereto.

3. Contacts

- A. Direct all inquiries regarding this Agreement to the representatives listed in the charts below. Representatives may be changed by written notice to the other party. Such notice shall be given within 30 days of the change.

State Agency: Mental Health Services Oversight and Accountability Commission	Grantee: Trinity County Behavioral Health Services
Name/Title: Cheryl Ward Nai Saechao Health Program Specialist I	Name/Title: Connie Cessna-Smith Director
Phone: (916) 445-8727 244-1345	Phone: (530) 260-1015
Fax: (916) 445-4927 623-4687	Fax: (530) 623-1447
Email: Cheryl.Ward@mhsoac.ca.gov Nai.Saechao@mhsoac.ca.gov	Email: csmith@trinitycounty-ca.gov

Direct all administrative inquiries to:

State Agency: Mental Health Services Oversight and Accountability Commission	Grantee: Trinity County Behavioral Health Services
Section/Unit: Administrative Services	Section/Unit: Business Services
Attention: Chelsea Yuen, Contract Analyst	Attention: Brian Marshall-Winks Deputy Director Business Services
Address: 1325 J Street, Suite 1700 1812 9th Street Sacramento, CA 95814 95811	Address: 1450 Main Street PO Box 1640 Weaverville, CA 96093
Phone: (916) 445-8696 500-0577	Phone: (530) 623-1966
Fax: (916) 445-4927 623-4687	Fax: (530) 623-1447
Email: Chelsea.Yuen@mhsoac.ca.gov accounting@mhsoac.ca.gov	Email: bmarshall-winks@trinitycounty-ca.gov

4. Grant Cycle (see RFA, Section V.C.)

- A. This Agreement is for a ~~five~~ **seven**-year grant cycle, with funds allocated in quarterly installments.
- B. Funding is based on the Grantee's compliance with the RFA requirements as submitted through Grantee's Application.

- C. Grantee shall participate in monthly check-in meetings with Commission staff either in-person, by phone or some other agreed upon arrangement. The intent is for the Grantee to provide a status on their program including, but not limited to, reporting requirements, hiring, spending, schedule, and any other relevant issues.
- D. The Commission may withhold funds from Grantee if the Grantee fails to meet the reporting requirements, falls behind schedule, has unexpended funds, or modifies the scope of the program. If Grantee finds itself in this position, the Grantee shall immediately contact the Commission and provide a mitigation plan to address the contractual program deficiency. The Commission may withhold funds until an agreed upon mitigation plan is presented and accepted by the Commission.

5. **Allowable Costs** (See *RFA, Section V.E.*)

- A. Grant funds must be used as proposed in the Grantee's Application and approved by the Commission as follows:
 - 1) Allowable costs include:
 - a) Personnel and/or peer support
 - b) At least 90 percent of the personnel costs must be for personnel who are dedicated to delivering services.
 - c) The amount budgeted for administration costs shall not exceed 15 percent of the total budget grant amount, annually, and includes any administrative costs associated with contracted personnel.
 - d) Program costs include, but are not limited to training, technology (e.g., telehealth), facilities improvements, and transportation.
 - e) Funds may also be used to facilitate linkages and access to ongoing and sustained services, including:
 - i. Services provided on school campuses
 - ii. Suicide prevention services
 - iii. Drop-out prevention services
 - iv. Outreach to high-risk youth and young adults, including, but not limited to, foster youth, youth who identify as lesbian, gay, bisexual, transgender, or queer, and youth who have been expelled or suspended from school
 - v. Placement assistance and development of a service plan that can be sustained over time for students in need of ongoing services
 - f) Funds may also be used to provide other prevention, early intervention, and direct services, including, but not limited to, hiring qualified mental health personnel, professional development for school staff on trauma-informed and evidence-based mental health practices, and other strategies that respond to the mental health needs of children and youth, as determined by the Commission.
 - 2) Grant funds may be used to supplement, but not supplant existing financial and resource commitments of the county, city, or multi-county mental health or

behavioral health departments, or a consortium of those entities, or educational entities that receive a grant.

- 3) Grant funds cannot be transferred to any other program account for specific purposes other than the stated purpose of this grant.

6. Evaluation (See RFA, *Section VIII.*)

- A. Grantee shall employ staff through the grant for MHSSA data gathering, submission of relevant data, and submission of program implementation and summary program evaluations to the Commission. Grantee shall evaluate its MHSSA funded program.
- B. Evaluation activities are intended to provide counties and the Commission with data related to program impact and individual experience, and to demonstrate program effectiveness throughout the grant cycle. It is intended that the results from the local evaluations by the grantees will yield best practices for school-based mental health partnerships, number of students served, demographics, data on linkage to ongoing mental health services, and comparison data on negative outcomes of untreated mental health conditions e.g. suicide, school failure, and out of home placement.
- C. Grantee shall collect relevant person identified-level data. If requested, Grantee shall provide access to the Commission to all relevant person identified-level data collected and maintained by the Grantee. Grantee shall ensure that county partners grant access to the Commission to all relevant person identified-level data.

7. Reporting (See RFA, *Section IX.*)

- A. Grantee shall provide information to the Commission on a quarterly basis within 30 days after the end of each reporting period. The Commission may modify the reporting date to better fit in with the Grantee's normal month-end financial cycle. The Grantee shall submit the following reports:

- 1) Hiring Report

The Hiring Report shall include the following:

- a) List each type of personnel hired by the county and/or hired as a contractor (e.g., peers, social workers, nurses, clinicians, mental health workers, etc.). Identify which staff are county staff and which are contract.
- b) List of personnel at service locations/points of access (e.g., school sites). Access point location and addresses must be identified. If an address is not possible, clearly identify the area in which the access point(s) will be (i.e., provide detailed description).

- 2) Evaluation Data

Grantee shall provide to the Commission data based on the specifications and timelines defined by the Commission.

3) Expenditure Information

Grantee shall report all Grant expenditure information in the Annual Fiscal Report within 30 days of the end of the grant year. Grantee shall remit to the Commission all unexpended grant funds at the end of the contract term.

8. **Program Communications** (See RFA, Section VII.E.v.)

Grantee shall increase awareness of and access and linkage to mental health services for students and their families and provide related information on the partnership website(s).

9. **Amendments**

This Agreement may be amended upon mutual consent of the parties. All amendments must be in writing and fully executed by authorized representatives of each party.

EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS

1. Invoicing and Payment

- a) The amount payable by the Commission to the Grantee is specified in Section 4, Payment Schedule.
- b) Grant Award Claim Form (Attachment B-1) shall be submitted no later than the first week after each quarterly reporting period and is subject to the Commission's review and approval before being paid.
- c) To expedite the processing of the Grant Award Claim Form submitted to the Commission for fund distribution, Grantee shall submit one original and two copies of each Grant Award Claim Form to the Commission Grant Manager at the following address:

Mental Health Services Oversight and Accountability Commission
~~1325 J Street, Suite 1700~~ **1812 9th Street**
Sacramento, CA ~~95814~~ **95811**

2. Budget Contingency Clause

- a) It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Grantee or to furnish any other considerations under this Agreement and Grantee shall not be obligated to perform any provisions of this Agreement.
- b) If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an agreement amendment to Grantee to reflect the reduced amount.
- c) If this contract overlaps Federal and State fiscal years, should funds not be appropriated by Congress or approved by the Legislature for the fiscal year(s) following that during which this grant was executed, the State may exercise its option to cancel this grant.

- d) In addition, this grant is subject to any additional restrictions, limitations, or conditions enacted by Congress or the Legislature which may affect the provisions or terms of funding of this grant in any manner.

3. Budget Detail

The total amount of this Agreement shall not exceed ~~\$2,500,000.00~~ **\$2,945,830.00**.
Payment shall be made in accordance with the payment schedule below.

4. Payment Schedule

Grantee was approved for a grant cycle that covers ~~five~~ **seven** grant years (see Attachment B-2 – Budget Worksheet for approved funding amounts ~~for Grant Years 1, 2, 3 and 4~~ **for original grant contract prior to this amendment**), with funds allocated annually at the beginning of each grant year. Payment will be made quarterly, and the total amount of payments made in any grant year is to not exceed the amount stated in the chart below, unless Grantee, with prior written approval from the Commission, moves unspent funds forward to one or more subsequent grant years.

- a) Grantee may move all unspent funds ~~from Grant Year 1~~ forward to one or more subsequent grant years with prior written approval from the Commission.
- b) ~~Grantee may move unspent funds from Grant Years 2 and 3 forward to one or more subsequent grant years with prior written approval from the Commission. The maximum amount allowed to be moved forward from Grant Years 2 and 3 is 20% of the amount listed in the chart below for the specified grant year.~~

Grant Year Distribution	Grant Funding
Grant Year 1	\$ 358,654.00
Grant Year 2	\$ 662,722.00
Grant Year 3	\$ 718,401.00 <u>\$ 800,409.00</u>
Grant Year 4	\$ 752,907.00 <u>\$ 839,016.00</u>
<u>Grant Year 5</u>	<u>\$ 90,414.00</u>
<u>Grant Year 6</u>	<u>\$ 94,935.00</u>
<u>Grant Year 7</u>	<u>\$ 99,680.00</u>
<u>Grant Total</u>	<u>\$ 2,492,684.00 \$2,945,830.00</u>

This grant is approved for a ~~five~~ **seven**-year grant cycle, with funds allocated in quarterly installments. ~~Grant funding for Grant Year 5 is the amount of unspent grant funds available for Grant Year 5 based on the Grantee's Grant Year 4 Annual Fiscal Report. The Grantee will provide the Commission with a Budget Worksheet which reflects the projected budget for Grant Year 5 no later than July 31, 2024. Upon receipt of the Budget Worksheet and approval by the Commission, the Grantee may spend the approved funds in Grant Year 5.~~

State of California
Mental Health Services Oversight and
Accountability Commission (Commission)

TRINITY COUNTY BEHAVIORAL HEALTH SERVICES
Agreement #19MHSC081 **A.2**
Exhibit B Budget Detail and Payment Provisions

The Commission may withhold quarterly payments until the Grantee has fully expended unspent funds.

TRINITY COUNTY

Item Report 2.3

Meeting Date: 2/20/2024

Department:
Board of Supervisors - District
1

Contact:
Ric Leutwyler

Phone:
530-623-1382

2.3 Appointment: Superior California Economic Development District (SCEDD)

Requested Action:

Appoint Ana Wright as Board Members to the Superior California Economic Development District Board of Directors to represent Trinity County.

Fiscal Impact:

No fiscal impact.

Summary:

In 1979, Modoc, Shasta, Siskiyou and Trinity Counties entered into a Joint Powers Agreement with the intent of formally being designated a regional economic development district by the US Economic Development Administration (EDA). The district designation for Superior California Economic Development District (SCEDD or District) was received in 1980. Under the terms of the JPA, Trinity County is allotted 3 seats on the Board of Directors: 1 BOS (elected) and 2 private sector/individuals.

ATTACHMENTS:

Description

Letter of interest

Trinity County Board of Supervisors

Attn: Ric Leutwyler

11 Court Street

Weaverville, CA 96093

Re: Letter of Interest for the Trinity County Board position on the Superior California Economic Development

Dear Supervisor Leutwyler,

I would like to extend my interest in Trinity County's open position for the Superior California Economic Development (SCED) Board Member. I believe my experience as the Executive Vice President of an environmental consulting company, specializing in cannabis permitting, would add a unique perspective to the SCED board. My background in executive and personnel management has enhanced my interpersonal relationship skills and contributed to the overall success of the company I currently work for. Those interpersonal skills would directly translate at a board member level in successfully working with my fellow board members to achieve the goals we set. I've spent the majority of my professional career in the executive level and look forward to implementing what I've learned from a business management perspective on the SCED board as well.

In addition to my professional experience, I also believe my educational experience would be of interest to the SCED board. I hold a bachelor's degree in Sociology and am currently attending the California State Bar Association's Law Office Study Program where I am studying to become an Attorney. My educational background has given me the skills in analytical and logical thinking from the legal perspective, in addition to knowledge and interest in people and the greater good in general from my undergraduate experience.

I am greatly interested in participating in the SCED board to offer my unique and fresh perspective on the local economic environment.

I look forward to hearing from you.

Sincerely,

Kristiana (Ana) Wright

KRISTIANA (ANA) WRIGHT

[REDACTED], Weaverville, CA 96093 · [REDACTED]
[REDACTED]

A strategic and analytical thinker, honest, attention to detail, high quality customer service, and a natural leader are all qualities that would best describe who I am. Efficiency and accuracy are always the focus when completing any goal. My strong interpersonal relationship and communication skills allow for successful relationships that thrive long-term and has aided in success in executive positions. Always ready and eager to learn new things and take on greater challenges.

EXPERIENCE

JANUARY 2018 – PRESENT

EXECUTIVE VICE PRESIDENT, FLOWRA

Weaverville, California

Managing the Licensing Department for consulting and administrative permitting of commercial cannabis, as well as staying up to date on changing statutory regulations. Creation and implementation of internal processes in compliance with local and state regulations. Assist with financial budgets for each annual meeting. Technical writing and review of technical documents. Creation of all service agreements with Clients and Subcontractors. Review legal agreements. Overall Project Manager of Licensing and client relations including representation of Flowra with government agencies and the general public. Assist with making executive decisions with the remainder of executives in Flowra. Requires high-level attention to detail, strong client relationship management, and critical thinking skills.

JANUARY 2020 – August 2022

LAW CLERK / PARALEGAL, BALLANCO LAW GROUP, APC (THOMAS BALLANCO, ESQ.)

Weaverville, California

Research case law for complaints, proofreading documents, client in-bound intakes, assistance filing documents for cases. Experience writing contracts and reviewing contracts. Assist with business formation including both LLCs and Corporations, services including formation, Operating Agreements, Transfers of Ownership, Mergers and Acquisitions, EIN applications, and more. Experience with a trademark application under the USPTO. Fields of law worked on include criminal (both adult and juvenile), contract, property, family, and cannabis.

JUNE 2016 – AUGUST 2017

FUNDRAISING COORDINATOR, MUSCULAR DYSTROPHY ASSOCIATION

Cedar Rapids, Iowa

Responsible for fundraising events, sponsorships, and more for the MDA of Iowa office. Sustained corporate partnerships and sponsorships for large-scale events. Utilized organizational skills for smooth execution of events, strong communication and relational skills to secure large sponsorships, and constant contact with all associated vendors and sponsors to ensure quality service.

EDUCATION

JANUARY 2020 – PRESENT

LAW OFFICE STUDY PROGRAM, STATE BAR OF CALIFORNIA

Passed the First Year Bar Exam in June 2022. Graduation date will be March 2024

MAY 2016

B.A. IN SOCIOLOGY, MINOR PSYCHOLOGY, CALIFORNIA LUTHERAN UNIVERSITY

Magna Cum Laude – 3.88 GPA

Departmental Honors – Sociology

SKILLS

- Strong written and verbal communication and creative problem solving
- Excellent interpersonal and relationship skills to maintain client relations
- Powerful attention to detail
- Adaptive to all environments
- Microsoft Office Suite (Word, Excel, Powerpoint)
- Adobe Acrobat (DC, Reader)
- High level of organizational skills to ensure consistency, efficiency, and accuracy
- Experienced technical documents writer and reviewer
- Experience handling confidential documents and confidential client relations

REFERENCES

- Thomas Ballanco – Mentor for Law Office Study Program / Supervisor for Law Clerk position – [REDACTED]
- Lisa Wright – Chief Executive Officer for Flowra – [REDACTED]
- Brianna Hull – Personal Reference – [REDACTED]

TRINITY COUNTY
Item Report 2.4

Meeting Date: 2/20/2024

Department:
Clerk of the Board

Contact:
Trent Tuthill

Phone:
530-623-1382

2.4 Appointment: Weaverville Architectural Review Committee

Requested Action:

Appoint to the Weaverville Architectural Review Committee Susan Marie for the position of Art Community Member to serve the remainder of 4 year term expiring November 1, 2026.

Fiscal Impact:

No fiscal impact.

ATTACHMENTS:

Description

Letter of Interest

[REDACTED]

From: Jill Cox
Sent: Tuesday, February 13, 2024 12:24 PM
To: Ashley Piker
Cc: Trent Tuthill
Subject: FW: Intention to Serve - Architecture Review Committee

Ashley,
Susan's letter of interest to serve on the ARC as a member of the arts community comes in the form of the email below. Does this suffice?

Jill

Jill Cox | [Trinity County District 2 Supervisor](#) | PO Box 1613 Weaverville, CA 96093
jcox@trinitycounty.org | office: 530.623.8321 | [REDACTED]

ATTENTION:

The information contained in this message may be legally privileged and confidential. It is intended to be read only by the individual or entity to whom it is addressed or by their designee. If the reader of this message is not the intended recipient, you are on notice that any distribution of this message, in any form, is strictly prohibited. If you have received this message in error, please immediately notify the sender at (530) 623-7226 and delete or destroy any copy of this message.

From: [REDACTED]
Sent: Thursday, January 18, 2024 3:50 PM
To: Jill Cox <jcox@trinitycounty.org>
Cc: 'Highland Art Center' <info@highlandartcenter.org>
Subject: Intention to Serve - Architecture Review Committee

Hello Jill,

I am submitting this letter to declare my intention to serve as the "Artist" representative on the Architecture Review Committee.

After an in-depth discussion with Bob Morris, the longest serving and current committee member, I am confident that I have the qualifications for this position, as well as availability to attend meetings.

Thank you for considering my application.

Sincerely,

Susan

Susan Marie
Director, Highland Art Center
Direct/cell: [REDACTED]

TRINITY COUNTY

Item Report 2.5

Meeting Date: 2/20/2024

Department:
District Attorney

Contact:
David Brady

Phone:
530-623-1304

2.5 Budget Adjustments: District Attorney (Dept 2100)

Requested Action:

Approve a budget adjustment for FY 23/24 for District Attorney - Dept. 2100 decreasing Services & Supplies and increasing Fixed Assets by \$7,000.

Fiscal Impact:

No net impact to the General Fund. Asset forfeiture funds will be used for the fixed asset purchase.

Summary:

This budget adjustment will move funds from the Special Departmental Expense account to the Fixed Assets - Equipment account for the purchase of a rifle. The initial purchase includes the complete system (scope/sight system, ammo, carry mechanism, etc.).

Discussion:

Performing search warrant service, arrest warrant service and assisting local/state public safety officers as needed in an emergency is a critical function of the DA Investigators office. Trinity County's rural environment increases the chance of suspects being armed with long guns and engaging public safety personnel at distances beyond defensive sidearm ranges. Further the Semi-automatic rifle platform is the preferred weapon system for most mass shooting suspects (schools, large gatherings etc.) which means that responding safety personnel need to be equipped similarly.

The rifle system selected matches the current issue for Trinity County Sheriff's office deputies allowing lower utilization costs for ammunition, training and maintenance as well as cross loading of supplies during a critical incident. The weapon system is setup for ease of use and safeguards the user's hearing, saving on future medical costs in the event of its use.

Alternatives Including Financial Implications:

Deny budget adjustment and advise staff.

Departmental Recommendation:

Denying this budget adjustment would leave our Investigator without a rifle to be able to respond safely and efficiently to assist the Sheriff's Department or other local law enforcement agencies. In addition, it would leave open the potential that the Investigator may not be properly equipped for

rural response to maintain public as well as personal safety. It is the staff's recommendation that the Board approve the request.

ATTACHMENTS:

Description

Budget Adjustment - 2100

1/26/2024

Department: DISTRICT ATTORNEY/PUBLIC ADMINISTRATOR

Number: 2100

Justification for budget adjustment:

To establish a budget for Fixed Assets - Equipment for the purchase of a rifle for use by the District Attorney Investigator. The funds for this purchase were placed in 2700, Special Departmental Expenses.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				-

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
2700	SPECIAL DEPARTMENTAL EXPENSE	20,000	13,000	(7,000)
4300	FIXED ASSETS - EQUIPMENT	-	7,000	7,000
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				-

Origin	<i>Shelly Floerke</i> <div style="display: flex; justify-content: space-between;"> <div>Signature</div> <div>Business Manager</div> </div> <div style="display: flex; justify-content: space-between;"> <div></div> <div>Title</div> </div>	
Auditor	Auditor Review _____ Date Reviewed: <u>2</u> / <u>14</u> / <u>2024</u> REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
CAO	CAO Approval _____ Date: _____ / _____ / _____	
BOS	Approved by Board of Supervisors on: _____ / _____ / _____ <div style="display: flex; justify-content: space-between;"> <div></div> <div>BOS</div> <div>AUD</div> </div>	

TRINITY COUNTY

Item Report 2.6

Meeting Date: 2/20/2024

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
530-623-1265

2.6 Agreement: California Department of Social Services(24-030)

Requested Action:

Approve an agreement with the California Department of Social Services to provide comprehensive case record review and quality assurance review services for Child Welfare and Probation departments.

Fiscal Impact:

No impact to the General Fund; \$391,295 from a state Child Welfare allocation.

Summary:

Should the Board approve the agreement California Department of Social Services to provide comprehensive case record review and quality assurance review services for Child Welfare and Probation departments, then Trinity County will remain compliant with federal regulations regarding continuous quality assurance processes for Child Welfare and Juvenile Probation systems.

Discussion:

Pursuant to the United States Code of Federal Regulations Title 45 (45 C.F.R 355.34[c]), and California Welfare and Institutions Code (WIC) Section 10601.2, every county in California is required to complete a quarterly review of randomly sampled Child Welfare and Juvenile Probation cases.

All cases must be reviewed by a trained case record reviewer using the federal Onsite Review Instrument. Upon case record review completion, a quality assurance review is conducted to maintain integrity of the review.

Larger California counties are able to dedicate case review and quality assurance review staff for this process; however, smaller counties are unable to sustain these positions. Rural counties with small staff numbers also encounter difficulties to ensure that case review and quality assurance staff do not have direct case management involvement in the cases reviewed.

To remedy the challenges faced by small counties, like Trinity County, the California Department of Social Services offers to contract with Counties for the mandatory case record review and quality assurance review process.

Counties are provided with state allocations to support positions or contracts for these services. Please see ACL 15-77 and CFL 19/20-16 for more information.

Alternatives Including Financial Implications:

Reject the agreement as submitted and provide further direction to staff.

Departmental Recommendation:

Rejection of the agreement will result in noncompliance with US C.F.R. 355.34(c). It is staff's recommendation that the agreement with California Department of Social Services to provide comprehensive case record review and quality assurance review services be approved.

ATTACHMENTS:

Description

Agreement CDSS

Exhibits/Insurance

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES

STANDARD AGREEMENT

STD 213 (Rev. 04/2020)

AGREEMENT NUMBER

24-5005

PURCHASING AUTHORITY NUMBER (if Applicable)

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME

County of Trinity Health and Human Services Agency

CONTRACTOR NAME

California Department of Social Services

2. The term of this Agreement is:

START DATE

July 01, 2024

THROUGH END DATE

June 30, 2029

3. The maximum amount of this Agreement is:

\$391,295.00 Three Hundred Ninety-One Thousand Two-Hundred Ninety-Five Dollars and 00/100

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.

Exhibits	Title	Pages
Exhibit A	Scope of Work	4
Exhibit A - Attachment 1	General Terms and Conditions	7
Exhibit B	Budget and Budget Justification	2
+ Exhibit B - Attachment 1	Composite Budget for Tier 1 Counties	1
+ Exhibit C	State of California Public Liability and Worker's Compensation Insurance	1
+ Exhibit D	State of California Automobile Liability/Physical Damage Insurance	1

Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto.

These documents can be viewed at <https://www.dgs.ca.gov/OLS/Resources>

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

California Department of Social Services

CONTRACTOR BUSINESS ADDRESS

744 P Street, M.S. 9-6-747

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Daniel Schott

TITLE

SSM II, Non-IT Contracts

CONTRACTOR AUTHORIZED SIGNATURE

DATE SIGNED

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES
STANDARD AGREEMENT
STD 213 (Rev. 04/2020)

AGREEMENT NUMBER 24-5005	PURCHASING AUTHORITY NUMBER (If Applicable)
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STATE OF CALIFORNIA

CONTRACTING AGENCY NAME County of Trinity Health and Human Services Agency			
CONTRACTING AGENCY ADDRESS 51 Industrial Parkway	CITY Weaverville	STATE CA	ZIP 96093
PRINTED NAME OF PERSON SIGNING	TITLE		
CONTRACTING AGENCY AUTHORIZED SIGNATURE	DATE SIGNED		
CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL	EXEMPTION (If Applicable)		

EXHIBIT A (Standard Agreement)

SCOPE OF WORK

A. Background

In accordance with 45 C.F.R. 1355.34(c) and California Welfare and Institutions Code (WIC) Section 10601.2(a), local county child welfare agencies are responsible for implementing a qualitative case review process for child welfare services by child welfare and probation agencies. All 58 counties in California are required to complete a review of randomly sampled cases based on the combined caseload size of the county probation agency and child welfare agency, including both in-home and out-of-home cases. Cases are pulled on a continuous quarterly basis and provided to each county by the California Department of Social Services (CDSS). Cases from the entire continuum of child welfare, from investigation through adoption, are subject to review.

All cases must be reviewed in accordance with state and federal policies and procedures utilizing the federal Onsite Review Instrument (OSRI), which is published by the Children's Bureau of the Administration for Children and Families. Generally, cases are reviewed by designated county staff reviewers. Upon completion of each case review, the county conducts a first level Quality Assurance (QA) process to maintain the integrity of the review. Each county designates certified review staff to conduct initial QA. Additionally, CDSS staff conducts second level QA reviews on a select subset of cases reviewed for each county.

B. Purpose

Trinity County (County) and CDSS (hereinafter referred to individually as "Party" or collectively as "Parties") hereby enter into this Agreement for conducting, at the County's option, either first-level Quality Assurance (QA) or Case review and first-level QA.

C. Responsibilities of the Parties

1. County Responsibilities

- a. Within five (5) business days of receiving a case list, coordinate with the CDSS to evaluate the case list for possible case eliminations based on a set of pre-determined elimination criteria and submit case inquiry to CDSS requesting elimination of any cases believed by the County to meet elimination criteria. The request must contain sufficient information regarding the specific criteria for CDSS to make a final determination.
- b. Coordinate with the CDSS to secure key participant interviews including, but not limited to, identifying, contacting and scheduling interviews when the County has selected Section 2, Option 1.

- c. Track and address safety and policy concerns.
- d. Identify at least one staff with Online Monitoring System (OMS) and Salesforce to coordinate with the CDSS and act as a point of contact.
- e. Prepare all necessary case files and provide access to all needed case records.
- f. Provide appropriate workspace for the duration of the case review and QA process including, but not limited to:
 - (1) Internet, telephone, and printer access; and
 - (2) Private interview room.
- g. Submit monthly one third of quarterly required cases when the County has selected Section 2, Option 2.

2. CDSS Responsibilities.

(Please select one of the two options below indicating your election.)

OPTION 1 - CDSS Responsibilities: Case Review and Quality Assurance ☒

- a. Review the case record and submit a case inquiry for elimination or retention as determined by the case circumstances. If CDSS determines a case is appropriate for elimination a replacement case is transmitted to the county.
- b. Complete the OSRI.
- c. Report all safety and policy concerns to the county contact to ensure a plan is in place to address concerns.
- d. CDSS Case Review staff shall input the case information in the OMS.
- e. Identify and interview case review key participants in collaboration with the county contact.
- f. Follow security, retention, and destruction policies for case review material.
- g. Perform first-level QA.
- h. Provide feedback and technical assistance on the accuracy of the case review.
- i. The CDSS Case Review staff shall set-up debriefs of aggregate case review findings with the counties in person or remotely at county request.
- j. Provide OMS access to the county contact.

OPTION 2 - CDSS Responsibilities: Quality Assurance Only ☐

- a. Report all safety and policy concerns to the county contact to ensure a plan is in place to address concerns.
- b. CDSS Case Review staff may facilitate a review of the case information in the OMS with the county review staff. The CDSS Case Review staff shall set-up debriefs with the counties in person or remotely via phone or online meeting at the request of the county.
- c. Perform first-level QA.
- d. Provide feedback and technical assistance to the reviewer on the accuracy of the case review.
- e. Report out aggregate case review findings.
- f. Provide OMS access to the county contact.

D. Additional Terms

- 1. This Agreement is available only to Tier 1 and Tier 2 counties, as described in Exhibit B. The composite budget for each fiscal year and each Tier is described in Exhibit B, Attachment 1.
- 2. If the County enters this Agreement after Quarter 1 of the state fiscal year has begun, the following applies:
 - a. The Agreement shall go into effect at the beginning of the following Quarter.
 - b. The CDSS shall be responsible for a pro-rated number of cases.
 - c. The County shall reimburse the CDSS at a pro-rated cost, to be determined by the parties.
- 3. The pro-rated cost is based on the quarter the County enters the Agreement and only applies to the first year of the Agreement. In the remaining fiscal years, the CDSS shall be reimbursed for the full amount per Exhibit B and Exhibit B, Attachment 1.
- 4. Either party may terminate this Agreement on a state fiscal year basis by providing written notice to the Project Representative of the other party. Notice must be provided no later than March 1 for termination of the Agreement prior to the start of the next state fiscal year.
- 5. Except as provided herein, this Agreement cannot be changed unless agreed to by written amendment signed by the Parties by persons with authority to bind their respective agencies.

E. Project Representatives

The Project Representatives during the term of this Agreement shall be:

CDSS
Robert Eldridge
Contract Manager
744 P Street, M.S. 8-12-91
Sacramento, CA 95814
(916) 212-3247
Robert.Eldridge@dss.ca.gov

Trinity County
Michael Farneti
Program Manager
51 Industrial Parkway
Weaverville, CA 96093
(530) 623-8215
MFarneti@trinitycounty.org

The Project Representatives may be changed by written notice to the other party, within ten (10) working days of the change. Said changes shall not require an amendment to this Agreement.

GENERAL TERMS AND CONDITIONS

1. Indemnification

Claims Arising from Acts or Omissions of the County of Trinity

The County hereby agrees to defend and indemnify the California Department of Social Services, its agents, officers, and employees (hereinafter collectively referred to as the (CDSS), from any claim, action or proceeding against the CDSS, arising out of acts or omissions of the County in the performance of this Agreement. At its discretion, the CDSS may participate at its own expense in the defense of any claim, action or proceeding, but such participation shall not relieve the County of any obligation imposed by this Agreement. The CDSS shall notify the County promptly of any claim, action or proceeding and cooperate fully.

2. Relationship Of The Parties

The CDSS is acting as a contractor for the delivery of the services; this is not a joint venture agreement between the Parties. It is understood by both Parties that this Agreement does not create an employer-employee relationship between the Parties. Each Party agrees that it shall not enter into agreements or make representations or promises on behalf of the other Party.

3. Insurance Requirements

The CDSS is a self-insured public entity, which possesses the ability to cover liabilities, including general, professional, motor vehicle, and workers' compensation liabilities arising from or connection with the performance of services under this Agreement by CDSS, its employees, officers, or directors. Evidence of self-insurance is provided with Exhibit C, incorporated herein by reference.

The CDSS' self-insurance for liabilities (Exhibit D) from the use of land motor vehicles includes owned, non-owned, and hired vehicles used by CDSS' employees in the performance of services.

4. Maintenance Of Records

The Parties shall keep and maintain an accurate record of the cases reviewed for the purposes of the Child and Family Services Review(s) (CFSR) Case Review process. The CDSS and the County shall keep a copy of all invoices presented to the County on a bi-yearly basis. All such records shall be made available to the County, its authorized representative, or officials of the State of California for review and audit during normal business hours, upon reasonable advance notice.

5. Retention Of Records For Audit Purposes

The CDSS shall maintain and preserve all records related to this Agreement for a period of five years from the close of the fiscal year in which final payment is made. Such records shall be maintained for a five-year period or retained for a longer duration, if an audit involving the records is then pending. The obligation to insure the maintenance of the records beyond the initial five-year period shall only arise if notice is provided to the CDSS of the commencement of the audit prior to the expiration of the five-year period.

6. Conflict Of Interest

The Parties agree to enforce the requirements of the California Government Code, Sections 1090 through 1099 and Sections 87100 through 87105, including regulations promulgated by the California Fair Practices Commission, to prevent a public officer or employee, including a subcontractor, from participating in an activity that would constitute a conflict of interest.

7. Change In Statutes or Regulations

If there is a change of statute or regulations applicable to the performance of this Agreement, both Parties agree to be governed by the new provisions, unless either Party gives notice to terminate pursuant to the terms of this Agreement or identifies through written correspondence that the changes in law require negotiation of the responsibilities or terms of the Agreement.

8. Time is of the Essence

Time is of the essence for the performance of the services of this Agreement. Each Party shall promptly perform the services and responsibilities described in the Agreement and promptly comply with each term and condition.

9. Time

Each of the Parties to this Agreement shall devote such time to the performance of the services pursuant to this Agreement as may be reasonably necessary for the satisfactory performance of the obligations of this Agreement. Neither Party shall be considered to be in default of this Agreement to the extent the performance is prevented or delayed by any cause, present or future, which is beyond the reasonable control of the Party.

10. Modification

No modification or waiver of any provisions of this Agreement or its attachments shall be effective unless such waiver or modification shall be in writing, signed by both Parties.

11. Nondiscrimination

The Parties shall not discriminate in the employment of persons necessary to perform this Agreement on any legally impermissible basis, including on the basis of the race, color, national origin, ancestry, religion, age, sex, or disability of such person. In the provision of services each Party shall be responsible for the actions of its employees, directors or officers so that employees and applicants for employment and any member of the public are free from any unlawful discrimination. The Parties warrant and represent that each is aware and shall follow: 1) the Federal Civil Rights Act of 1964 (Act) and all amendments, administrative rules and regulations issued pursuant to this Act; and 2) the Fair Employment and Housing Act (Government Code, Section 12900 et. seq.) and the regulations promulgated to enforce the Fair Employment and Housing Act. The Parties agree to include the non-discrimination and compliance provision of this paragraph in all subcontracts to perform services under this Agreement.

12. Bankruptcy

The Parties shall immediately notify the other in the event that either ceases conducting business in the normal manner or becomes insolvent, makes a general assignment for the benefit of creditors, suffers or permits the appointment of a receiver for its business on assets, or avails itself of, or becomes subject to, any proceeding under the Federal Bankruptcy Act or any other statute of any state relating to insolvency or protection of the rights of creditors.

13. Prohibition Against Assignment And Delegation Of Duties

Except as specifically authorized within the Agreement, no rights may be assigned and no duties under this Agreement may be delegated by the Parties without the prior written consent of the other, and any attempted assignment or delegation without such consent shall be void.

14. Negotiated Contract

The Agreement has been arrived at through negotiation between the Parties. Neither Party is to be deemed the Party which prepared this contract within the meaning of California Civil Code, Section 1654.

15. Severability

Should any provision herein be found or deemed to be invalid, this Agreement shall be construed as not containing such provision. All other provisions which are otherwise lawful shall remain in full force and effect. To this end, the provisions of this Agreement are declared to be severable.

16. Entire Agreement

This Agreement is the entire agreement of the Parties for the performance of services. There are no understandings or agreements pertaining to this Agreement except as are expressly stated in writing in this Agreement or in any document attached hereto or incorporated by reference. It is the intention of the Parties hereto that this Agreement shall supersede any prior agreements, discussions, commitments, representations, agreements, written, or oral, between the Parties.

17. Notice

Notices to the Parties in connection with the administration of this Agreement shall be given to the Parties' Project Representative personally or by regular mail as more particularly specified in this paragraph. Notices shall be deemed given on:

- a. The day the notice is personally delivered to the Party's Project Representative as specified in the Exhibit A, Scope of Work, page 4, Section E; or
- b. Five days after the date the notice is deposited in the United States mail, addressed to a Party's Project Representative as indicated in Section E, with first-class postage fully prepaid.

18. Partial Invalidity

Should any part, term, portion, or provision of this Agreement be finally decided by a court of competent jurisdiction to be in conflict with any law of the United States or the State of California, or otherwise be unenforceable or ineffectual, the validity of the remaining parts, terms, portions, or provisions shall be deemed severable and shall not be affected thereby, provided such remaining portions or provisions can be construed in substance to constitute the Agreement which the Parties intended to enter into in the first place.

19. Responsibility Of Project Representatives

All matters concerning the administration of this Agreement, which are within the responsibility of the Parties shall be under the direction of, or shall be submitted to, the respective Project Representative or the Party's employee specified, in writing, by the Project Representative.

20. Waiver

Waiver by either Party of a breach of any covenant of this Agreement shall not be construed to be a continuing waiver of any subsequent breach. A Party's receipt of consideration with knowledge of the other's violation of a covenant does not waive the Party's right to enforce any covenant of this Agreement. However, neither Party shall waive any provision of this Agreement unless the waiver is not against public policy or current laws, in writing, signed by a representative of each Party with the authority to sign, and signed by all Parties.

21. Authority and Capacity

Each Party and each Party's signatory warrant and represent that each has full authority and capacity to enter into this Agreement in accordance with all requirements of law. The Parties also warrant that any signed amendment or modification to the Agreement shall comply with all requirements of law, including capacity and authority to amend or modify the Agreement.

22. Binding On Successors

All of the conditions, covenants, and terms identified in this Agreement apply to any successor or assignee of the Parties to this Agreement with each assignee or successor held jointly and severally liable under this Agreement. However, no assignment or subcontract of either Party is permitted, except with the prior written authorization of the other Party.

23. Cumulative Remedies

All of the various rights, powers, and remedies of the Parties shall be construed as cumulative, and no one of them exclusive of any other or of any other legal or equitable remedy which a Party might otherwise have in the event of a breach or default of any condition, covenant, or term by the other Party. The exercise of any single right, option, election, power, or remedy shall not in any way, impair any other right, option, election, power or remedy until all duties and obligations imposed shall have been full performed.

24. Independent Advice

Each Party represents and warrants that in executing this Agreement it does so with full knowledge of the rights and duties it may have with respect to the other Party. Each Party also warrants and represents that it has received independent legal advice from its attorney with respect to the matters set forth in this Agreement and the rights and duties arising out of this Agreement, or that such Party willingly foregoes any such consultation.

25. No Reliance On Representations

Each Party warrants and represents that it is not relying and has not relied upon any representation or statement made by the other Party with respect to the facts involved or its rights or duties. Each Party understands and agrees that the facts relevant, or believed to be relevant to this Agreement, have been independently verified. Each Party further understands that it is responsible for verifying the representations of law or fact provided by the other Party.

26. Confidentiality

The CDSS and County staff shall comply with the provision of W&IC, Section 10850 and Family Code, Section 9200 et seq. to assure that all records concerning individuals made or kept by any officer or agency in connection with the administration of any service under this Agreement shall be kept confidential. The CDSS and the County shall maintain the confidentiality of all information and records in accordance with current laws, regulations and policies. Exchange of information shall be for the purpose of promoting the best interests of the child and the administration of the program.

Each County and the CDSS shall maintain their own confidentiality regulations and guidelines to review and follow. The location of those guidelines shall be made known to all employees. The CDSS and the County agree to inform its employees, agents, and subcontractors of the confidentiality provisions and further agree that any person knowingly and intentionally violating the provisions of said laws is guilty of a misdemeanor.

27. Mailing Of Confidential Information

The Parties may use the United States Postal Service to deliver records containing personal or confidential information to the other provided that the record(s) are double enveloped with the interior envelope identified as confidential with the name of the recipient of the mail on the interior envelope. Additionally, each shall require that the records being delivered shall only be delivered to the addressee with an acknowledgement of receipt. The Party sending the records is responsible for obtaining a copy of the signed receipt and maintaining it.

28. Transporting Records

The Parties agree that all records containing personal or confidential information shall be transported in a secure manner. When using a third Party who is not a Party to this Agreement to transport records to the other Party, the Parties each agree to notify the other before sending records to the other containing personal or confidential information, as defined in law. Notice may be provided electronically, but receipt of the message must be confirmed before commencing the transport of the records to the other Party. Additionally, except for personal delivery by a representative of the Parties a bonded courier service shall be used. The records shall be securely double-enveloped or boxed with the interior envelope or box identified as confidential and properly addressed to the intended recipient/employee. Upon delivery, the courier shall obtain a signed acknowledgement of receipt from the entity receiving the documents. The Party sending the records is responsible for obtaining a copy of the signed receipt and maintaining it.

29. Form 700

All employees and managers required to file an annual Form 700 pursuant to the Conflict of Interest Code and/or Government Code, Section 87200 do so with the CDSS' Central Office located at 744 P Street, MS 8-12-91, Sacramento, CA 95814.

30. Venue

It is agreed by the Parties to this Agreement that, unless expressly waived by the CDSS, any action brought to enforce any of the provisions of this Agreement for declaratory relief shall be filed in and remain in a court of competent jurisdiction in the County of Sacramento in the State of California.

31. Controlling Law

The validity, interpretation and performance of this Agreement shall be construed under the laws of the State of California, or when applicable federal law.

32. Captions

The captions of this Agreement are for convenience in reference only and the words contained in the captions shall in no way be held to explain, modify, amplify or aid in the interpretation, construction, or meaning of the provisions of this Agreement.

33. Definitions

"Shall" and "will" and "agrees" are mandatory. "May" is permissive.

34. Identifying Agreed Upon Changes to the Agreement

The Parties agree that every amendment shall identify in typed print strike-through the words of the Agreement to be deleted by the amendment and no longer applicable to the Agreement; and new words added by the amendment shall be identified in bold font and underlined. For a subsequent amendment, the words deleted by the prior amendment with the strike-through shall not be included; and the words previously bolded in the prior amendment shall no longer be bolded.

Amendments to the Agreement may be made in whole or in part, as appropriate and selected by the Parties.

Exhibit B
Budget and Budget Justification

Case Review Funding

Counties are provided funding including state general fund and a county match for staffing case review activities in the form of a Full Time Equivalent (FTE). The number of FTEs (and corresponding funding amount) is determined based on the combined number of child welfare and probation cases per county. There is a total of four different tiers:

- 1.) Counties that have an average of between 40-89 cases available for sampling per quarter perform eight (8) case reviews per year and are allocated one (1) FTE.
 - a. Counties that have an average of 39 or less cases available for sampling per quarter perform one (1) to four (4) case reviews per year.
- 2.) Counties that have an average of between 90-399 cases available for sampling per quarter perform 20 case reviews per year and are allocated two (2) FTEs.
- 3.) Counties that have an average of between 400-999 cases available for sampling per quarter perform 48 case reviews per year and are allocated three (3) FTEs.
- 4.) Counties that have an average of 1,000 or more cases available for sampling per quarter perform 100 case reviews per year and are allocated four (4) FTEs.

Case Review Agreement Options and Costs

Only those counties who fall into Tier 1 or 2 can enter this Agreement with CDSS for case reviews. Counties in Tier 1 are allocated \$86,954 annually for case review activities. Counties in Tier 2 are allocated \$173,910 annually for case review activities. If County enter this Agreement after Quarter 1 has begun, the County shall reimburse the CDSS at a pro-rated rate cost. In addition, the CDSS would be responsible for a pro-rated number of cases. If County opt out of this Agreement written notice must be provided no later than March 1.

For purposes of this Agreement, County may opt to have CDSS complete all elements of case review, including completion of the case review and first level quality assurance on behalf of the County or they may opt to only contract with CDSS for the first level quality assurance and maintain the responsibility for completing the case review components. Depending on what option the County selects, the following applies:

Option 1: CDSS Conducted Case Review & Quality Assurance – For this option, CDSS would invoice the County for up to 90 percent of the County allocation (inclusive of both state general fund and county match).

- CDSS would invoice Tier 1 counties for \$78,259 (90 percent of \$86,954).
- CDSS would invoice Tier 2 counties for \$156,519 (90 percent of \$173,910).

Option 2: CDSS Conducted Quality Assurance - For this option, CDSS would invoice the County for 25 percent of the County allocation (inclusive of both state general fund and county match).

- CDSS would invoice Tier 1 counties for \$21,739 (25 percent of \$86,954).
- CDSS would invoice Tier 2 counties for \$43,478 (25 percent of \$173,910).

Exhibit B
Budget and Budget Justification

Note: For both Options 1 and 2 CDSS shall continue to bill based on actual cost from the County Expenditure Claim.

Composite Budget for Tier 1 Counties: Estimate for Entire Proposed Project Period - 07/01/2024 to 06/30/2029						
Exhibit B: Option 1 - Case Review & Quality Assurance						
To:	07/01/2024	07/01/2025	07/01/2026	07/01/2027	07/01/2028	
From:	06/30/2025	06/30/2026	06/30/2027	06/30/2028	06/30/2029	
Total Estimated Annual Cost	Year 1	Year 2	Year 3	Year 4	Year 5	Total Estimated Costs for Project Period
Case Review & Quality Assurance	\$78,259.00	\$78,259.00	\$78,259.00	\$78,259.00	\$78,259.00	\$391,295.00



**STATE OF CALIFORNIA
PUBLIC LIABILITY AND WORKERS' COMPENSATION INSURANCE
FISCAL YEAR JULY 1, 2023 / JUNE 30, 2024**

To Whom It May Concern:

In accordance with Government Code section 11007.4, the State of California has elected to be self-insured for liability exposures. Under this form of insurance, the State and its employees acting in the course and scope of their employment are insured for tort liability arising out of official State business. All claims against the State of California based on tort liability should be presented as a government claim to the Government Claims Program (Gov. Code section 900, et. seq.) P.O. Box 989052 MS 414, West Sacramento, CA 95798-9052. [Submit Claim Online](#)

The State of California has also elected to be insured for its motor vehicle liability exposures through the State Motor Vehicle Liability Self-Insurance Program (VELSIP). This program provides liability coverage arising out of the operations of motor vehicles used by state employees for official state business (California Vehicle Code Sections 17000 and 17001). Motor vehicle liability claims against the State of California should be presented to the Office of Risk and Insurance Management, P.O. Box 989052 MS-403, West Sacramento, CA 95798-9052, claims@dgs.ca.gov. If your motor vehicle liability claim is not resolved within six months from the date of loss, California law requires you to file a formal claim with the Government Claims Program, P.O. Box 989052 MS 414, West Sacramento, CA 95798-9052. (Gov. Code section 900, et. seq.). [Submit Claim Online](#)

The State of California has a Master Agreement with the State Compensation Insurance Fund regarding workers' compensation benefits for all state employees, as required by the Labor Code.

Sincerely,

A handwritten signature in blue ink that reads "Devon Lima-Mitchell".

Devon Lima-Mitchell | *Insurance Analyst*
Office of Risk and Insurance Management
California Department of General Services
Devon.LimaMitchell@dgs.ca.gov



Governor Gavin Newsom

**STATE OF CALIFORNIA
AUTOMOBILE LIABILITY / PHYSICAL DAMAGE
FISCAL YEAR JULY 1, 2023 / JUNE 30, 2024**

To Whom It May Concern:

Please accept this letter as certification that the State of California has elected to be self-insured for liability and physical damage arising out of the ownership, maintenance, and operation of land motor vehicles.

Under this program, the Office of Risk and Insurance Management administers liability claims arising out of the operation of the vehicle. Physical Damage to such vehicle may be reimbursed by the Employing State Agency in accordance with State Administrative Manual (SAM) sections 2420 and 4116.

Sincerely,

A handwritten signature in blue ink that reads "Devon Lima-Mitchell".

Devon Lima-Mitchell | *Insurance Analyst*
Office of Risk and Insurance Management
California Department of General Services
Devon.LimaMitchell@dgs.ca.gov

Non-Auto Claims: Government Claims Program | Tel 800.955.0045 | gcinfo@dgs.ca.gov
Auto Claims: Motor Vehicle Liability Self-Insurance Program | Tel 800.900.3634 | claims@dgs.ca.gov
Self-insurance Letter Requests: riskmanagement@dgs.ca.gov
Direct: 279.799.3856

Office of Risk and Insurance Management | State of California | California Government Operations Agency
707 Third Street, Third Floor | West Sacramento, CA 95605 | (916) 376-5000 | www.dgs.ca.gov

TRINITY COUNTY

Item Report 2.7

Meeting Date: 2/20/2024

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
(530) 623-1265

2.7 Agreement: Power Up Electric (24-031)

Requested Action:

Approve an agreement with Power Up Electric to provide for the purchase and retrofit installation of a replacement Kohler Generator and Kohler 200 Amp Automatic Transfer Switch on the Health and Human Services campus.

Fiscal Impact:

No impact to the General Fund; services paid by Public Health grant funding.

Summary:

In 2015, a Generac generator with compatible automatic transfer switch (ATS) was installed on the north side of the Health and Human Services (HHS) main building. Purchased to provide back-up power to the Public Health wing, the goal was to maintain electrical systems that power vaccine storage units and allow for continued functionality as a Department Operational Center (DOC) as needed in emergencies.

After a radiator leak was discovered this winter, a new one was installed and paid for by the Office of Emergency Services (OES). Due to the age of the original generator and the availability of current funding in Public Health grants, it has been decided to purchase and retrofit a new generator to the existing lines, and transfer the original asset to OES.

Approved for purchase and installation by the State through grant budgets, this project is being sole sourced to Power Up Electric out of Redding, CA. HHS has had a service contract with the company since the installation of the current generator in 2015, providing for an intimate knowledge of the existing system and what is needed for the retrofit of the new equipment. The total quote is just shy of \$40,000 with taxes. The replacement generator and ATS have an estimated cost of \$29,494 and will be paid out of Department 4402 (Immunization Branch grant), while the installation materials and labor estimate of \$9,530 will be paid from Department 8550 (Public Health Emergency Preparedness grant).

Alternatives Including Financial Implications:

Deny the item as presented and give further direction to staff.

Departmental Recommendation:

Denial of the proposed agreement would not allow for the purchase and installation of a

replacement generator at HHS, requiring Public Health to rely on the current aging equipment for continuity of operations in times of power outages.

ATTACHMENTS:

Description

Power Up Electric Contract

Generator Retrofit Quote 2/7/24

**STANDARD FORM PERSONAL SERVICES CONTRACT
BETWEEN
THE COUNTY OF TRINITY
AND
POWER UP ELECTRIC**

THIS PERSONAL SERVICES CONTRACT ("Contract") is made and entered into this 20th day of February 2024, by and between the **COUNTY OF TRINITY**, a political subdivision of the State of California ("County"), and **POWER UP ELECTRIC**, a Sole Proprietorship ("Contractor").

RECITALS

WHEREAS, County desires to retain a professional electrical contractor to provide for the purchase and retrofit installation of a replacement Kohler Generator and Kohler 200 Amp Automatic Transfer Switch on the Health and Human Services campus.

WHEREAS, Contractor warrants that it is qualified and agreeable to render the aforesaid services.

AGREEMENT

NOW, THEREFORE, for and in consideration of the agreement made, and the payments to be made by County, the parties agree to the following:

- I. **SCOPE OF SERVICES:** Contractor agrees to provide all of the services described in Exhibit A.
- II. **ADDITIONAL SERVICES:** The County may desire services to be performed which are relevant to this Contract or the services to be performed hereunder, but have not been included in the scope of the services listed in Paragraph I above, and Contractor agrees to perform said services upon the written request of County. These additional services could include, but are not limited to, any of the following:
 - A. Serving as an expert witness for the County in any litigation or other proceedings involving the project or services.
 - B. Services of the same nature as provided herein which are required as a result of events unforeseen on the date of this contract.
- III. **COUNTY FURNISHED SERVICES:** The County agrees to:
 - A. Facilitate access to and make provisions for the Contractor to enter upon public and private lands as required to perform their work.

- B. Make available to Contractor those services, supplies, equipment and staff that are normally provided for the services required by the type of services to be rendered by Contractor hereunder and as set forth in Exhibit A.
- C. Make available all pertinent data and records for review.
- IV. TERM OF CONTRACT: This Contract shall commence on December 1, 2023 and shall terminate on August 31, 2024 unless sooner terminated in accordance with the terms hereunder.
- V. CONTRACT PERFORMANCE TIME: All the work required by this Contract shall be completed and ready for acceptance no later than August 31, 2024. Time is of the essence with respect to this Contract.
- VI. FEES: The fees for furnishing services under this Contract shall be based on the rate schedule which is attached hereto as Exhibit B. Said fees shall remain in effect for the entire term of this Contract.
- VII. MAXIMUM COST TO COUNTY: Notwithstanding any other provision of this Contract, in no event will the cost to County for the services to be provided herein exceed the maximum sum of \$40,000.00, including direct non-salary expenses.
- VIII. PAYMENT: The fees for services under this Contract shall be due within 60 calendar days after receipt and approval by County of an invoice covering the service(s) rendered to date.

For any services involving a public works or construction project, the County shall retain 10 percent of each monthly progress payment, which shall be due upon completion and acceptance by County of the work or termination of this Contract.

With respect to any additional services provided under this Contract as specified in Paragraph II hereof, Contractor shall not be paid unless Contractor has received written authorization from County for the additional services prior to incurring the costs associated therewith. Said additional services shall be charged at the rates set forth on Exhibit B.

Invoices or applications for payment to the County shall be sufficiently detailed and shall contain full documentation of all work performed and all reimbursable expenses incurred. Where the scope of work on the Contract is divided into various tasks, invoices shall detail the related expenditures accordingly. Labor expenditures need documentation to support time, subsistence, travel and field expenses. No expense will be reimbursed without adequate documentation. This documentation will include, but not be limited to, receipts for material purchases, rental equipment and subcontractor work.

Notwithstanding any other provision herein, payment may be delayed, without penalty, for any period in which the State or Federal Government has delayed distribution of funds that are intended to be used by the County for funding payment to Contractor.

- IX. **INSURANCE:** Contractor shall procure and maintain for the duration of the Contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees, or subcontractors.

Minimum Scope and Limit of Insurance

- A. The Contractor shall maintain a commercial general liability (CGL) insurance policy (Insurance Services Office Form CG 00 01) covering CGL on an occurrence basis, including products and completed operations, property damage, bodily injury, and personal & advertising injury, with limits in the amount of \$1,000,000, and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the General Liability Policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1470
Weaverville, CA 96093

- B. Contractor shall provide comprehensive business or commercial automobile liability coverage, including non-owned and hired automobile liability in the amount of \$300,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1); or, if Contractor has no owned autos or hired autos, then as broad as ISO Form CA0001 (Code 8); and, if Contractor has non-owned autos, then as broad as ISO Form CA0001 (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1470
Weaverville, CA 96093

Prior to the commencement of any work hereunder, the Contractor shall supply a Certificate of Insurance and endorsements, signed by the insurer, evidencing such insurance as specified above to County. However, failure to obtain and provide the required documents to County prior to the work beginning shall not waive the Contractor's obligation to provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. Each insurance policy required above shall provide that coverage and shall not be canceled, except with prior written notice to the County.

Insurance is to be placed with an insurer with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

For any claims related to this Contract, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 with respect to the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers, shall be in excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

- X. **WORKER'S COMPENSATION:** The Contractor acknowledges that it is aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code and it certifies that it will comply with such provisions before commencing the performance of the services to be performed under this Contract and at all times during the performance of the services to be performed hereunder. A copy of the certificates evidencing such insurance with policy limits of at least \$1,000,000 per accident for bodily injury or disease (or, in the alternative, a signed County

Workers' Compensation Exemption form) shall be provided to County prior to commencement of work.

- XI. **INDEMNIFICATION:** Contractor agrees to indemnify, defend at its own expense, and hold County harmless from any and all liabilities, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from any and all acts or omissions to act of Contractor or its officers, agents, or employees in performing services under this Contract; excluding, however, such liabilities, claims, losses, damages, or expenses arising from County's sole negligence or willful misconduct.
- XII. **NONDISCRIMINATORY EMPLOYMENT:** In connection with the execution of this Contract and the services to be provided hereunder, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, political affiliation, ancestry, marital status or disability. This policy does not require the employment of unqualified persons.
- XIII. **INTEREST OF PUBLIC OFFICIALS:** No officer, agent or employee of the County during their tenure, nor for one year thereafter, shall have any interest, direct or indirect, in this Contract or the proceeds thereof.
- XIV. **SUBCONTRACTING AND ASSIGNMENT:** The rights, responsibilities and duties established under this Contract are personal to the Contractor and may not be subcontracted, transferred or assigned without the express prior written consent of the County.
- XV. **LICENSING AND PERMITS:** The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.
- XVI. **BOOKS OF RECORD AND AUDIT PROVISION:** Contractor shall maintain on a current basis, complete books and records relating to this Contract. Such records shall include, but not be limited to, documents supporting all bids and all expenditures for which any reimbursement is sought. The books and records shall be original entry books. In addition, Contractor shall maintain detailed payroll records, including all subsistence, travel and field expenses, and canceled checks, receipts and invoices for all items for which any reimbursement is sought. These documents and records shall be retained for at least ten years from the completion of this Contract (42CFR Sections 433.32, 438.3(h) and (u)). Contractor will permit County to audit all books, accounts or records relating to this contract or all books, accounts or records of any business entities controlled by Contractor who participated in this contract in any way. Any such audit may be conducted on Contractor's premises or, at County's option, Contractor shall provide all books and records within a maximum of 15 calendar days upon receipt of written notice from County.

Contractor shall promptly refund any moneys erroneously charged. If County ascertains that it has been billed erroneously by Contractor for an amount equaling 5% or more of the original bid, Contractor shall be liable for the costs of the audit in addition to any other penalty to be imposed. This paragraph applies to any contract which provides for reimbursement of expenses.

- XVII. **CONFIDENTIALITY:** All information and records obtained in the course of providing services under this Contract shall be confidential and shall not be open to examination for any purpose not directly connected to the administration of this program or the services provided hereunder. Both parties shall comply with State and Federal requirements regarding confidential information.
- XVIII. **TITLE:** It is understood that any and all documents, information, computer disks, and reports of any kind concerning the services provided hereunder, prepared by and/or submitted to the Contractor, shall be the sole property of the County. The Contractor may retain reproducible copies of drawings and copies of other documents. In the event of the termination of this Contract, for any reason whatsoever, Contractor shall promptly turn over all information, writing, computer disks, and documents to County without exception or reservation. Contractor shall transfer from computer hard drive to disk any information or documents stored on hard drive and provide County with said disk.
- XIX. **TERMINATION:**
- A. Either party hereto may terminate this Contract for any reason by giving thirty (30) calendar days written notice to the other party. Notice of Termination shall be by written notice to the other party and shall be sent by registered mail.
 - B. If the Contractor fails to provide in any manner the services specified under this Contract or otherwise fails to comply with the terms of this Contract, or violates any ordinance, regulation, or other law which applies to its performance herein, the County may terminate this Contract by giving five calendar days written notice to Contractor.
 - C. The Contractor shall be excused for failure to perform services herein if such services are prevented by acts of God, strikes, labor disputes or other forces over which the Contractor has no control.
 - D. In the event of termination, not the fault of the Contractor, the Contractor shall be paid for services performed up to the date of termination in accordance with the terms of this Contract.
- XX. **RELATIONSHIP BETWEEN THE PARTIES:** It is expressly understood that in the performances of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent contractor and not as officers, employees or agents of the County.

- XXI. **AMENDMENT:** This Contract may be amended or modified only by written agreement of both parties.
- XXII. **ASSIGNMENT OF PERSONNEL:** The Contractor shall not substitute any personnel for those specifically named in its proposal unless personnel with substantially equal or better qualifications and experience are provided, acceptable to County, as evidenced in writing.
- XXIII. **WAIVER:** No provision of this Contract or the breach thereof shall be deemed waived, except by written consent of the party against whom the waiver is claimed.
- XXIV. **SEVERABILITY:** If any provision of this Agreement is determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby. Each provision shall be valid and enforceable to the fullest extent permitted by law.
- XXV. **JURISDICTION AND VENUE:** This Contract and the obligations hereunder shall be construed in accordance with the laws of the State of California. The parties hereto agree that venue for any legal disputes or litigation arising out of this Contract shall be in Trinity County, California.
- XXVI. **ENTIRE AGREEMENT:** This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof, and all prior or contemporaneous agreements, understandings, and representations, oral or written, are superseded.
- XXVII. **EXHIBITS:** All “Exhibits” referred to below or attached to herein are by this reference incorporated into this Contract:

Exhibit Designation	Exhibit Title
Exhibit A	Services to be Provided by Contractor
Exhibit B	Compensation or Fees to be Paid to Contractor
Exhibit C	Contractor Quote for Services

- XXVIII. **DESIGNATED AGENTS:** The parties represent and warrant that they have full power and authority to execute and fully perform their obligations under this Contract pursuant to their governing instruments, without the need for any further action, and that the person(s) executing this Contract on behalf of each party are the duly designated agents of each party and are authorized to do so.
- XXIX. **COMPLIANCE WITH APPLICABLE LAWS:** The Contractor shall comply with any and all federal, state and local laws, regulations, and ordinances affecting the services covered by this Contract.

XXX. ATTORNEY'S FEES: If any party hereto employs an attorney for the purpose of enforcing or construing this Contract, or any judgment based on this Contract, in any legal proceeding whatsoever, including insolvency, bankruptcy, arbitration, declaratory relief or other litigation, including appeals or rehearing, the prevailing party shall be entitled to receive from the other party, or parties thereto, reimbursement for all attorneys' fees and all costs, including but not limited to service of process, filing fees, court and court reporter costs, investigative costs, expert witness fees, and the cost of any bonds, whether taxable or not. If any judgment or final order be issued in that proceeding, said reimbursement shall be specified therein.

XXXI. NOTICES: Any notice required to be given pursuant to the terms and conditions hereof shall be in writing, and shall be via one of the following methods: personal delivery, prepaid Certified First-Class Mail, or prepaid Priority Mail with delivery confirmation. Unless others designated by either party, such notice shall be mailed to the address shown below:

If to County:

**TRINITY COUNTY PUBLIC HEALTH
P.O. BOX 1470
WEAVERVILLE, CA 96093
(530) 623-1358**

If to Contractor:

**POWER UP ELECTRIC
JOHN HARRINGTON, OWNER
P.O. BOX 1268
BELLA VISTA, CA 96008
(530) 605-1089**

[signature page to follow]

IN WITNESS WHEREOF, the parties hereunto have executed this Contract on the date written below.

COUNTY OF TRINITY:

CONTRACTOR:

By: _____
Ric Leutwyler, Chairman
Trinity County Board of Supervisors
Date: _____

By: _____
John Harrington
Owner
Date: _____

Approved as to form:

Risk Management Approval

By: _____
Margaret E. Long
County Counsel

By: _____
Laila Cassis, Director
Human Resources/Risk Management

EXHIBIT A

SERVICES TO BE PROVIDED BY CONTRACTOR

- Purchase and delivery of a Kohler 48RCLC Generator and Kohler 200 Amp Automatic Transfer Switch (ATS)
- Install new generator on existing pad, replacing the existing Generac generator
- Connect existing power and control cable(s) to replacement generator
- Connect gas line(s) to existing LPG supply system
- Remove existing ATS and replace with Kohler ATS
- Test replacement generator for proper operation
- Test replacement generator systems for proper operation on building load
- Provide instruction of generator operation to site personal
- Register generator with manufacturer for warranty coverage

EXHIBIT B

COMPENSATION OR FEES TO BE PAID TO CONTRACTOR

Contractor shall be compensated for all work as described in Exhibit A and outlined in Exhibit C. Total cost for the project described herein not to exceed \$40,000.00 including taxes.

EXHIBIT C

CONTRACTOR QUOTE FOR SERVICES



KOHLER Power Systems

GENERAC INDUSTRIAL POWER

PO Box 1268
Bella Vista, CA 96008
Phone (530) 605-1089
Fax (530) 605-1561
CA LIC #927334

Power up electric is pleased to offer the following quote.

Date: Feb 7 2024

To: Trinity County Health Job location: 51 Industrial Parkway
Weaverville, CA

Attn: Arina Erwin & Kate Glazewski

Power up electric will perform the following work for the price quoted:

RE: Generator replacement Kohler model 48RCLC Generator & Kohler 200 Amp ATS

- 1- Provide Kohler 48RCLC generator as a replacement for the existing Generac generator.
- 2- Travel to the site and deliver the new generator & Automatic transfer switch.
- 3- Install new generator on existing pad and connect to existing power & Control cables.
- 4- Connect Gas line to existing LPG supply system.
- 5- Remove existing ATS and replace with Kohler ATS
- 6- Test generator for proper operation.
- 7- Test system for proper operation on building load.
- 8- Instruct site personal on generator operation
- 9- Register generator with Factory.

note Price includes delivery to site, installation & Commissioning.

Work to be performed during normal Business hours (8-4:30 M-F)

This Quote is good for 30 days

This is a new Gen set and will be covered by a 5 year / 2000 hour limited warranty

Price does NOT Include building permits.

EXHIBIT C

CONTRACTOR QUOTE FOR SERVICES

This work will be performed at the price Quoted:

PRICE FOR GENERATOR.....	\$26,725.00+tax
PRICE FOR AUTOMATIC TRANSFER SWITCH	\$1,325.00+tax
PRICE FOR INSTALLATION MATERIAL	\$750.00+tax
PRICE FOR INSTALLATION LABOR.....	\$8,725.00
TOTAL PRICE THIS PROJECT	\$37,525.00+tax

THANK YOU FOR THE OPPORTUNITY TO SERVE YOU!!

John Harrington
Power Up Electric



KOHLER Power Systems

GENERAC INDUSTRIAL

Po box 1268
Bella vista Ca. 96008
Phone (530)605-1089
Fax (530)605-1561
Ca lic #927334

Power up electric is pleased to offer the following quote.

Date: Feb 7 2024

To: Trinity County Health

Job location: 51 Industrial Parkway
Weaverville, Ca.

Attn: Arina Erwin & Kate Glazewski

Power up electric will perform the following work for the price quoted:

RE: Generator replacement Kohler model 48RCLC Generator & Kohler 200 Amp ATS

- 1- Provide Kohler 48RCLC generator as a replacement for the existing Generac generator.
- 2- Travel to the site and deliver the new generator & Automatic transfer switch.
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- 9- Register generator with Factory.

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PRICE FOR INSTALLATION MATERIAL.....	\$750.00+tax
PRICE FOR INSTALLATION LABOR.....	\$8,725.00
TOTAL PRICE THIS PROJECT.....	\$37,525.00+tax

THANK YOU FOR THE OPPORTUNITY TO SERVE YOU!!

John Harrington
Power Up Electric

\$39,613.00

TRINITY COUNTY

Item Report 2.8

Meeting Date: 2/20/2024

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
(530) 623-1265

2.8 Budget Adjustment: Hospital Preparedness Program, Department 8543

Requested Action:

Approve a budget adjustment for FY 23/24 for HPP - Dept. 8543 decreasing Services & Supplies by \$43,649, and Interfund Expense by \$750, and increasing Other Charges by \$2,199 and Fixed Assets by \$42,200.

Fiscal Impact:

No impact to the General Fund; current cash balance in HPP - Fund 543 is \$-17,795.

Summary:

This budget adjustment seeks to reconcile projected expenditures in the HPP budget at mid-year and to allow for the addition of the Fixed Asset income code to the budget.

Discussion:

The Administration for Strategic Preparedness and Response (ASPR) Hospital Preparedness Program (HPP) funding is to strengthen and enhance acute care medical surge capacity. This is to be achieved through the maintenance and growth of response ready health care systems with the support of Health Care Coalitions (HCCs), formed and funded within each awarded entity.

To these efforts, Service & Supply and Interfund accounts have been reduced in the 8543 budget to shift additional funding to the Other Charges income code to procure and provide ASPR approved purchases for Trinity's Healthcare Preparedness Partners (THHP) and propose funding for the Fixed Assets income code.

It is the intention of Trinity County Health and Human Services Public Health Branch (TCPHB) to use HPP funding to outfit existing Asset ID 13632 - Mobile Health Unit (listed under Department 8545 inventory) with an emergency radio, a standard in TCPHB vehicles. The Emergency Vehicle Outfitting Company (EVOC) is being solely sourced for the equipment purchase and installation, as they are a vetted contractor with the Sheriff's Department for this type of work, and Health and Human Services has recently gone into contract with them as well.

Additionally, THHP has been approved by ASPR to purchase Thermo Scientific's TruNarc Handheld Narcotics Analyzer, so as to strengthen the occupational safety of THHP and its partners. With no direct contact required in most cases, the device uses spectroscopy to identify multiple controlled substances including narcotics, synthetic drugs, cutting agents and precursor chemicals. The device will be available for use by THPP partners, and housed within Department

8543's inventory.

Alternatives Including Financial Implications:

Deny the item as presented and give further direction to staff.

Departmental Recommendation:

Denial of the proposed budget adjustment would not allow for the mid-year reconciliation of expenses and would deny funding in the Fixed Asset income code for intended purchases this fiscal year.

It is the staff's recommendation the Board approve the item as presented.

ATTACHMENTS:

Description

Budget Adjustment - 8543

TRINITY COUNTY BUDGET ADJUSTMENT

1/26/2024

Department: HPP

Number: 8543

Justification for budget adjustment:


- > Mid-year reconciliation of FY23/24 projected expenditures
- > Expenditure shift to 400 income code for:
 - Purchase and installation of emergency radio for Mobile Health Unit (Asset ID 13632)
 - Purchase of TruNarc narcotics detection device, for use by Trinity's Healthcare Coalition (HCC) first-responder partners

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				-

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
2060	COMMUNICATIONS	5,000	1,000	(4,000)
2141	MAINT OF EQUIP: SOFTWARE MAINTENANCE	50	225	175
2150	MAINTENANCE OF STRUCTURES	-	35	35
2220	MEDICAL SUPPLIES	5,000	2,500	(2,500)
2260	OFFICE EXPENSES	3,949	1,000	(2,949)
2300	PROFESSIONAL & SPECIAL SERVICES	55,250	40,000	(15,250)
2630	RENTS & LEASES - STRUCTURES	1,300	-	(1,300)
2660	SMALL TOOLS & INSTRUMENTS	10,000	-	(10,000)
2700	SPECIAL DEPARTMENTAL EXPENSE	7,860	4,500	(3,360)
2750	TRAVEL	6,500	2,500	(4,000)
2756	TRAINING	2,000	1,500	(500)
2799	INTERFUND TRAVEL - FUEL	1,500	750	(750)
3200	CONTRIBUTION TO OTHER AGENCY	66,000	68,199	2,199
4300	FIXED ASSETS - EQUIPMENT	-	42,200	42,200
				-
TOTAL EXPENDITURE CHANGES				-

Origin			BUSINESS MANAGER Title	
Auditor	Auditor Review _____ REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: <u>2</u> / <u>14</u> / 2024	
CAO	CAO Approval _____		Date: ____ / ____ / ____	
BOS	Approved by Board of Supervisors on: ____ / ____ / ____		_____ BOS _____ AUD	

TRINITY COUNTY

Item Report 2.9

Meeting Date: 2/20/2024

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
(530) 623-1265

2.9 Budget Adjustment: Tobacco Program (Dept 4100) and Tobacco Prop 56 (Dept 4115)

Requested Action:

Approve a budget adjustment for FY 23/24 for Tobacco - Dept. 4100 increasing Prior Period Revenue by \$75,000; and approve a budget adjustment for FY 23/24 for Tobacco Prop 56 - Dept. 4115 increasing Services & Supplies by \$65, and Prior Period Expense by \$75,000 and decreasing Interfund Expense by \$65.

Fiscal Impact:

No impact to the General Fund; current cash balance in Tobacco Prop 56 - Fund 115 is \$92,308 and in Tobacco - Fund 109 is \$81,253.

Summary:

This budget adjustment seeks to reconcile an expenditure oversight from FY21/22 and realign the cash balances of Department 4100 and 4115 so as to follow State guidance on spending.

Discussion:

Every fiscal year, Trinity County's Health and Human Services Public Health Branch (TCPHB) is typically allocated \$150,000 of revenue in both Department 4100 and 4115 (Tobacco Program - Prop 99 and 56 respectively), with the directive to 'spend Prop 56 funds first.' Generally the full allocation for Department 4115 is expensed on contractual invoices from Human Resource Network (HRN), who executes the Tobacco Education Program on behalf of TCPHB; any surplus charges over the allocation are then charged to Department 4100.

In FY21/22, a new 3.5 year State contract cycle commenced on 1/1/22, strictly dividing the use of the annual \$150,000 allocation in half for the respective old and new contract cycles. \$75,000 was expensed in the first half of FY21/22 in Department 4115, finishing out the old State contract. Mistakenly, the "new" \$75,000 was neglected to be charged in the second half of the year when the contract cycle restarted, all expensed to Department 4100 instead.

Because of this, the cash balance of Department 4115 is misleading (over \$92,000 as of 12/31/23) and has not been spent down first as directed. These budget adjustments seek to correct this previous expenditure oversight with the addition of prior year adjustment revenue and expense accounts so that a journal entry may be done to realign the cash balances in both departments.

Alternatives Including Financial Implications:

Deny the item as presented and give further direction to staff.

Departmental Recommendation:

Denial of the proposed budget adjustment would not allow for the correction of a previous expenditure oversight, realigning the cash balances of Department 4100 and 4115 to expectation.

It is the staff's recommendation the Board approve the item as presented.

ATTACHMENTS:

Description

Budget Adjustment - 4100

Budget Adjustment - 4115

TRINITY COUNTY BUDGET ADJUSTMENT

1/26/2024

Department: TOBACCO PROGRAM

Number: 4100

Justification for budget adjustment:

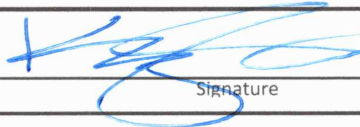
Reconciliation of expense oversight from FY21/22. New 3.5 year State contract cycle commenced 1/1/22; neglected to reset and continue to charge account 2300 expenses to "new" Q3 and Q4 revenue in department 4115. Budget net of \$75,000 post adjustment, reconciled via Journal Entry to realign cash balance (\$12,835.97 as of 12/31/23) and follow program spending guidance.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
9297	PRIOR YEAR ADJUSTMENT	-	75,000	75,000
				-
				-
				-
				-
TOTAL REVENUE CHANGES				<u>75,000</u>

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				<u>-</u>

Origin	 _____ Signature		BUSINESS MANAGER _____ Title	
Auditor	Auditor Review _____ REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: <u>2</u> / <u>14</u> / <u>2024</u>	
CAO	CAO Approval _____		Date: _____ / _____ / _____	
BOS	Approved by Board of Supervisors on: _____ / _____ / _____ <div style="display: flex; justify-content: space-between;"> _____ BOS _____ AUD </div>			

TRINITY COUNTY BUDGET ADJUSTMENT

1/26/2024

Department: TOBACCO PROGRAM - PROP 56

Number: 4115

Justification for budget adjustment:


Reconciliation of expense oversight from FY21/22. New 3.5 year State contract cycle commenced 1/1/22; neglected to reset and charge account 2300 expenses to "new" Q3 and Q4 revenue (department 4100 charged instead). Shifting unused budgeted audit expense dollars and adding prior year expense (revenue to dept 4100). Negative budget net of \$75,000 post adjustment, reconciled via Journal Entry to realign cash balance (\$92,307.87 as of 12/31/23) and follow program spending guidance.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				-

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
2300	PROFESSIONAL & SPECIAL SERVICES	149,750	149,815	65
3290	INDIRECT COST COUNTY DEPARTMENT	1,250	1,185	(65)
3690	PRIOR YEAR ADJUSTMENTS	-	75,000	75,000
				-
				-
				-
				-
				-
				75,000

Origin	 Signature		BUSINESS MANAGER Title	
Auditor	Auditor Review _____		Date Reviewed: <u>2</u> / <u>14</u> / <u>2024</u>	
	REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO			
CAO	CAO Approval _____		Date: ____ / ____ / ____	
BOS	Approved by Board of Supervisors on: ____ / ____ / ____		BOS AUD	

TRINITY COUNTY

Item Report 2.10

Meeting Date: 2/20/2024

Department:
Planning and Zoning

Contact:
Ed Prestley

Phone:
530-623-1351

2.10 Amendment 1 Minter Harnish (21-035.1)

Requested Action:

Approve amendment number 1 to the agreement with Minter Harnish increasing maximum cost by \$148,010, updating exhibit A to include Housing Element in the scope of work and extending the term to December 31, 2025 to provided Trinity County General Plan update.

Fiscal Impact:

No impact to the General Fund, additional \$148,010 from the General Plan update account.

Summary:

The Housing Element of the General Plan requires updating on a four or eight year cycle. The current Housing Element expires on 2 April, 2020. Funding exists in the General Plan update account to cover the update. Mintier Harnish currently has the contract to update the General Plan, so it is recommended to have them update the Housing Element in tandem with the overall General Plan update.

Additionally, it is requested to extend the Mintier Harnish contract to update the General Plan until December 31, 2025 to allow time for completion.

Discussion:

The original plan to update the General Plan was started (in 2021) and had to be paused due to staff challenges and ongoing wildfires in the county (Monument and River Complex). Once county staffing stabilized, the General Plan update process started again, the timeline for completion needed to be pushed to the future to make up for the time lost. This delayed the General Plan update until it overlapped the time to complete the Housing Element update. Now that we are in this time period, it made sense to incorporate the Housing Element update into the overall General Plan update.

As a second part of this amendment, the General Plan contract needed to be amended to push the General Plan update timeline to the future as it was due to expire on June 30, 2024.

Alternatives Including Financial Implications:

Disapprove the funding to update the housing element and allow the contract with Mintier Harnish to expire and provide direction to staff.

Unknown fiscal impact.

Departmental Recommendation:

Approve amendment to the contract for the current General Plan Update to include updating the Housing Element and extend the Mintier Harnish General Plan update contract until December 31, 2025 to allow time for completion.

ATTACHMENTS:

Description

Amendment 1

Exhibit A scope of work

Exhibit B housing element budget

Agreement Minter Harnish 21-035

**AMENDMENT NO. 1
TO
STANDARD FORM PERSONAL SERVICES CONTRACT
BETWEEN
THE COUNTY OF TRINITY
AND
MINTIER HARNISH, LP**

WHEREAS, a Contract was entered into the 6TH day of April, 2021 ("Contract") by and between the COUNTY OF TRINITY ("County"), and **MINTER HARNISH, LP** ("Contractor"), to provide **the TRINITY COUNTY PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR**; and

WHEREAS, the Contract provides for a termination date of June 30, 2024; and

WHEREAS, the parties wish to:

1. Update the Housing Element of the General Plan in addition to the previously agreed upon contract services for an amount not to exceed \$148,000 outlined in the scope of work (Exhibit A and budgetary information Exhibit B).
1. EXTEND THE CONTRACT to December 31, 2025 to fully update the Trinity County General Plan; and

WHEREAS, the Contract provides for amendments;

NOW, THEREFORE, the parties hereto agree to the following:

2. Update the Housing Element of the General Plan in addition to the previously agreed upon contract services for an amount not to exceed \$148,000 outlined in the scope of work (Exhibit A and budgetary information Exhibit B).
3. EXTEND THE CONTRACT to December 31, 2025 to fully update the Trinity County General Plan.

In all other respects, the terms of the Contract are affirmed.

[signature page to follow]

IN WITNESS WHEREOF, the parties hereby have caused this Amendment No. ____ to be executed on this ____ day of _____, 20__.

COUNTY OF TRINITY:

CONTRACTOR:

By: _____
Ric Leutwyler, Chairman
Trinity County Board of Supervisors
Date: _____

By: _____
Name: _____
Title.: _____
Date: _____

Approved as to form:

Risk Management Approval

By: _____
Margaret E. Long
County Counsel

By: _____
Laila Cassis, Director
Human Resources/Risk Management

Work Scope

To successfully complete the Trinity County 7th cycle (2024-2029) Housing Element Update, we have prepared a seven-phase work scope plus a project management task. We have organized these phases to best convey the flow of the project, with the key components of the Housing Element described under Phase 3, Administrative Draft Housing Element. We will work with County staff to refine the scope of work and schedule to include committee meetings, topics, and milestones.

Phase 1 Project Initiation

Mintier Harnish will work in close collaboration with County staff to refine the project work scope, schedule, and community engagement program. We will update the General Plan project website to incorporate the Housing Element, get initial direction from staff, and publish a newsletter to inform the community about the project.

Task 1.1 Project Kick-off Meeting

Mintier Harnish will facilitate a virtual project kick-off meeting with County staff. During this meeting, Mintier Harnish will work with County staff to accomplish the following:

- Review the work scope and schedule.
- Review and discuss overall organization of the Housing Element Update.
- Discuss the community engagement strategy.
- Discuss data resources, approach, and methodology for the sites analysis.
- Discuss critical housing issues and the County's existing Housing Element.
- Review data needs related to fair housing topics.
- Identify local agencies/organizations representing lower income and special needs households

Task 1.2 Community Engagement Strategy

Based on input from County staff at the kick-off meeting, Mintier Harnish will finalize the details of the comprehensive Community Engagement Strategy. The strategy will describe engagement methods, responsibilities, and publicity protocols. Mintier Harnish will structure the Strategy to be inclusive of all those who make up the "community," including residents; workers; businesses; property owners; developers and residential builders; educational institutions; civic, community, and non-profit organizations; religious, social, cultural, and ethnic Committees; and public agencies. In addition to being inclusive, the goal is to create meaningful opportunities for involvement throughout the preparation of the Housing Element Update.

Task 1.3 Website and Online Engagement

Mintier Harnish will develop an interactive, informational page on the General Plan website, for the Housing Element Update to provide an easy-to-use tool for residents to stay informed during the Update process. The website will provide project information, access to all materials developed for the project, announcements about upcoming events, and access to virtual meetings.

Task 1.4 Newsletter #1: Housing Element Update Overview

Mintier Harnish will prepare a newsletter that describes what a housing element is, how and why it is being updated, the project schedule, and how to get involved in the process. We will also include a section on State Housing Element law FAQs. The newsletter will publicize upcoming community engagement opportunities and the first on-line engagement tools.

Task 1.5 Board of Supervisors Study Session

Mintier Harnish will facilitate a study session with the Board of Supervisors to present an overview of the project and schedule and get input and direction on their expectations for the project. We will use the opportunity to discuss housing issues and gain an understanding of the Commissioners' and Board's housing-related priorities and concerns.

Option: For efficiency and cost savings, this study session can be facilitated virtually or by County staff.

Phase 1 Deliverables:

- Request for information (digital; word)
- Stakeholder and community contact list (digital; Excel, pdf)
- Community engagement strategy (digital; Word, pdf)
- Webpage and online engagement (digital)
- Newsletter #1 (Digital; InDesign, pdf)
- Joint Study Session PowerPoint presentation (digital; PowerPoint, pdf)

Phase 2 Housing Policy Analysis**Task 2.1 Virtual Community Workshop #1: Housing Concerns and Needs**

Mintier Harnish will prepare a virtual community workshop video for presentation on the Project webpage, County website, and social media. We will design this workshop video to engage residents and stakeholders throughout the county. The workshop will provide a common understanding of the purpose of the Housing Element Update, key steps in the process, and identify opportunities to provide input on housing issues and distinct economic, social, and geographic housing needs. Mintier Harnish will prepare a Housing Needs Survey for distribution in conjunction with the workshop video.

Task 2.2 Stakeholder Interviews

Mintier Harnish will facilitate up to 15 one-hour stakeholder interviews. We will work with the County to identify participants and provide contact information for the stakeholder interviews. Mintier Harnish will coordinate interview times with participants. We will provide a summary of the stakeholder interview results. The stakeholder interviews will be conducted by phone or Zoom.

Task 2.3 Review and Evaluate Current Housing Element

As an initial task to the Housing Element update, and following the kickoff meeting, we will review and evaluate the existing Housing Element. Specifically, we will:

- Document the effectiveness and continued appropriateness of current housing programs and policies
- Evaluate the County's progress in meeting current goals
- Identify any barriers to achieving identified goals
- Identify potential revisions to existing programs

The County's recent Housing Element Annual Progress Reports would be a good starting point for this evaluation. We will interview County staff and compile additional information to provide an assessment of the continued appropriateness of existing programs and whether new programs should be added to address emerging trends and issues. Upon completion of this review, we will provide a memorandum summarizing our findings. We will also develop a recommended format and draft outline for the Housing Element Update.

Phase 2 Deliverables

- Virtual Community Workshop #1 Video (digital)
- 2019-2024 Housing Element evaluation (digital; Word, pdf)
- Stakeholder interviews summary (digital: Word, pdf)
- On-line housing needs survey (on-line)
- Opinion survey results summary (digital: Word, pdf)

Phase 3 Administrative Draft Housing Element**Task 3.1 Existing Housing Needs Assessment**

The Housing Needs Assessment is a comprehensive evaluation of current demographic, employment, housing, and housing market conditions and trends. We will use this section as the basis for determining the existing unmet housing needs in Trinity County. This analysis will include the following topic areas:

Demographic Profile and Employment Profile. This section establishes "baseline" population

and employment characteristics for the city, including population growth trends, age characteristics, race and ethnicity, income, and local employment trends, as well as population and employment projections.

Household Characteristics and Housing Stock. Mintier Harnish will use recent data sources to update the description of the existing housing stock in terms of housing stock growth and composition, vacancy rates, housing age and conditions, and overcrowding. We will also describe housing cost burdens and the ability of households of different income levels to pay for housing. We will describe current housing market trends, home sale prices, and rental rates using recent data sources (e.g., DataQuick, Zillow, CalREALTORS records) and based on conversations with local realtors.

Special Needs Housing Analysis. Mintier Harnish will update the analysis of housing needs for special needs populations, including senior households, persons with disabilities, large families, single female-headed households, farmworkers, seasonal workers, extremely low-income households, and persons in need of emergency shelter.

Fair Housing. Mintier Harnish will prepare an assessment of fair housing practices in the County. In 2018, the California State Legislature passed AB 686 to expand upon fair housing requirements and protections outlined in the Fair Employment and Housing Act (FEHA). The law requires public agencies to address fair housing disparities and patterns of segregation in housing element updates prepared on or after January 1, 2021, to foster more inclusive communities. To address AB 686, Mintier Harnish will analyze fair housing enforcement and outreach, integration and segregation patterns and trends, racially and ethnically concentrated area of poverty, disparities in access to opportunities, and disproportionate housing need, consistent with HCD's AFFH Guidance for All Public Entities and for Housing Elements (April 2021). We will describe the county's fair housing needs, including a discussion on how the proposed sites inventory promotes fair housing, and will develop meaningful actions that the County can implement to further fair housing issues in the community.

Task 3.2 Housing Resources and Opportunities

The Housing Resources and Opportunities section will include a description of the County's 7th Cycle RHNA from HCD. This analysis will examine the resources and opportunities available for the development, rehabilitation, and preservation of housing. It will include an inventory and analysis of the land resources (i.e., vacant and underutilized sites), as well as the financial and administrative resources available to support housing activities.

Units Approved, Built, or Under Construction. A jurisdiction is allowed to count units that are approved, built, or under construction as of the beginning of the projection period, or completed after that date, but before Housing Element adoption, against its RHNA and calculate the remaining housing need. We will count any of these units against the RHNA and calculate the remaining housing need.

Vacant and Underutilized Sites Inventory. Mintier Harnish will work with County staff to identify and develop an inventory of vacant and underutilized sites. Mintier Harnish will analyze these sites based on HCD requirements and evaluate capacity to meet the RHNA.

Adequacy of Public Facilities and Services. Mintier Harnish will prepare an assessment of the adequacy of water and wastewater infrastructure to meet existing and future housing needs, based on information from local water and wastewater master plans, specific plans, and County staff input.

Inventory of Financial and Administrative Resources. Mintier Harnish will describe local, State, and Federal financial and administrative resources available to help the County implement its housing programs.

Energy Conservation Opportunities. Mintier Harnish will describe opportunities for energy conservation, including the County's General Plan policies that promote energy conservation, and alternative energy and green building measures. We will also describe local energy conservation programs, such as weatherization and rebate programs provided by local utility companies.

Task 3.3 Housing Constraints

Mintier Harnish will review and update the analysis of both governmental and non-governmental constraints, such as land and development costs, site constraints, existing or planned infrastructure, land use controls, building code regulations, fees, and permit and processing procedures. We will also analyze constraints on housing for persons with disabilities, as well as the County's current permitting procedures for emergency shelters, transitional and supportive housing, and single-room occupancy units. We will update this section to address the current economic climate, and housing market. The housing constraints analysis will also document local efforts to remove governmental constraints to improve the County's ability to meet its share of the regional housing needs and satisfy the requirements of the Government Code Section 65583 et seq.

Task 3.4 Virtual Community Workshop #2: Fair Housing

Mintier Harnish will prepare a second virtual community workshop video for presentation on the Project webpage, County website, and social media. We will design this workshop video to provide an overview of Fair Housing assessment and a summary of the fair housing issues and contributing factors identified in Tasks 3.2 and 3.3. Mintier Harnish will prepare a Fair Housing Survey for distribution in conjunction with the workshop video.

Task 3.5 Administrative Review Draft Housing Element

Mintier Harnish will update the 2019-2024 Housing Element goals, policies, programs, and quantified objectives based on the evaluation of the 2019-2024 Housing Element, the housing needs and constraints identified in the Needs Assessment, recent changes to State Housing

Element law, public input from the community meetings, and feedback from County staff. Housing policies and programs will build upon the most successful policies and programs in the 2019-2024 Housing Element.

Phase 3 Deliverable

- Administrative Review Draft Housing Element (digital: Word, pdf)

Phase 4 Public Review Draft Housing Element

Task 4.1 Public Review Draft Housing Element

Mintier Harnish will prepare a Public Review Draft Housing Element based on comments received from County staff on the Administrative Review Draft Housing Element. Mintier Harnish will provide County staff with a digital copy of the Public Review Draft Housing Element to post on the County's website, and we will email the Draft Housing Element to stakeholders and community members on the contact list. Recent changes in State law now require the County to circulate the Public Review Draft Housing Element for a minimum 30-day public comments period. At the end of the comment period, the County must allow for a minimum 10 days to respond to public comments prior to submitting the document to HCD for initial review.

Task 4.2 Newsletter #2: Public Review Draft Housing Element

Mintier Harnish will prepare a newsletter that provides a summary of the key take-aways in the Public Review Draft Housing Element, particularly key changes to policies and programs, any proposed changes to land use designations (locations or density ranges), and what these changes mean for their community. The newsletter will provide an update on the Housing Element process and information on how to provide input on the draft Housing Element.

Task 4.3 Planning Commission Study Session

Mintier Harnish will attend a study session with the Planning Commission to solicit input on the Public Review Draft Housing Element prior to submitting the Housing Element to HCD for the mandated 90-day review period. We will prepare and present a PowerPoint presentation summarizing the Draft Housing Element and HCD requirements.

Option: For efficiency and cost savings, this study session can be facilitated virtually or by County staff.

Task 4.4 Board of Supervisors Study Session

Mintier Harnish will attend a study session with the Board of Supervisors to solicit input on the Public Review Draft Housing Element and request authorization to submit the Housing Element to HCD for the mandated 90-day review period. We will describe all input received from the stakeholder interviews, community meetings, and the Planning Commission study session, and

any revisions to the Public Review Draft Housing Element proposed in response to this input. We will prepare and present a PowerPoint presentation.

Option: For efficiency and cost savings, this study session can be facilitated virtually or by County staff.

Phase 4 Deliverables:

- Newsletter #2 (digital; InDesign, pdf)
- Study Session Materials (digital; PowerPoint)
- Public Review Draft Housing Element (digital; Word, pdf)

Phase 5 HCD Review

Task 5.1 HCD Review Draft Housing Element, HCD Checklists, and Transmittal to HCD

Mintier Harnish will revise the Public Review Draft Housing Element based on direction from the Planning Commission and Board of Supervisors and input from the community, and will prepare an HCD Review Draft to be delivered to HCD. We will provide a digital copy of the HCD Review Draft Housing Element for posting on the County website and will send out an email to stakeholders and community meeting attendees. Under State law, HCD has up to 90 days to review the Draft Housing Element. During the HCD review process, we will maintain close contact with the designated HCD reviewer to respond to any questions he/she may have during the process.

Task 5.2 Meeting with HCD

Following submission of the HCD Review Draft Housing Element and prior to the end of the 90-day review period, Mintier Harnish and County staff will meet with HCD staff or conduct a phone call meeting to discuss the Draft Housing Element and HCD comments. If necessary, we will have additional meetings with HCD after submitting the response to comments to facilitate the review process.

Task 5.3 Response to HCD Comments

Following the County's receipt of HCD comments on the HCD Review Draft Housing Element, Mintier Harnish will prepare a preliminary response to HCD comments and provide this to County staff for their review. Based on comments received from County staff, we will then prepare a formal written response to HCD comments to be submitted to HCD for 60-day review following adoption.

Phase 5 Deliverables:

- HCD Review Draft Housing Element (digital, pdf)
- Response to HCD Comments (digital; Word, pdf)

Phase 6 CEQA Compliance

Mintier Harnish will prepare all required, applicable documents for CEQA review. As County staff are aware, any CEQA determination is based on specific facts related to the project subject to the determination. In our experience with housing elements that include rezonings, land use designation changes, or density increases an Initial Study (IS) and Mitigated Negative Declaration (MND) are typically required. Traffic and VMT analysis may or may not be included. We have included in our budget the typical cost for a housing element IS/MND. The actual cost may be lower, particularly if the General Plan EIR timing aligns with adoption of the Housing Element. If selected for the project, we will work with County staff to refine the cost estimate.

Phase 6 Deliverable:

- Initial Study and Mitigated Negative Declaration (IS/MND) (digital; Word, pdf)

Phase 7 Review and Adoption

Mintier Harnish will work with County staff to respond to HCD staff comments, incorporate those responses into a Public Hearing Draft Housing Element, and facilitate adoption of the Final Housing Element.

Task 7.1 Public Hearing Draft Housing Element

Mintier Harnish will prepare a Public Hearing Draft Housing Element that incorporates all of the responses to HCD comments. Mintier Harnish will provide a digital copy of the Public Hearing Draft Housing Element to post on the County website and will send out an email to stakeholders and the community.

Task 7.2 Public Hearings and Adoption

Mintier Harnish will attend two public hearings—one with the Planning Commission and one with the Board of Supervisors—to present the Public Hearing Draft Housing Element, respond to questions, and record the recommendations of the Planning Commission and the action of the Board of Supervisors.

Option: For efficiency and cost savings, these hearings can be facilitated by County staff.

Task 7.3 Adopted Housing Element and Transmittal to HCD

Mintier Harnish will prepare the Adopted Housing Element that incorporates direction from the Board of Supervisors in adopting the Housing Element. We will prepare a cover memorandum to accompany submission of the Final Housing Element to HCD for the final 60-day certification period and will transmit the Adopted Housing Element to HCD.

Phase 7 Deliverables:

- Planning Commission and Board of Supervisors Hearing materials (digital; PowerPoint; pdf)
- Final Housing Element transmittal memorandum to HCD (digital; Word, pdf)
- Final Housing Element (1 bound hard copy; digital; Word, pdf)

Cost Estimate

Mintier Harnish

Phases, Tasks	Description	MINTIER HARNISH						TOTAL COSTS
		HARNISH Project Director	B. GIBBONS Project Manager	R. LESTER Housing Element Lead	Planner	Subtotal Hours	Subtotal Costs	
Phase 1	Project Initiation							
Task 1.1	Project Kick-off Meeting (Virtual)		4	4		8	\$1,840	\$1,840
Task 1.2	Community Engagement Strategy		2	4	6	12	\$2,390	\$2,390
Task 1.3	Website and Online Engagement			4	20	24	\$4,340	\$4,340
Task 1.4	Newsletter #1: Housing, Safety, and Environmental Justice Element Update Overview		2	2	8	12	\$2,320	\$2,320
Task 1.7	Board of Supervisors Joint Study Session			12	2	14	\$2,870	\$2,870
Subtotal		0	8	26	36	70	\$13,760	\$13,760
Phase 2	Housing Policy Analysis							
Task 2.1	Virtual Community Workshop #1: Housing Concerns and Needs		2	8	4	14	\$2,880	\$2,880
Task 2.2	Stakeholder Interviews			16	24	40	\$7,560	\$7,560
Task 2.3	Review and Evaluate Current Housing Element			4	8	12	\$2,240	\$2,240
Subtotal		0	2	28	36	66	\$12,680	\$12,680
Phase 3	Administrative Draft Housing Element							
Task 3.1	Existing Housing Needs Assessment	2		20	100	122	\$22,260	\$22,260
Task 3.2	Housing Resources and Opportunities	2		20	50	72	\$13,510	\$13,510
Task 3.3	Housing Constraints	2		10	40	52	\$9,660	\$9,660
Task 3.4	Virtual Community Workshop #2: Fair Housing		2	8	4	14	\$2,880	\$2,880
Task 3.5	Administrative Review Draft Housing Element	2	2	20	40	64	\$12,260	\$12,260
Subtotal		8	4	78	234	324	\$60,570	\$60,570
Phase 4	Public Review Draft Housing Element							
Task 4.1	Public Review Draft Housing Element	4		16	24	44	\$8,680	\$8,680
Task 4.2	Newsletter #2: Public Review Draft Housing Element		2	2	8	12	\$2,320	\$2,320
Task 4.3	Planning Commission Study Session			12	2	14	\$2,870	\$2,870
Task 4.4	Board of Supervisors Study Session			12	2	14	\$2,870	\$2,870
Subtotal		4	2	42	36	84	\$16,740	\$16,740
Phase 5	HCD Review Draft Housing Element, HCD Checklists, and Transmittal to HCD							
Task 5.1	HCD Review Draft Housing Element, HCD Checklists, and Transmittal to HCD			30		30	\$6,300	\$6,300
Task 5.2	Meeting With HCD			6		6	\$1,260	\$1,260
Task 5.3	Response to HCD Comments			24		24	\$5,040	\$5,040
Subtotal		0	0	60	0	60	\$12,600	\$12,600
Phase 6	CEQA Compliance							
	General CEQA assistance	4				4	\$1,120	\$1,120
Subtotal		4	0	0	0	4	\$1,120	\$1,120
Phase 7	Review and Adoption							
Task 9.1	Public Hearing Draft Housing Element	2	2	20		24	\$5,260	\$5,260
Task 9.2	Public Hearings and Adoption (2)			24		24	\$5,040	\$5,040
Task 9.3	Adopted Housing Element and Transmittal to HCD			4		4	\$840	\$840
Subtotal		2	2	48	0	52	\$11,140	\$11,140
PM	Project Management							
Subtotal			8	40	40	88	\$17,400	\$17,400
TOTAL								
Total Hours		18	26	322	382	748	-	-
2024 Billing Rates		\$280	\$250	\$210	\$175	-	-	-
Labor Subtotals		\$5,040	\$6,500	\$67,620	\$66,850	-	\$146,010	\$146,010
Direct Expenses (e.g., printing hardcopies for HCD, travel)							\$2,000	\$2,000
TOTAL COST							\$148,010	\$148,010

1) This represents a total not to exceed cost based on the provided scope of work.

2) The distribution of hours between firms, staff categories, and tasks are an estimate.

While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

3) Labor rates are subject to change every January 1st, although this change will not change the total budget.

21-035

**STANDARD FORM PERSONAL SERVICES CONTRACT
BETWEEN
THE COUNTY OF TRINITY
AND
MINTIER HARNISH, LP**

THIS PERSONAL SERVICES CONTRACT ("Contract") is made and entered into this 6th day of April, 2021, by and between the **COUNTY OF TRINITY**, a political subdivision of the State of California ("County"), and **MINTIER HARNISH, LP** ("Contractor").

RECITALS

WHEREAS, County desires to retain a person or firm to provide the following services: Comprehensively update the Trinity County General Plan document and Title 17 Zoning Ordinance; and, complete the project Program Environmental Impact Report for the California Environmental Quality Act (CEQA); and

WHEREAS, Contractor warrants that it is qualified and agreeable to render the aforesaid services.

AGREEMENT

NOW, THEREFORE, for and in consideration of the agreement made, and the payments to be made by County, the parties agree to the following:

- I. **SCOPE OF SERVICES:** Contractor agrees to provide all of the services described in Exhibit A.
- II. **ADDITIONAL SERVICES:** The County may desire services to be performed which are relevant to this Contract or the services to be performed hereunder, but have not been included in the scope of the services listed in Paragraph I above, and Contractor agrees to perform said services upon the written request of County. These additional services could include, but are not limited to, any of the following:
 - A. Serving as an expert witness for the County in any litigation or other proceedings involving the project or services.
 - B. Services of the same nature as provided herein which are required as a result of events unforeseen on the date of this contract.
- III. **COUNTY FURNISHED SERVICES:** The County agrees to:
 - A. Facilitate access to and make provisions for the Contractor to enter upon public and private lands as required to perform their work.

- B. Make available to Contractor those services, supplies, equipment and staff that are normally provided for the services required by the type of services to be rendered by Contractor hereunder and as set forth in Exhibit A.
- C. Make available all pertinent data and records for review.
- IV. TERM OF CONTRACT: This Contract shall commence on April 6, 2021 and shall terminate on June 30, 2024, unless sooner terminated in accordance with the terms hereunder.
- V. CONTRACT PERFORMANCE TIME: All the work required by this Contract shall be completed and ready for acceptance no later than June 30, 2024. Time is of the essence with respect to this Contract.
- VI. FEES: The fees for furnishing services under this Contract shall be based on the rate schedule which is attached hereto as Exhibit B. Said fees shall remain in effect for the entire term of this Contract.
- VII. MAXIMUM COST TO COUNTY: Notwithstanding any other provision of this Contract, in no event will the cost to County for the services to be provided herein exceed the maximum sum of \$2,206,404.00, including direct non-salary expenses.
- VIII. PAYMENT: The fees for services under this Contract shall be due within 60 calendar days after receipt and approval by County of an invoice covering the service(s) rendered to date.

With respect to any additional services provided under this Contract as specified in Paragraph II hereof, Contractor shall not be paid unless Contractor has received written authorization from County for the additional services prior to incurring the costs associated therewith. Said additional services shall be charged at the rates set forth on Exhibit B.

Invoices or applications for payment to the County shall be sufficiently detailed and shall contain full documentation of all work performed and all reimbursable expenses incurred. Where the scope of work on the Contract is divided into various tasks, invoices shall detail the related expenditures accordingly. Labor expenditures need documentation to support time, subsistence, travel and field expenses. No expense will be reimbursed without adequate documentation. This documentation will include, but not be limited to, receipts for material purchases, rental equipment and subcontractor work.

Notwithstanding any other provision herein, payment may be delayed, without penalty, for any period in which the State or Federal Government has delayed distribution of funds that are intended to be used by the County for funding payment to Contractor.

- IX. INSURANCE: Contractor shall procure and maintain for the duration of the Contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees, or subcontractors.

Minimum Scope and Limit of Insurance

- A. The Contractor shall maintain a commercial general liability (CGL) insurance policy (Insurance Services Office Form CG 00 01) covering CGL on an occurrence basis, including products and completed operations, property damage, bodily injury, and personal & advertising injury, with limits in the amount of \$1,000,000, and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the General Liability Policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 2819
Weaverville, CA 96093

- B. Contractor shall provide comprehensive business or commercial automobile liability coverage, including non-owned and hired automobile liability in the amount of \$1,000,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1); or, if Contractor has no owned autos or hired autos, then as broad as ISO Form CA0001 (Code 8); and, if Contractor has non-owned autos, then as broad as ISO Form CA0001 (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 2819
Weaverville, CA 96093

- C. The Contractor shall be required to carry professional liability and errors & omissions coverage in the amount of \$1,000,000 per occurrence or claim, and \$2,000,000 aggregate.

Prior to the commencement of any work hereunder, the Contractor shall supply a Certificate of Insurance and endorsements, signed by the insurer, evidencing such insurance as specified above to County. However, failure to obtain and provide the required documents to County prior to the work beginning shall not waive the Contractor's obligation to provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. Each insurance policy required above shall provide that coverage and shall not be canceled, except with prior written notice to the County.

Insurance is to be placed with an insurer with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

For any claims related to this Contract, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 with respect to the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers, shall be in excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

- X. **WORKER'S COMPENSATION:** The Contractor acknowledges that it is aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code and it certifies that it will comply with such provisions before commencing the performance of the services to be performed under this Contract and at all times during the performance of the services to be performed hereunder. A copy of the certificates evidencing such insurance with policy limits of at least \$1,000,000 per accident for bodily injury or disease (or, in the alternative, a signed County Workers' Compensation Exemption form) shall be provided to County prior to commencement of work.
- XI. **INDEMNIFICATION:** Contractor agrees to indemnify, defend at its own expense, and hold County harmless from any and all liabilities, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from any and all acts or

omissions to act of Contractor or its officers, agents, or employees in performing services under this Contract; excluding, however, such liabilities, claims, losses, damages, or expenses arising from County's sole negligence or willful misconduct.

- XII. **NONDISCRIMINATORY EMPLOYMENT:** In connection with the execution of this Contract and the services to be provided hereunder, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, political affiliation, ancestry, marital status or disability. This policy does not require the employment of unqualified persons.
- XIII. **INTEREST OF PUBLIC OFFICIALS:** No officer, agent or employee of the County during their tenure, nor for one year thereafter, shall have any interest, direct or indirect, in this Contract or the proceeds thereof.
- XIV. **SUBCONTRACTING AND ASSIGNMENT:** The rights, responsibilities and duties established under this Contract are personal to the Contractor and may not be subcontracted, transferred or assigned without the express prior written consent of the County.
- XV. **LICENSING AND PERMITS:** The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.
- XVI. **BOOKS OF RECORD AND AUDIT PROVISION:** Contractor shall maintain on a current basis, complete books and records relating to this Contract. Such records shall include, but not be limited to, documents supporting all bids and all expenditures for which any reimbursement is sought. The books and records shall be original entry books. In addition, Contractor shall maintain detailed payroll records, including all subsistence, travel and field expenses, and canceled checks, receipts and invoices for all items for which any reimbursement is sought. These documents and records shall be retained for at least ten years from the completion of this Contract (42CFR Sections 433.32, 438.3(h) and (u)). Contractor will permit County to audit all books, accounts or records relating to this contract or all books, accounts or records of any business entities controlled by Contractor who participated in this contract in any way. Any such audit may be conducted on Contractor's premises or, at County's option, Contractor shall provide all books and records within a maximum of 15 calendar days upon receipt of written notice from County.

Contractor shall promptly refund any moneys erroneously charged. If County ascertains that it has been billed erroneously by Contractor for an amount equaling 5% or more of the original bid, Contractor shall be liable for the costs of the audit in addition to any other penalty to be imposed. This paragraph applies to any contract which provides for reimbursement of expenses.

- XVII. **CONFIDENTIALITY:** All information and records obtained in the course of providing services under this Contract shall be confidential and shall not be open

to examination for any purpose not directly connected to the administration of this program or the services provided hereunder. Both parties shall comply with State and Federal requirements regarding confidential information.

XVIII. TITLE: It is understood that any and all documents, information, computer disks, and reports of any kind concerning the services provided hereunder, prepared by and/or submitted to the Contractor, shall be the sole property of the County. The Contractor may retain reproducible copies of drawings and copies of other documents. In the event of the termination of this Contract, for any reason whatsoever, Contractor shall promptly turn over all information, writing, computer disks, and documents to County without exception or reservation. Contractor shall transfer from computer hard drive to disk any information or documents stored on hard drive and provide County with said disk.

XIX. TERMINATION:

- A. Either party hereto may terminate this Contract for any reason by giving thirty (30) calendar days written notice to the other party. Notice of Termination shall be by written notice to the other party and shall be sent by registered mail.
- B. If the Contractor fails to provide in any manner the services specified under this Contract or otherwise fails to comply with the terms of this Contract, or violates any ordinance, regulation, or other law which applies to its performance herein, the County may terminate this Contract by giving five calendar days written notice to Contractor.
- C. The Contractor shall be excused for failure to perform services herein if such services are prevented by acts of God, strikes, labor disputes or other forces over which the Contractor has no control.
- D. In the event of termination, not the fault of the Contractor, the Contractor shall be paid for services performed up to the date of termination in accordance with the terms of this Contract.

XX. RELATIONSHIP BETWEEN THE PARTIES: It is expressly understood that in the performances of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent contractor and not as officers, employees or agents of the County.

XXI. AMENDMENT: This Contract may be amended or modified only by written agreement of both parties.

XXII. ASSIGNMENT OF PERSONNEL: The Contractor shall not substitute any personnel for those specifically named in its proposal unless personnel with substantially equal or better qualifications and experience are provided, acceptable to County, as evidenced in writing.

- XXIII. **WAIVER:** No provision of this Contract or the breach thereof shall be deemed waived, except by written consent of the party against whom the waiver is claimed.
- XXIV. **SEVERABILITY:** If any provision of this Contract is determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby. Each provision shall be valid and enforceable to the fullest extent permitted by law.
- XXV. **JURISDICTION AND VENUE:** This Contract and the obligations hereunder shall be construed in accordance with the laws of the State of California. The parties hereto agree that venue for any legal disputes or litigation arising out of this Contract shall be in Trinity County, California.
- XXVI. **ENTIRE AGREEMENT:** This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof, and all prior or contemporaneous agreements, understandings, and representations, oral or written, are superseded.
- XXVII. **EXHIBITS:** All "Exhibits" referred to below or attached to herein are by this reference incorporated into this Contract:

Exhibit Designation	Exhibit Title
Exhibit A	Services to be provided by Contractor
Exhibit B	Compensation or Fees to be paid to Contractor

- XXVIII. **DESIGNATED AGENTS:** The parties represent and warrant that they have full power and authority to execute and fully perform their obligations under this Contract pursuant to their governing instruments, without the need for any further action, and that the person(s) executing this Contract on behalf of each party are the duly designated agents of each party and are authorized to do so.
- XXIX. **COMPLIANCE WITH APPLICABLE LAWS:** The Contractor shall comply with any and all federal, state and local laws, regulations, and ordinances affecting the services covered by this Contract.
- XXX. **ATTORNEY'S FEES:** If any party hereto employs an attorney for the purpose of enforcing or construing this Contract, or any judgment based on this Contract, in any legal proceeding whatsoever, including insolvency, bankruptcy, arbitration, declaratory relief or other litigation, including appeals or rehearing, the prevailing party shall be entitled to receive from the other party, or parties thereto, reimbursement for all attorneys' fees and all costs, including but not limited to service of process, filing fees, court and court reporter costs, investigative costs, expert witness fees, and the cost of any bonds, whether taxable or not. If any

judgment or final order be issued in that proceeding, said reimbursement shall be specified therein.

- XXXI. NOTICES: Any notice required to be given pursuant to the terms and conditions hereof shall be in writing, and shall be via one of the following methods: personal delivery, prepaid Certified First-Class Mail, or prepaid Priority Mail with delivery confirmation. Unless others designated by either party, such notice shall be mailed to the address shown below:

If to County:

TRINITY COUNTY PLANNING DEPARTMENT
P.O. Box 2819
61 Airport Road
Weaverville, CA 96093

If to Contractor:

MINTIER HARNISH
Jim Harnish, Principal/Owner
1415 20th Street
Sacramento, CA 95811


Jim ~~rick~~@mintierharnish.com

- XXXII. COST DISCLOSURE: In accordance with Government Code Section 7550, Contractor agrees to state in a separate section of its filed report the dollar amount of this Contract and any related contracts and subcontracts relating to the preparation of the report resulting from this contract.

[Signature Page to follow.]

IN WITNESS WHEREOF, the parties hereunto have executed this Contract on the date written below.


COUNTY OF TRINITY:

By: 
Jeremy Brown, Chairman
Trinity County Board of Supervisors
Date: 4-6-2021


Approved as to form:

By: 
Margaret E. Long
County Counsel

Risk Management Approval:

By: 
Shelly Nelson
Human Resources/Risk Management
Director

CONTRACTOR:

By: 
Jim Harnish, JD
Principal/Owner, Mintier Harnish
Date: April 13, 2021

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR Scope of Services

February 12, 2021

This General Plan Update, Zoning Ordinance Amendments and Update, and Program EIR work program outlines a series of logical phases and tasks, with information and community feedback from each step creating the foundation for the next step. Our approach allows County staff, the Technical Advisory Groups (TAGs), the Planning Commission, the Board of Supervisors, and the public ample opportunity to review, comment, and provide direction on the information developed in each phase. It also helps to keep the community informed and involved in the development of the General Plan, which leads to a General Plan with a higher level of acceptance and successful implementation.

Phase 1 Project Initiation

Task 1.1 Request for Information (RFI). The Consultant will provide a Request for Information (RFI) to County staff in advance of the Project Kick-off meeting. The RFI will include data necessary for the Consultant team to prepare the Existing Conditions Background Report, Zoning Ordinance Diagnosis, and Program EIR. We will discuss the RFI at the kick-off meeting and identify the additional research, data collection and growth and economic trend analysis tasks necessary to complete the Existing Conditions Background Report, Zoning Ordinance Amendments and Update, Alternatives Analysis, General Plan Update, and Program EIR.

Task 1.2 Project Kick-off Meeting and County Tour. The Consultant will meet with County staff to review the County's objectives for each project component and to discuss key issues of integration and consistency with existing and future plans and programs. The Consultant will work with County staff as part of this task to accomplish the following:

- Review and discuss overall format and organization of the General Plan Update products;
- Determine a typical review schedule needed by County staff for draft and final work products and a method by which comments should be compiled;
- Establish the roles and responsibilities of County staff and Consultant in preparing the General Plan, Zoning Ordinance Amendments and Comprehensive Update, Program EIR, and involvement in public outreach efforts;
- Discuss the online General Plan and Zoning Ordinance;

Exhibit A, Scope of Services

- Discuss the formation, role, responsibility, and facilitation of the TAG's;
- Discuss protocols for Planning Commission and Board of Supervisors engagement;
- Identify all available GIS mapping data including its accuracy, status, and most recent update;
- Discuss the RFI and additional data needs;
- Determine/confirm the planning area and community boundaries;
- Refine the project schedule;
- Establish monthly status reporting and project status meeting protocols;
- Determine consultation and coordination of the General Plan Update with appropriate governmental agencies; and
- Identify all water, wastewater, flood protection, and drainage service area providers (e.g., Special Districts, regional organizations, State and Federal Agencies) within unincorporated areas of the county. Confirm service area boundaries and likely relationship to area plan boundaries.

County staff will lead a 1 to 2 day-tour of the county for the Consultant and highlight areas of interest or places that are experiencing change or are expected to experience change and other geographic-based issues.

Task 1.3 Develop Final Work Program. Following the kick-off meeting, the Consultant will work with County staff to confirm the final overall work program, budget, and detailed schedule for the project. This will include refining the scope of work, preparing a detailed project schedule, finalizing staff and Consultant roles and responsibilities, and developing a management structure that will ensure project deadlines are met and the update is completed on time and within the budget.

The work program will include a schedule of Board of Supervisors and Planning Commission Joint Study Sessions where the community and decision makers will have an opportunity to review and comment on key milestones in the update process, including the draft Vision and Guiding Principles, the Alternatives Report, the Preferred Alternative, and the Public Review Draft General Plan.

As a part of this task, we will also work with County staff to develop and finalize a Community Engagement Strategy that we will use to guide engagement throughout the General Plan Update. The strategy will describe how the engagement will be structured to ensure residents, businesses, property owners, and other community stakeholders are aware of and engaged throughout the project. This will include not only multiple opportunities to provide input and feedback, but multiple outreach techniques to maximize community engagement. While we expect to refine the details of the Engagement Strategy with County staff, our work program and budget estimate includes the following engagement elements:

- Project website
- Project logo and branding
- Project business cards
- Newsletters

Exhibit A, Scope of Services

- Open House Flyers
- Eblasts
- Social media
- Press releases
- Community Opinion survey
- Online engagement
- Community open houses
- Communitywide Events
- General Plan Roadshow Pop-up Booth
- General Plan Update kiosks or displays
- Technical Advisory Groups
- Board of Supervisors and Planning Commission Joint Study Sessions
- Translation services

Throughout every phase of the General Plan Update, we will facilitate an effective engagement program around three key components: education and information; engagement and interaction; and validation and direction. **Education and information** includes a Project website, project logo/branding, business cards, e-blasts, social media posts, press releases, newsletters, and flyers. **Engagement and interaction** includes opinion surveys and online engagement, community open houses, General Plan Roadshow pop-up events, General Plan kiosks or displays, and translation services. **Validation and direction** includes TAG meetings, and Board of Supervisors and Planning Commission Joint Study Sessions, and public hearings.

The following is a detailed description of our suggested engagement activities. These are subject to refinement in consultation with County staff. Each Phase of our work program includes one or more of these activities, which we list at the beginning of the Phase work task descriptions.

Project Website. The Consultant will design, develop, and maintain a Project website. The Consultant will build the website on a user-friendly platform that allows quick and easy updates to the site. In addition to being an important public outreach and information tool, the website will serve as an administrative record of the project. It will include all meeting announcements/materials, draft and final documents, and meeting summaries. Once the site is live, the Consultant will prepare press releases, email blasts, use County social media accounts, and other outreach methods to drive traffic to the site.

Project Logo and Branding. The Consultant will work with County staff to develop an overall brand for the General Plan Update. This will be carried through all materials, the Update website, and presentations to build enthusiasm about the Update and ensure that this effort is distinct in the minds of the public and other stakeholders. As part of this effort, we will prepare three branding options for the County's consideration.

Project Business Cards. The Consultant will design and produce Project business cards that include the Project logo, website address, and other contact information. The Consultant and County staff can hand out the business cards in meetings and public events as a way of

Exhibit A, Scope of Services

increasing traffic to the project website and interest in the Update. We will print 1,000 business cards.

Newsletters. The Consultant will prepare nine newsletters at key points in the Update. The newsletters will provide a project status report, summarize a key topic or subject (e.g., Assets, Issues, and opportunities, Community Vision, Alternatives), and promote upcoming community engagement events and online activities. The newsletters will be highly graphical, attractive, easy to read, and typically eight pages long. We will print 250 copies of each newsletter and provide them to County staff for distribution at the Planning front counter, in County buildings, other public facilities, at open houses, pop-up events, and General Plan information kiosks.

Flyers. The Consultant will prepare flyers in conjunction with the Community Open House and pop-up events to publicize the events. The flyers will be suitable for posting in County offices and other public buildings, community bulletin boards, and in store windows. We will print 100 flyers for each event.

E-blasts, Social Media, Press Releases. The Consultant team will prepare periodic e-blasts, social media posts, and press releases at key points in the Update to inform the public about engagement opportunities, upcoming meetings and events, and availability of new documents. We will coordinate all public information through County staff.

Community Opinion Survey. The Consultant will work with County to craft, distribute and tabulate a Community Opinion Survey. The Community Opinion Survey will be a critical tool to understanding the community wants, needs, and concerns regarding Trinity County. We will conduct the survey as a part of the online engagement program, through direct mail, and at open houses and pop-up events. We will publicize the survey through the Project and County websites, eblasts, social media, press releases, The Trinity Journal, and announcements at Board of Supervisors and Planning Commission meetings.

Online Engagement. The Consultant will develop and use online engagement platforms, linked from the project website, to collect input from the community. We will regularly update the online engagement tools with new questions, surveys, opinion polls, and geographic mapping tools. The following are typical uses of this engagement, and other ideas will be generated in response to input received, making the input for Trinity County uniquely tailored capture community attitudes on General Plan-related issues. These online activities can also mirror concurrent in-person engagement done at open houses and pop-up events for those community members who were not able to attend in person.

If desired, we will also train County staff to administer the site, so it can be maintained beyond the General Plan Update project as an ongoing forum for general civic engagement. Depending on inputs needed, we will use one or more of the following online engagement tools with this Update: SocialPinpoint, EngagementHQ, and Survey Monkey.

Visit <http://pleasanthill2040.com/engage.html> to view an example of how we have incorporated public engagement activities on a General Plan Update page.

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Community Open Houses. The Consultant will organize, facilitate, and summarize a series of open houses during four Project Phases: Zoning Ordinance Amendments; Assets, Issues, and Opportunities; Land Use and Policy alternatives; and Zoning Ordinance and Map Update.

While the number and location of the open houses will be determined as a part of the work scope refinement in Phase 1, based on our experience with other county General Plan Updates, we suggest five open houses, one in each supervisorial district. This approach brings the open houses to places throughout the County, increases the opportunity for residents in distant, smaller communities to participate, and enables the elected officials to communicate with their constituents. We would also suggest the open houses be held during the same week, some perhaps on the same night, with multiple Consultant team members and County staff attending different workshops at the same time.

Each Open House would have a similar structure. We provide a welcome station and information boards about the current General Plan topic. Second, we will make a PowerPoint presentation about the topic and facilitate a question and answer session. Lastly, we and County staff would staff several information or interactive stations that provide participants to express their opinions. We would provide activities for children, food, and light refreshments.

Countywide Events. In addition to the four rounds of Community Open Houses, the Consultant will facilitate two county wide event that provide additional engagement opportunities. As a part of the overall Update start-up, we will facilitate a General Plan Update presentation to the Board of Supervisors, Planning Commission, TAGS, and interested public (see Task 1.7). During Phase 4, Vision and Guiding Principles, the Consultant will facilitate a Countywide Vision Summit with the Board of Supervisors, Planning Commission, and community (see Task 4.3)>

General Plan Roadshow Pop-up Booths. In some cases, the Consultant could facilitate a pop-up booth at a community event in-lieu of an open house. The Pop-up booth would include the same information boards and activities as the Community Open Houses.

General Plan Kiosks or Displays. The Consultant will provide materials for County staff to display at County buildings or other publicly accessible venues. These General Plan kiosk displays will provide timely information on the Update process, provide posters on current project developments, and provide some opportunities for interactive displays designed to gain community input. The displays will also encourage residents to go online to the project website and use the online engagement tools.

Technical Advisory Group Meetings. The Consultant will work with County staff to form Technical Advisory Groups (TAGs) consisting of three to five members from County departments, the Planning Commission, and qualified individuals from agencies and the public as may be appointed by the Planning Director, led by the Planning Department. The TAGs will be organized around the key General Plan topics or issues, such as economic development, mobility, climate change and adaptation, or safety. The TAGs will provide technical input and review of administrative draft documents throughout the General Plan Update.

The Consultant and County staff will facilitate a series of TAG meetings during seven Phases in

Exhibit A, Scope of Services

the Update process, including the Existing Conditions Background Report; Assets, Issues, and Opportunities; Vision and Guiding Principles; Alternatives Analysis; General Plan; and Draft PEIR. We suggest that the TAG meetings be held during a one- or two- day period, some possibly at the same time. Consultant team members would attend and facilitate each meeting. The Consultant will collaborate with County staff at the kick-off meeting to determine the number of TAGs, the meeting arrangements, and meeting facilitation.

Board of Supervisors and Planning Commission Joint Study Sessions. The Consultant will facilitate four Joint Study Sessions with the Board of Supervisors and Planning Commission. At each Study Session, the Consultant will provide an update of the Update status, present specific topical information, and solicit direction and feedback from the Board and Commission.

Translation Services. We have included a preliminary budget for Spanish translation services in the Direct Services line item in the Budget Estimate (submitted separately for this proposal). During the Kick-off meeting and work program refinement, we will discuss with County staff expectations for translation services. There are two basic types of translation services: written and verbal. All Update documents can be translated; however, we typically limit written translation to eblasts, newsletters, opinion surveys, open house materials, and other community engagement-related documents. The Project Website would be available in other languages as well. All other project documents (e.g., Existing Conditions Background Report, Alternatives Report, Policy Document, PEIR) can be translated as well, but can represent a significant expense. We can also make verbal translation services available at open house, study sessions, and public hearings.

Task 1.4 General Plan Update Presentation. The Consultant will facilitate Countywide meeting with the Board of Supervisors, Planning Commission, other County commissions and committees, the TAGs, County staff, other agency staff, and interested community members. This meeting will kick-off the General Plan Update and inform the decision-makers, staff, and interested public about the process and objectives. The meeting will provide a common understanding of the need for and purpose of the General Plan Update, the key steps in the process, community engagement, legislative mandates, and a segment for everyone to ask questions about the Update. The Consultant will also facilitate a discussion on the major planning issues facing the County.

Task 1.5 Project Management and Coordination. The Consultant will work closely with County staff to manage and coordinate the General Plan Update and Zoning Ordinance Amendments and Update. We will facilitate bi-monthly check-in calls and periodic face-to-face meetings needed to provide project status reports, ensure good communication on upcoming tasks, and to confirm the project deliverables are on schedule and within budget. We will function as an extension of County staff.

Task 1.6 General Plan Audit. The Consultant will work with County staff to evaluate the existing General Plan to determine what works, what does not work, and where the plan is not providing adequate or current guidance. This will be done using our proprietary General Plan Audit Tool. This tool will provide insights on the existing General Plan's clarity; linkages to other plans; progress in achieving desired outcomes; and whether goals, policies, and actions should be carried forward, modified, or removed. The evaluation will address the following topics:

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- **Execution.** Indicate whether the policy or implementation program was achieved or carried out.
- **Clarity.** Assess the clarity of the language and its ability to be interpreted to meet its intended purpose. A frequent impediment to implementing a policy or implementation program is wording that does not provide clear direction.
- **Progress.** Assess whether implementation of the policy or implementation program is capable of being monitored. The policy may not be written to provide enough direction or may not be monitored effectively.
- **Outcome.** Indicate whether the policy or implementation program resulted in the desired outcome and achieved the objectives of the General Plan.
- **Continuation.** Indicate whether the goal, policy, or implementation program should be carried forward into the updated General Plan.
- **Current.** Indicate whether the goal, policy, or implementation program already adequately addresses the issues and opportunities the county is currently facing.
- **Modification.** Provide additional recommendations on how the goal, policy, or implementation program should be modified to provide better direction or address current issues and trends.

The Audit will also consider the General Plan additions needed to address changes in State law, the new 2017 Governor's Office of Planning and Research (OPR) General Plan Guidelines, and contemporary planning practice. The results of this review will be documented in a General Plan Audit Report.

Deliverables

- Request for Information (RFI) (digital, pdf)
- Kick-off meeting agenda and attachments (digital, pdf)
- Final work program, Community Engagement Strategy, and budget (digital, Word and pdf)
- Project logo (digital, pdf)
- General Plan Update business cards (1,000 hard copies)
- Project website
- Newsletter #1: General Plan Update Overview (250 hard copies, digital, pdf)
- General Plan Update presentation (digital, PowerPoint)
- Technical Advisory Group direction and meeting agendas (digital, pdf)
- General Plan Audit (digital, Word or Excel)

Phase 2 Zoning Ordinance Amendments to Address State and Federal Law

Task 2.1 Community Engagement

- Board of Supervisors and Planning Commission Joint Study Session #1
- Newsletter #2: Zoning Ordinance Amendments to Address State and Federal Law.
- Community Open Houses: Zoning Ordinance Amendments to Address State and Federal Law

Task 2.2 Zoning Ordinance Amendments Diagnosis. The Consultant will conduct a thorough diagnosis of the Zoning Ordinance to locate areas that are inconsistent with recent changes in State and Federal law.

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We will prepare a Zoning Ordinance Amendments Diagnosis Report for County staff review that, at a minimum, will identify:

- Components of the Zoning Ordinance that conflict with or do not fully address zoning State law (e.g., sign standards, telecommunication regulations, objective design standards, ADUs) and provide recommendations to correct any deficiencies.
- Components of the highlighted areas in the Zoning Ordinance that may not be consistent with modern best practices and provide recommendations for refinement.
- Opportunities for including graphics, diagrams, tables, and charts.

The Zoning Ordinance Amendments Diagnosis Report will emphasize those Zoning Ordinance legal deficiencies that require immediate revisions. We will recommend an approach to County staff to prepare Zoning Ordinance Amendments to correct the deficiencies. A complete Zoning Ordinance Diagnosis (Task 7.3) will take place during the comprehensive update to the County Zoning Ordinance in Phase 7.

Task 2.3 Administrative Draft Zoning Ordinance Amendments. The Consultant will prepare Administrative Draft Zoning Ordinance Amendments based on the Zoning Ordinance Amendments Diagnosis Report. We will facilitate TAG and County staff review of the amendments with one or more conference calls or work sessions.

Task 2.4 Preliminary Draft Zoning Ordinance Amendments. The Consultant will revise the Administrative Draft Zoning Ordinance Amendments based on TAG and County staff direction. Graphics will be incorporated in the amendments wherever they may assist users in visualizing the meaning and applicability of development standards.

Task 2.5 Public Review Draft Zoning Ordinance Amendments. Based on direction from the Board and Commission, the Consultant will prepare a Public Review Draft Zoning Ordinance Amendments for public review and adoption.

Task 2.6 Environmental Assessment. The Consultant will prepare an environmental assessment of the Draft Zoning Ordinance Amendments consistent with CEQA. We will prepare an Initial Study checklist to identify any potential environmental impacts of the amendments. Given what we anticipate the Zoning Amendments to be, it is likely that minimal or no environmental impacts will be identified as a result of amendment adoption. We expect to prepare a Negative Declaration or Mitigated Negative Declaration to comply with CEQA.

Task 2.7 Planning Commission Hearing. The Consultant and staff will facilitate a public hearing with the Planning Commission to review the Draft Zoning Ordinance Amendments. The Planning Commission will consider all public comments and at the conclusion of the hearings, make recommendations to the Board of Supervisors.

Task 2.8 Board of Supervisors Hearing. The Consultant and staff will facilitate a public hearing with the Board of Supervisors to review the Draft Zoning Ordinance Amendments. At this hearing, the Board of Supervisors will consider the Planning Commission's recommendations and all public comments. At the conclusion of the hearings, the Board of Supervisors will direct the Consultant and County staff to incorporate its recommendations and prepare the Final Zoning Ordinance Amendments.

Task 2.9 Final Documents. Based on direction from the Board of Supervisors, the Consultant will revise the Final Zoning Ordinance Amendments.

Task 2.10 Adoption Hearing. The Consultant and staff will facilitate an adoption hearing with the Board of Supervisors, for certification of the environmental document and adoption of the Final Zoning Ordinance Amendments.

Deliverables:

- Zoning Ordinance Amendments Diagnosis Report (digital, Word and pdf)
- Administrative Draft Zoning Ordinance Amendments (digital, Word and pdf)
- Preliminary Draft Zoning Ordinance Amendments (digital, Word and pdf)
- Public Review Draft Zoning Ordinance Amendments (digital, Word and pdf)
- Newsletter #2: Zoning Ordinance Amendments (250 hard copies, digital, pdf)
- Community Open House display boards (hard copy, large format)
- Environmental Assessment (digital, Word and pdf)
- Final Zoning Ordinance Amendments (digital, Word and pdf)

Phase 3 Existing Conditions Background Report

Task 3.1 Community Engagement

- TAG meetings
- Newsletter #3: Trinity County Snapshot.
- Community Opinion Survey
- Community Open Houses: Assets, Issues, and Opportunities
- Newsletter #4: Assets, Issues, and Opportunities Summary Report.
- Board of Supervisors and Planning Commission Joint Study Session #2

Task 3.2 GIS Database and Base Maps. The Consultant will work with County staff to gather and format information for a Geographic Information Systems (GIS) database covering the County, which we understand is maintained by the Trinity County Resource Conservation District (RCD). The Consultant assume the RCD GIS data is accurate and up to date for the purposes of the General Plan Update. If the database is incomplete or inaccurate, the Consultant will work with RCD, County staff, and other agencies and organizations to refine the data.

The Consultant will prepare the base map for reports and display presentations, including establishing a uniform legend and title block for use on all maps prepared as part of the planning documents. The Consultant will develop all GIS data and mapping prepared for the General Plan Update consistent with County protocols and data formats to ensure easy integration into the County's information system. The Consultant will work with County staff to establish assumptions for the land use database for the County. The Consultant and County will use the database developed for land use planning, identification of development constraints, and preparation of development estimates.

Task 3.2 Administrative Draft Existing Conditions Background Report. The Consultant will compile information on existing conditions within the County. This assessment will not only support the

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development of goals, policies, and implementation programs, but will also be used as the setting information used in the Program EIR documentation for the Update.

Compiling existing conditions information will involve reviewing existing and draft documents (e.g., existing General Plan elements, zoning, other plans, special studies, EIRs,) and contacting appropriate agencies and organizations serving the community. The Existing Conditions Background Report will include maps, charts, graphs, and photographs to illustrate conditions and trends in an easy to read format. Each topic area of the report will address the following:

- **Introduction** to the topic
- **Key terms** (as appropriate to topic)
- **Regulatory setting** outlining key Federal, State, and local regulations and policies that are pertinent to the topic
- **Existing conditions** and setting
- **References** (i.e., document citations, websites, and personal communications)

Land Use. The Consultant will analyze the existing General Plan land uses, zoning, planning areas, and adopted plans that affect development in Trinity County. The Consultant will map and analyze existing land uses based on available GIS and/or Assessor's data and identify opportunities and constraints for future development and reuse. The Consultant will also describe regional planning efforts affecting the County.

Planning Areas. The Consultant will prepare profiles for the ten county planning areas, including Big Bar, Denny, Hayfork, Haympom, Junction, Lewiston, North Lake, Salyer-Burnt Ranch, South Fork, South Trinity, Weaverville, and Wildwood. We will prepare GIS base maps for each area and use the maps to display important community information, including land use and zoning. We will describe the history, demographics, land use, zoning and other key characteristics for each planning area.

Population, Employment, and Housing. The Consultant will update County demographic and housing data using the most recent information from the Federal Census and the State Department of Finance. We will prepare a thorough, up-to-date description of the demographic, physical, and social characteristics of the County and document the trends that will influence the County's future.

Circulation and Transportation (Mobility). The Consultant will compile data and information on the existing transportation system, including roadways, transit services, and non-motorized facilities. The mobility analysis will use the 2016 Regional Transportation Plan as a foundation for travel behavior analysis, policies, projects, funding, and performance metrics. The Consultant will prepare a detailed description accompanied with maps and graphics illustrating the roadway system, bicycle and pedestrian facilities, peak hour traffic counts, pedestrian/bicycle counts, and transit routes/stops. We will use available Census and travel survey data to describe the travel behavior of Trinity County's residents and employees. Additionally, we will perform an origin and destination study to support the travel behavior findings. This behavior analysis will help generate base level Vehicle Miles Traveled (VMT), project future VMT, and generate thresholds for environmental review.

Agricultural/Forestry Resources. The Consultant will summarize existing agricultural and forestry resources in Trinity County. For agricultural resources, the Consultant will compile a list of all properties

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part of the national Important Farmland Inventory System which identifies those agricultural lands that are of Prime Importance, Statewide Importance, Unique, Locally Important, and Grazing Land. We will include a summary of the cannabis industry, as well as TPZ lands. In addition, the Consultant will summarize existing National forest and State wilderness areas, including the Shasta-Trinity National Forest, Six Rivers National Forest, Mendocino National Forest, Shasta-Trinity National Recreation Area, Trinity Alps Wilderness, and Yolla Bolly-Middle Eel Wilderness.

Biological Resources. The Consultant will summarize sensitive habitats, principal vegetation cover types, and special-status and endangered species in Trinity County. This will include primary source material related to the National Forest and State wilderness areas supplemented with limited windshield surveys and review of existing biology studies completed for the county.

Cultural Resources/Tribal Resources. The Consultant will summarize historic structures and locations and conduct archeological sensitivity analyses for both prehistoric and historic sites using records maintained at the regional information center and in published research papers. The Consultant will ensure that appropriate individuals are contacted with the surrounding Native American Tribes (which may include but is not limited to the Klamath Tribes, Karuk Tribe, Hoopa Tribe, Redding Rancheria, and Pit River Tribe) to ensure sensitive cultural resources are documented appropriately. This section will include areas for the protection of cultural resources consistent with recent State mandates including Tribal Consultation requirements under SB 18 and AB 52.

Public Facilities, Services, and Infrastructure. The Consultant will summarize infrastructure, resources, services, and facilities related to: water supply and delivery, wastewater collection and disposal, stormwater drainage, solid waste and recycling, energy and telecommunications, law enforcement, fire protection, health care, schools and education, and government services. For each of the topical areas described, the Consultant will identify planned facility improvements and estimate future demands based on projected development compared to available capacity and planned improvements, identifying potential facility and/or service shortfalls.

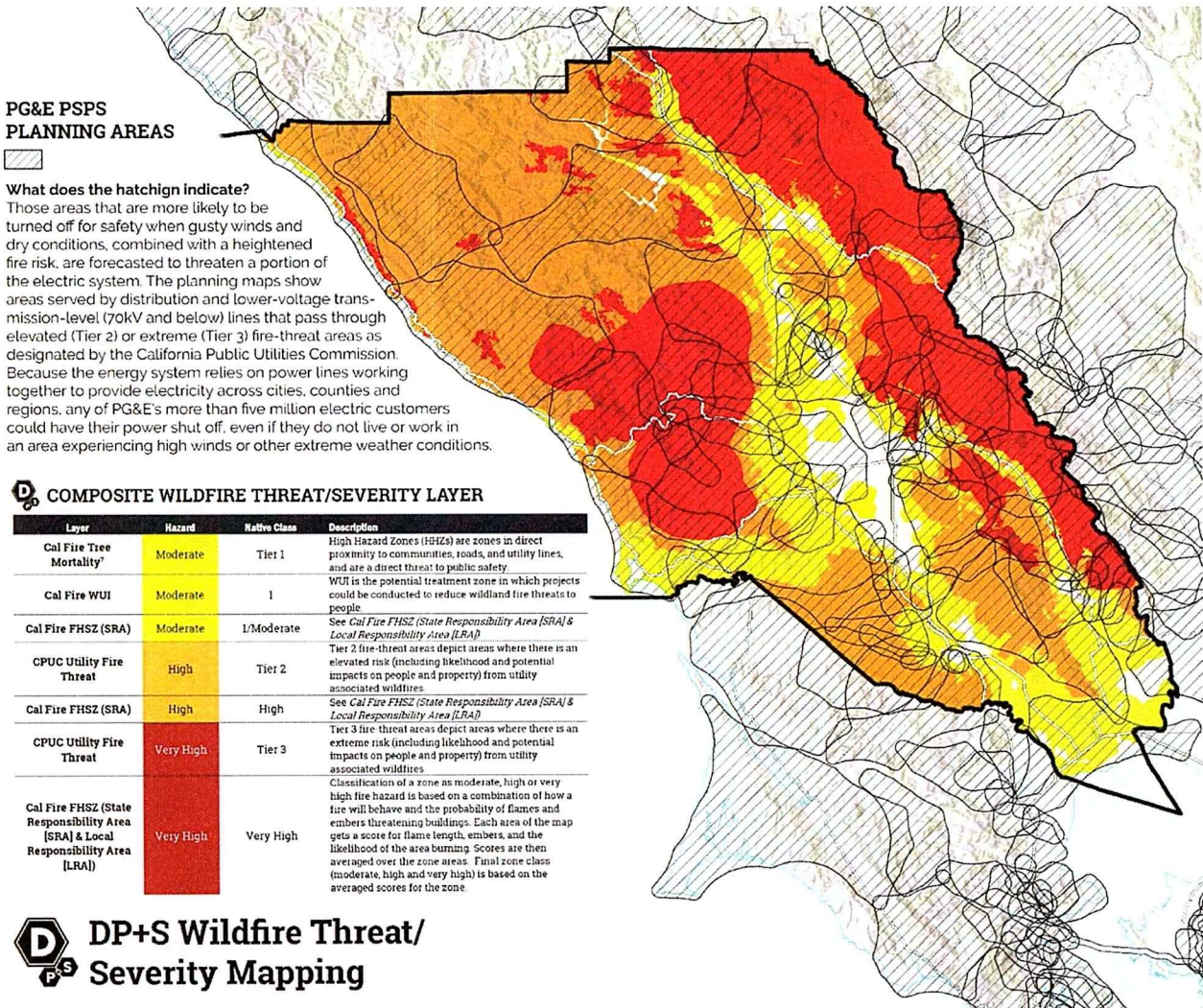
Disadvantaged Unincorporated Communities. The Consultant will also assess if the General Plan must include information related to recent State mandates that require cities to identify service needs for disadvantaged unincorporated communities (SB 244). The County has at least 25 unincorporated communities, many of which do not have public infrastructure. We will determine which, if any, of these communities is considered disadvantaged as defined by SB 244.

Noise. The Consultant will review existing noise data, including recent EIRs and studies, and summarize the existing noise environment in Trinity County resulting from major roadways and highways, and stationary noise sources and activities. The Consultant will also document existing noise sensitive areas and sites and will summarize current information on ground vibration. The Consultant will also update existing noise contours based on the data collected during the noise monitoring survey and traffic data developed/collected.

Air Quality. The Consultant will summarize existing air quality conditions within Trinity County and the nearby vicinity. This will specifically include the location of existing sensitive receptors and emission sources, existing mass emissions, ambient air quality concentration data from the most applicable

monitoring station(s), attainment designations, and natural factors that relate to the transport and dispersion of air pollutants. This summary will include applicable Federal, State, and local regulations.

Safety and Hazards (including Geology). The Consultant will summarize existing natural and manmade hazards. As part of this evaluation, the Consultant will summarize the geological environment and associated hazards. This section will address Seismic Hazard Zones (i.e., Seismic Hazards Mapping Act of 1990 and the Alquist-Priolo Earthquake Fault Zoning Act of 1972) and soil strength properties. The Consultant will describe major creeks, streams, and drainages, and will summarize the latest FEMA floodplain mapping to illustrate potential safety and development constraints. The Consultant will summarize urban and wildland fire risks, fire hazard risk areas, and fire protection resources. The Consultant will also summarize major users and producers of hazardous materials within or adjacent to the County. We will rely on and integrate to the extent appropriate the 2016 Trinity County Hazard Mitigation Plan



Hydrology and Water Quality. The Consultant will summarize sources of groundwater and surface water, water consumption rates, measures used to conserve water, and renewable water facilities and resources. We will review the 37 major rivers, tributaries, and creeks in the County. This section will document potential pollution sources, areas susceptible to water quality degradation, and source issues and capacity constraints.

Greenhouse Gas Emissions. The Consultant will prepare a climate change section and an existing GHG inventory that includes a discussion of climate change and how the General Plan Update should address this issue, including both the reduction of GHG emissions and climate change vulnerability and adaptation. The section will briefly summarize relevant background information regarding these topics and lay out a framework for the General Plan Update to address climate change, in accordance with State requirements under AB 32 and SB 32.

Climate Change Adaptation. The Consultant will prepare a countywide, planning-level climate change vulnerability assessment, using the Cal-Adapt web-based tool, the Adaptation Planning Guide, the 2017 General Plan Guidelines, and other resources such as the recently completed Multi-Jurisdiction Local Hazard Mitigation Plan. Key issues that we will address include extreme heat, changes in precipitation and drought, increased risk of flooding and wildfire, and other impacts. The assessment will help inform SB 379 adaptation measures to be included in the General Plan.

Environmental Justice. The Consultant will work with County staff to confirm there are no disadvantaged communities in the County as defined by SB 1000 and CalEnviroScreen 3.0 and that inclusion of an Environmental Justice Element is not required. Should the County choose to address the topic whether required or not required by state law, we will prepare a countywide assessment of environmental, health, and equity issues.

Task 3.3 Public Review Draft Background Report. The Consultant will facilitate County staff and TAG review of the Administrative Draft Background Report. While TAG members will be free to review the entire Report, they will be principally responsible for reviewing sections of the Report within their subject area expertise and for which they may have provided data, to assure that the information is complete and accurate. The Consultant will facilitate meetings with each of the TAGs to present the Existing Conditions Background Report, discuss issues, and provide direction on preparing comments.

County Planning staff will be responsible for providing the Consultant a single, consolidated set of comments in track changes, in part to insure there are no conflicting comments or direction. Following receipt of the comments, the Consultant will prepare a Screencheck Draft Existing Conditions Background Report for County staff to confirm the accuracy and completeness of the revisions. Following that review, the Consultant will prepare the Public Review Draft Existing Conditions Background Report.

Task 3.4 Assets, Issues, and Opportunities Summary Report. The Consultant and County staff will prepare an Assets, Issues, and Opportunities Summary Report that highlights the key county issues and opportunities. We will base the summary on the major findings from the Existing Conditions Background Report, and public input gathered during the Community Open Houses, Opinion Survey, and General Plan Roadshow, if that optional task is included in the work program. We will facilitate the review of the

Exhibit A, Scope of Services

Administrative Draft Report with County staff and the TAGs. We will meet with each of the TAGs and facilitate a discussion of the Report findings.

County staff will provide the Consultant a single consolidated set of comments on the Report. Following receipt of the comments we will prepare the Public Review Draft Assets, Issues, and Opportunities Summary Report.

Deliverables:

- Administrative Draft Existing Conditions Background Report (digital, Word)
- Screencheck Draft Existing Conditions Background Report (digital, Word)
- Public Review Draft Existing Conditions Background Report (digital, Word and pdf)
- Newsletter #3: Trinity County Snapshot (250 hard copies; digital, pdf)
- Open house display boards (hard copy, large format)
- Open house interactive exercise materials (250 hard copies for each exercise)
- Administrative Review Draft Assets, Issues, and Opportunities Summary Report (digital, Word and pdf)
- Public Review Draft Assets, Issues, and Opportunities Summary Report (digital, Word and pdf)
- Newsletter #4: Assets, Issues, and Opportunities Summary Report (250 hard copies; digital, pdf)
- Joint Study Session presentation (digital, PowerPoint)

Phase 4 Community Vision and Guiding Principles

A General Plan vision statement and guiding principles are designed to reflect what community members value most about their community and the shared aspirations of what they envision their community being in the future. The vision statement should be inspirational and set the key values and aspirations for the General Plan guiding principles. The guiding principles should provide more specific guidance that provides the fundamental doctrine that will be used to guide development of the General Plan goals, policies, and implementation strategies.

Task 4.1 Community Engagement

- Newsletter #5: Vision and Guiding Principles

Task 4.2 Draft Vision and Guiding Principles. The Consultant will prepare the Administrative Draft Vision Statement that represents the ideal future for the community and a set of Guiding Principles that support the Vision and represents the County's core values. We will base the Vision and Guiding Principles on input gathered at the Community Open Houses, Opinion Survey, the Board/Commission Study Session, as well as input from County staff. Following review by the TAGs and County staff, we will revise the Administrative Draft and prepare a Draft Vision and Guiding Principles for review with the Planning Commission and Board of Supervisors.

Task 4.3 Vision Summit. The Consultant and County staff will facilitate a Vision Summit with the Planning Commission and Board of Supervisors. The Summit will be widely publicized and will serve as an interactive joint study session. The Consultant present the Draft Vision and Guiding Principles and facilitate an interactive discussion the Board members, Commissioners, TAGs, and public. The objective of the Summit will be to reach

general community consensus about a Vision for Trinity County and a set of principles that will guide the preparation of a General Plan that will help achieve that vision.

Task 4.4 Vision and Guiding Principles Report. The Consultants will prepare a report documenting the results of the Vision Summit and the resulting consensus Vision and Guiding Principles.

Deliverables:

- Draft Vision and Guiding Principles (digital, Word and pdf)
- Newsletter #5: Vision and Guiding Principles (250 hard copies; digital, pdf)
- Vision Summit presentation (digital, PowerPoint)
- Vision and Guiding Principles (digital, Word and pdf)

Phase 5 Evaluating Alternatives

NOTE: The Request for Proposals describes the County's expectations for a robust land use and policy alternatives analysis, including development of a range of alternative land use concepts, land use alternative evaluation in terms of impacts on existing/programmed public facilities or networks, the natural environment, the economy, GHG emission reduction, and County finances, traffic modeling forecasts, and a fiscal impact analysis that includes the fiscal implications of each alternative in five-year increments within the 20-year planning horizon. In our experience, however, such an alternatives analysis is useful only when a city or county is facing significant growth potential and broad choices for where that growth could occur. In the absence of such a circumstance, the range of comparative differences between alternatives (e.g., traffic volumes, VMT, air quality, infrastructure and service costs), is often too small to provide a meaningful comparison of alternatives.

Given Trinity County's limited growth potential, particularly in the next 20 years, we don't think a detailed land use alternatives analysis will provide much value or use to the County. Therefore, we have prepared an optional approach to an alternatives analysis we believe will be much more useful and productive (and less costly). We have also provided tasks and a budget for the RFP-described alternatives analysis. During Task 1.2, if selected, we will discuss with staff which option is preferred by the County.

Alternatives Analysis (RFP-based Work Tasks)

Task 5.1 Community Engagement

- Newsletter #6: Land Use and Policy Alternatives
- Community Open Houses: Land Use and Policy Alternatives
- Board of Supervisors and Planning Commission Joint Study Session #3

Task 5.2 Land Use Alternative Concepts and Policy Option Topics. The Consultant and County staff will develop an existing trends scenario and alternative land use concepts. The Consultant will prepare at least one land use alternative that focus future growth and development to the existing undeveloped and/or underutilized land within the County. In addition to land use concepts, the Consultant and

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County staff will identify policy option topics to address key programmatic issues and opportunities. The Consultant and staff will review existing General Plan land use designations and develop a set of updated land use designations on which to base the land use alternative concepts. The land use designations will include allowed uses and standards of population density and building intensity, as well as guidelines for urban form. We will illustrate the designations with graphics and images to show the intended development outcome. The Consultant will provide technical analysis to estimate a balanced land supply for the different components of market demand through the planning horizon year.

Task 5.3 Evaluate Growth Alternatives. Using the Land Use Alternative Concepts, the Consultant and staff will develop population, housing, and employment projections based on buildout of each alternative. We will evaluate the alternatives at a programmatic constraints-level of detail in terms of impacts on an identified set of topics. The assessment conducted will include an evaluation of alternatives in terms of implications for growth, and unincorporated community boundaries, land use and community character, mobility and connectivity, public facilities and services, economic development, greenhouse gas (GHG) emission reduction, and the natural environment. The work done at this stage is designed to help the community compare the relative advantages and disadvantages of each alternative and is not intended to be a full CEQA alternatives analysis (which we will perform as part of a Phase 8).

The Consultant will address the fiscal implications of each alternative in five-year increments within the 20-year planning horizon. Identifying underutilized commercial and industrial land will be key in this analysis. Through economic and fiscal analyses of existing and projected conditions, the draft General Plan shall optimize the mix, amount, types, and location of land uses. The Consultant and staff will develop policy options to address identified key assets, issues, and opportunities.

Using the County Traffic Model, the Consultant will perform traffic forecasts for the land use alternatives. We will also perform future year buildout traffic operations analyses for each alternative, review future year Vehicle Miles Traveled VMT forecast results for reasonableness relative to existing conditions, and identify future deficiencies in the County. As part of this analysis, we will analyze the possible application of transportation system management strategies for their potential success in reducing existing traffic congestion and vehicle miles traveled.

Task 5.4 Alternatives Report. The Consultant will prepare an Administrative Draft Alternatives Report for review by County staff. This Report will contain a mix of land use and circulation alternatives, as well as key policy options. The Alternatives Report will include maps and descriptions for land use alternatives that cover each of the growth/change areas identified. We will group these location-specific alternatives into alternative packages that achieve the Vision and Guiding Principles.

For each policy alternative, the Consultant will identify the issues for which there is clear policy choice and direction, as well as issues where choice and direction is not as clear. We will complete a qualitative comparative assessment of the policy implications of each alternative based on clarity and congruence with key issues.

The Consultant will prepare an Alternatives Report that clearly communicates the potential implications of each alternative, supporting a more informed choice. We will base the assessment of each alternative

primarily on a qualitative look at factors that can be used to differentiate the alternatives and their potential impacts on the community relative to achieving the Vision and Guiding Principles.

The Consultant will present this report to the TAGs and make refinements as needed. Following TAG review, Consultant and County staff will facilitate public review through Community Open Houses, pop-and online engagement. As with Phase 3, we could also provide materials for General Plan pop-up events or kiosks. Following this review, the Consultant will prepare an addendum to the Alternatives Report summarizing community input.

Task 5.5 Preferred Alternative. Based on direction from the Planning Commission and the Board of Supervisors, the Consultant and County staff will prepare a Preferred Alternative land use diagram and description, as well as a set of preferred policy options to address identified assets, issues, and opportunities.

OR

Alternatives Analysis (Consultant Recommended Option)

During this phase, the Consultant will facilitate dialogue with the community and decision-makers to establish community priorities for future growth and change. We will use the from results the Existing Conditions and Trends Workbook, Map Atlas, General Plan Roadshow, and Vision and Guiding Principles to facilitate a community charrette, TAG conversations, and Planning Commission/Board of Supervisor study sessions focused on growth options and policy choices. Out of this dialogue we expect to emerge consensus on future growth and change.

Task 5.1 Community Engagement

- Countywide Planning forum
- Newsletter #6: Land Use and Policy Alternatives
- Board of Supervisors and Planning Commission Joint Study Session #3

Task 5.2 Countywide Planning Forum. The Consultant will organize and facilitate a four-day Countywide Planning Forum to develop, refine, and evaluate growth and policy options. The objectives of the Planning Forum will be to develop and evaluate land use options, gather input from the community, and formulate recommendations to the Planning Commission and Board of Supervisors. Preferably the Forum would be held in an easily accessible central location, possibly in a vacant storefront in Weaverville. If possible, we would create a temporary parklet in the parking spaces in front of the forum site, furnish with benches and plants, and decorate with lights.

Day 0. In advance of the Planning Forum, we will facilitate a work session with the TAGs and County staff to identify likely focus and growth areas. We will summarize key findings from the Existing Conditions Background Report, including vacant land, existing land use, zoning, infrastructure, and ownership. We will prepare a series of detailed community land use maps and identify those areas of the County with the greatest potential for change. We will also identify key policy options most likely to impact growth and change. We will work with the TAGs and County staff to refine the data and agree on an approach to addressing land use and policy options at the Forum. Based on the results of the work session, the Consultant will prepare background information, analysis, and other materials for the Planning Forum.

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Day 1. Evening. Present background information, framework diagrams, and concept options; open house for attendees to study the presentation materials and ask questions of the Consultant and County staff; a keynote speaker to address a significant topical area of community interest.

Day 2. Flesh out some big ideas about growth and change potential against the backdrop of the Vision and Guiding Principles; tour Weaverville and communities with development potential; work throughout the day to frame the remaining charrette agenda; and brainstorming session with County staff to refine the agenda and big ideas. Community members will be encouraged to drop by and listen in on the discussions.

Day 3, Morning. Facilitated breakout sessions with community members organized around development opportunities and policy options. Using maps, graphics, and three-dimensional building blocks, community members will provide their ideas about growth and change. Questions we might ask the participants are:

- What is your big idea for the future development in the County?
- Do you want growth and development?
- Which types of development and uses should be part of County's future?
- What changes, if any, are needed to be made to achieve the County's vision?

Day 3, Afternoon and Evening. The Consultant and County staff work sessions (open to the public) to refine options, including site visits and walking tours of key opportunity sites. We will develop alternative land use concepts and identify pros and cons of each.

Day 4. Finalize land use concepts and policy options, summarize the pros and cons of each option, prepare presentation materials, and facilitate a public presentation to share the work completed over the three days, answer questions, and get additional community input.

Task 5.3 Alternatives Report. The Consultant will prepare a report summarizing the alternative land use concepts and policy options. As a part of the report, the Consultant will prepare a summary fiscal analysis that identifies the likely fiscal implications of each concept. We will submit the Report to the TAGS and County staff for review and revise accordingly.

Task 5.4 Preferred Alternative. Based on direction from the Board of Supervisors and Planning Commission, the Consultant and County staff will prepare a Preferred Alternative Land Use Diagram and description, as well as a set of preferred policy options to address identified assets, issues, and opportunities.

Deliverables:

- Administrative Draft Alternatives Report (digital, Word and pdf)
- Public Review Draft Alternatives Report (digital, Word and pdf)
- Public Review Draft Alternatives Report Addendum (digital, Word and pdf)
- Newsletter #6: Land Use and Policy Alternatives (250 hard copies; digital, pdf)
- Open House display boards (hard copy, large format)
- Joint Study Session presentation (digital, PowerPoint)
- Preferred Alternative (digital, pdf)

Deliverables:

- Administrative Draft Alternatives Report (digital, Word and pdf)
- Public Review Draft Alternatives Report (digital, Word and pdf)
- Newsletter #6: Land Use and Policy Alternatives (250 hard copies; digital, pdf)
- Joint Study Session presentation (digital, PowerPoint)
- Preferred Alternative (digital, pdf)

PHASE 6: PREPARING THE GENERAL PLAN

The General Plan Update will be a comprehensive rewrite to implement the Vision and Guiding Principles, accommodate current growth projections, address community issues, and comply with State Planning Law. The focus of our work will be the development of new goals, policies and implementation programs for each element and include new, emerging topics such as complete streets, climate adaptation and resilience, and social equity. We will rely heavily on the General Plan Audit prepared during Phase 1. We will address potential environmental impacts as a part of the policy and program development to serve as mitigation measures that will minimize the need for additional mitigation measures in the Program EIR. We will write in plain English, use graphics, maps, and illustrations wherever possible, and produce a readable, easy to use and understand General Plan for the community.

Task 6.1 Community Engagement

- Newsletter #7: Public Review Draft General Plan
- Board of Supervisors and Planning Commission Joint Study Session #4

Task 6.2 Prepare the Administrative Review Draft General Plan. The Consultant will prepare an Administrative Review Draft General Plan. The existing General Plan consists of six elements: land use, circulation, housing, safety, noise, and open space and conservation. We will work with County staff to determine whether to retain, modify, or replace the existing Plan format. While a comprehensive Housing Element update is not a part of this work program, amendments may be necessary to ensure consistency with the other elements of the updated Plan. We expect the Plan will address the seven required topical elements, including land use, circulation, conservation, open space, safety, noise, and environmental justice, as well as possibly several optional elements.

We will discuss with staff the need for addressing goals, policies, and programs unique to the ten Planning Areas. If desired, we can develop a separate chapter of the General Plan to address unique issues and expectations for each planning area that augment the overall General Plan. This could include land use diagrams for each Planning Area.

We will also focus on refinements and updates to address key policy topics (e.g., adaptation, resiliency, healthy communities), new plans and trends, and new State mandates and guidelines. The Consultant will also prepare necessary transportation analysis to address the potential for new standards (e.g., VMT), consistent with CEQA Guidelines.

Exhibit A, Scope of Services

The Consultant will prepare refinements to goals and policies and reflect the preferred policy options. We will also incorporate County staff input from the General Plan Audit. We will prepare comprehensive implementation strategy that includes discrete, tangible actions the County will undertake to implement the goals and policies. The implementation strategy would focus on creating a proactive action plan that engages all County departments in the efficient and cost-effective implementation of the General Plan. We will work with County staff to assure that the implementation strategy will enable staff to prepare future budget and work programs for infrastructure and services for high priority projects identified in the updated General Plan.

Task 6.3 Prepare Land Use and Circulation Diagrams. The Consultant and County staff will collaborate to prepare the land use and circulation diagrams as part of the Administrative Draft General Plan. The diagrams will implement the preferred and use alternative selected by the Board of Supervisors. The Consultant will use GIS and other mapping and graphic techniques to provide clear, understandable presentation of data and information throughout the General Plan process and in the preparation of the updated General Plan. We will prepare all GIS data, maps, graphics, and page layout files using industry standard file formats. All GIS data will be turnkey finished products in a form compatible with the County computer systems and become property of the County.

Land Use Diagram. The Consultant and staff will develop land use designations and prepare a Draft Land Use Diagram. We will review existing countywide land use designations and determine a concise set of land use designations that fit the needs of all areas of the county. The designations and Diagram will indicate the distribution, location, and standards for the use of land for housing, commerce, industry, public facilities, waste disposal, recreation, agriculture, natural resources, and open space. The land use designations will broadly define the purpose of each land use category as well as allowed uses. Land use designations will also include standards of population density and building intensity.

Circulation Diagram. Based on the distribution of land uses on the Land Use Diagram, the Consultant will develop and prepare a Draft Circulation Diagram. We will review existing levels of service (LOS) and roadway classifications and work with staff to develop a concise set of roadway classifications that fit the needs of the County and that address new State regulations related to multi-modal transportation. The classifications and Diagram will indicate the distribution, location, and standards for county roadways. If desired by the County, the classifications could also expand upon the functional classifications to consider roadway context and non-auto travel modes. This definition ensures that roadway standards are not uniformly applied, but consider a roadway's relation to surrounding land uses, appropriate travel speeds, and need to accommodate multiple travel modes. Roadway standards could also be developed to use Vehicle Miles Traveled (VMT) instead of or in addition to LOS standards.

Task 6.4 Zoning Ordinance and Map Amendments Report. The Consultant will identify Zoning Ordinance and Map amendments necessary to implement the Plan and ensure consistency with the Plan goals, policies and programs. We will prepare a matrix that lists, by Zoning Ordinance section, the amendments necessary to implement the General Plan, as well as changes required by state law. This matrix will supplement the Zoning Ordinance Amendments Diagnosis Report prepared in Task 2.2 and inform the comprehensive Zoning Ordinance Diagnosis in Task 7.3. We will also include a section in the matrix describing necessary zoning map amendments. This section will be supplemented by a map or

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maps illustrating the recommended changes. The Consultant will prepare a report that provides an overview of the zoning Ordinance and map amendments and includes the change matrix and zoning Ordinance diagnosis.

Task 6.5 Preliminary Public Review Draft General Plan. The Consultant will facilitate a meeting with the TAGs to organize the internal County staff review of the Administrative Review Draft General Plan. Following that review, the Consultant will revise the Plan to respond to TAG comments and prepare a Preliminary Public Review Draft General Plan for review by the Planning Commission and Board of Supervisors. The step of preparing a Preliminary Public Review Draft General Plan for review and confirmation by the Planning Commission and Board of Supervisors is important to ensure the draft plan meets the expectations of the Commission and Board before conducting any CEQA analysis.

Task 6.6 General Plan Consultation and Referrals. The Consultant will work with staff to consult with appropriate Federal, State, regional, and local agencies, including Native American Tribes and Military Branches. The consultation provisions are located throughout the State Government Ordinance and have varying requirements for when draft and final documents must be submitted for review and how long agencies have to review and provide comments. The Consultant maintains a checklist of agency consultation requirements and will ensure the County provides the updated General Plan to the appropriate agencies.

Deliverables:

- Administrative Review Draft General Plan (digital, Word)
- Zoning Ordinance and Map Amendments Report (digital, Word, pdf, GIS)
- Screencheck Draft General Plan (digital, Word)
- Preliminary Public Review Draft General Plan (15 hard copies; digital, Word and pdf)
- Land Use Diagram (digital, GIS and pdf)
- Circulation Diagram (digital, GIS and pdf)
- Newsletter #7: Public Review Draft General Plan (250 hard copies; digital, pdf)
- Joint Study Session presentation (digital, PowerPoint)
- General Plan Consultation Checklist (digital, Word and pdf)

Phase 7 -Zoning Ordinance Update

The Consultants will prepare a comprehensive update of the County Zoning Ordinance. We provide tasks here that will produce comprehensive Zoning Ordinance that incorporates revisions based on the Zoning Ordinance Amendments Diagnosis (Task 2.2), Zoning Ordinance and Map Amendments Report (Task 6.4) and a staff fix-it list, complete reorganization of the Zoning Ordinance format, revised table of contents, and Administrative and Public Review Drafts of the new Zoning Ordinance chapters. We will facilitate a seminar on modernizing the zoning Ordinance, Board and Commission study sessions, and community informational open houses. Lastly, we describe the review and adoption of revised Zoning Ordinance and Zoning Map.

The Consultant recommends preparation and delivery of an Administrative Draft Zoning Ordinance in several segments, rather than in a single deliverable. The Consultant's experience indicates that it is

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easier for County staff to give timely feedback and review of the Draft Zoning Ordinance when presented in segments. The order and content of the segments can be modified as desired by County staff. As an alternative, if County staff prefers, the Consultant can prepare a complete Administrative Draft Zoning Ordinance prior to County staff review.

Task 7.1 Community Engagement

- Board of Supervisors and Planning Commission Joint Study Session #5
- Board of Supervisors and Planning Commission Joint Study Session #6
- Newsletter #8: Zoning Ordinance and Map Update
- Community Open Houses: Zoning Ordinance and Map Update

Task 7.2 Zoning Ordinance Diagnosis Report. The Consultant will prepare a Zoning Ordinance Diagnosis Report that will provide an overview of outdated uses and terminology, internal inconsistencies, and areas where simpler and clearer language can be incorporated. We will provide the Zoning Ordinance Diagnosis Report to County staff for review that, at a minimum, will identify:

- Internal inconsistencies within the Zoning Ordinance and provide recommendations to rectify inconsistencies.
- Components of the highlighted areas in the Zoning Ordinance that may not be consistent with modern best practices and provide recommendations for refinement.
- Improvements in the overall Zoning Ordinance organization.

Task 7.3 Kick-Off and Scoping Meeting. The Consultant will facilitate a project kick-off meeting with County staff. The meeting should include the County Project Manager, front line counter staff, application processing staff, Ordinance enforcement staff, and the County Counsel (at least for a portion of the meeting). We will prepare a meeting agenda for the Project Manager's review at least a week before the meeting. Topics to be addressed at the meeting include the following:

- Review/clarify the County's expectations and needs for the Zoning Ordinance Update.
- Refine the project scope, budget, and preparation and delivery schedule, as necessary.
- Modernizing the Zoning Ordinance Seminar
- Review the Zoning Ordinance Diagnosis Report
- Discuss the Zoning Ordinance and Map Amendments Report
- Discuss zoning map changes
- Discuss problems and issues associated with existing County land use and development regulations (including County staff's list of needed revisions and other regulatory topics that need attention but are not fully addressed in the current ordinance).
- Review and discuss the table of content, format, style, and organization options.
- Establish protocols for providing information on the status of the Zoning Ordinance Update Project on the County website and other public information platforms.
- Gather documents relevant to the Zoning Ordinance Update Project

Task 7.4: Stakeholder Interviews. The Consultant will conduct two days of one-on-one and group interviews with local housing developers, architects, housing advocates, Board of Supervisor members, Planning Commissioners, and others, to gain an understanding of the ideas and expectations of housing issues, and general development regulations in the County. We will summarize the results of the interviews in a memorandum.

Task 7.5 Modernizing the Zoning Ordinance Seminar

The Consultant will present a half-day seminar for the Board of Supervisors, Planning Commission, and County staff on modernizing the Zoning Ordinance. We will base this seminar on the UC Davis Extension course taught by two of our team members, Brent Gibbons and Martha Miller. The seminar will address topics related to updating the Zoning Ordinance, particularly focusing on how zoning ordinances shape the appearance and function of all land uses in a community. The practice of how communities use zoning regulations to achieve development goals continues to evolve, and many cities and counties look to ordinance updates to achieve their development objectives. We will discuss how to transform the County's Zoning Ordinance into a more understandable, streamlined, legally defensible, and effective planning implementation tool. Discussion topics would include the following:

- Methods for making the zoning ordinance consistent with general plan policies and standards
- State-of-the-art zoning ordinance structure, format/style, and graphic design for creating easy-to-use documents
- Zoning districts: How many, what types, when to use overlays and combining designations
- Development standards: Type, specification, and performance approaches, graphic support and representation
- Design guidelines and objective standards, form-based ordinances, and hybrid ordinances
- Content-neutral sign regulations, nonconforming uses, and other controversial regulatory issues
- Steps to faster, effective, and thorough development permit review procedures

Task 7.6 Draft Zoning Ordinance Format and Outline. The Consultant will prepare a draft annotated Zoning Ordinance outline/table of contents, style sheet, list of common terms to use and not to use, and sample chapter format to illustrate the recommended format and style of the Zoning Ordinance, which we will design to improve document organization and readability, resulting in a truly "user friendly" updated document.

Task 7.7 Matrix of Zoning Ordinance and Map Changes. Based on direction from staff at the kick-off meeting, the Consultant will refine the Zoning Ordinance Matrix prepared in Task 1.9 to confirm the changes to be made as a part of the Zoning Ordinance Update. This Matrix will serve as the master checklist of Zoning Ordinance changes for the remainder of the project.

Task 7.8 Zoning District Provisions. The Consultant will draft the chapters of the updated Zoning Ordinance containing regulations applicable to specific residential, commercial, mixed use, and miscellaneous/combining zoning districts, and any new districts. To ensure consistency with the updated General Plan land use designations and proper implementation of General Plan policies, the Consultant will review the land use designations as a part of this task. At a minimum, these provisions will address the following topics:

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- **A description of each zoning district**, including a General Plan driven "purpose" statement and an overview of the land uses allowed within each district.
- **A land use classification system** that clearly identifies uses allowed in each zoning district with an emphasis on allowing as many by-right uses as is reasonably appropriate. The classification system organized in tables will employ up-to-date terminology and an appropriate combination of specific and generic land use types.
- **Development standards** for each zoning district (e.g., building envelope standards, height limitations, setback requirements, floor area and site coverage requirements) organized in tables and graphically illustrated.

The Consultant will submit the Administrative Draft Zoning District provisions to County staff for review. Staff will be expected to provide their comments on the draft in Microsoft's "track changes" and provide a single consolidated set of comments. We will facilitate a series of meetings or conference calls to review and discuss staff comments on discuss revisions and direction on the Zoning District provisions. Following these discussions, we will prepare the Preliminary Review Draft Zoning District provisions.

Task 7.9 Administrative Provisions. The Consultant will draft the chapters of the Zoning Ordinance containing administration and development application filing and processing procedures. At a minimum, these chapters will address the following:

- **Purpose and adoption of the Zoning Ordinance**, applicability, responsibility and administrative authority, interpretation procedures, and provisions addressing applications deemed complete but not yet decided, that may be affected by adoption of, and future amendments to, the Zoning Ordinance.
- **Definition of the roles** of each project review authority, including the Planning Director, the Planning Commission, the Board of Supervisors, and all other applicable entities.
- **Procedures for discretionary permits**, conditional and administrative use permits, design review, home occupations, planned development review, reasonable accommodations, site plan review, temporary uses, transportation demand management plans, variances and minor variances, and other project review procedures, appeals, public hearings, nonconforming use and structure provisions, and amendments, development agreements, and specific plans.
- **Enforcement provisions**, including but not limited to, legal remedies, procedural requirements, cost recovery related to enforcement actions, and property owner/violator rights and appeal procedures.
- **Definitions** of technical terms and phrases, including abbreviations, and land uses.

The Consultant will submit the Administrative Draft Administrative provisions to County staff for review. Staff will be expected to provide their comments on the draft in Microsoft's "track changes" and provide a single consolidated set of comments. We will facilitate a series of meetings or conference calls to review and discuss staff comments on discuss revisions and direction on the Administrative provisions. Following these discussions, we will prepare the Preliminary Review Draft Administrative provisions.

Task 7.10 General Development and Specific Use Standards. The Consultant will draft the chapters of the Zoning Ordinance containing regulations that apply in multiple zoning districts and

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overlay/combining districts, and regulations for specific land uses. At a minimum, these chapters will address the following topics:

- **General site planning and development standards** that could apply to a variety of land uses regardless of the applicable zoning district. Additionally, these standards will address, as appropriate, site access requirements; fences, hedges, walls, and screening; noise regulations; outdoor lighting standards; performance standards; Crime Prevention Through Environmental Design; solid waste and recyclable storage standards; and undergrounding of utilities.
- **Affordable housing requirements**, including supportive, transitional, and employee housing; density bonus provisions; single room occupancy (SRO) provisions, standards for large residential care facilities, and related incentives.
- **Landscaping standards**, including water efficient standards, specific requirements for preliminary and final landscape plan submittal and review, tree preservation and protection.
- **Airport Approach Overlay Zone**, including development standards, uses, airspace protection, and airport noise.
- **Off-street parking, loading, and bicycle standards**, including contemporary parking and loading area numbers, space, and design requirements; pedestrian circulation requirements; blended parking requirements; and bicycle and motorcycle parking.
- **Sign regulations**. The Consultant will review and evaluate the current sign provisions and recommend revisions in consultation with County staff.
- **Standards for specific land uses**. The Consultant will address standards for specific land uses as deemed appropriate by the County, including, among other topics, accessory dwelling units; accessory retail uses; adult entertainment businesses; alcohol-related uses (e.g., liquor sales, breweries, taprooms, wineries); cannabis-related uses; childcare facilities; cottage food; emergency shelters, entertainment and recreation uses; green buildings; historic preservation; home occupations; interim uses in transition areas; massage therapy; mobile food vendors; mobile homes; multi-family housing; outdoor merchandise display and activities; outdoor and personal storage facilities; recycling facilities; residential accessory uses and structures; residential vacation rentals; small-scale alternative energy facilities; temporary uses; vehicle-oriented uses; and wireless telecommunications.
- **Environmental performance-based standards** as determined by County staff to be appropriate.

The Consultant will submit the Administrative Draft General Development and Specific Use Standards provisions to County staff for review. Staff will be expected to provide their comments on the draft in Microsoft's "track changes" and provide a single consolidated set of comments. We will facilitate a series of meetings or conference calls to review and discuss staff comments on discuss revisions and direction on the General Development and Specific Use Standards provisions. Following these discussions, we will prepare the Preliminary Review Draft General Development and Specific Use Standards provisions.

Task 7.11 Preliminary Draft Zoning Ordinance. The Consultant will revise the Administrative Draft Zoning Ordinance sections based on County staff direction and prepare the remaining parts of the Preliminary Draft Zoning Ordinance, including a detailed table of contents, graphics, and illustrations.

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We will incorporate graphics throughout the Ordinance wherever they may assist users in visualizing the meaning and applicability of development standards.

Task 7.12 Public Review Draft Zoning Ordinance. Based on direction from County staff the Consultant will prepare a Public Review Draft Zoning Ordinance which we will provide to the County for Public Review.

Task 7.13 Updated Zoning Map. The Consultant will work with County staff to prepare an Administrative Draft County Zoning Map. Following County staff review, we will prepare a Public Review Draft Zoning Map.

Deliverables:

- Zoning Ordinance Seminar presentation (25 hard copies; digital, PowerPoint)
- Zoning Ordinance Diagnosis Report (digital, Word and pdf)
- Zoning Ordinance Format and Outline (digital, Word)
- Administrative Review Draft Zoning Ordinance (digital, Word)
- Preliminary Review Draft Zoning Ordinance (digital, Word)
- Public Review Draft Zoning Ordinance (digital, Word)
- Zoning Map (digital, GIS)
- Newsletter #8: Zoning Ordinance and Map (250 hard copies; digital, pdf)
- Joint Study Session presentations (digital, PowerPoint)
- Workshop materials (hard copy, display boards)

PHASE 8 ENVIRONMENTAL REVIEW

Task 8.1 Notice of Preparation. The Consultant will prepare and circulate a Notice of Preparation of a Draft Program Environmental Impact Report (NOP) to the State Clearinghouse; Responsible Agencies; Trustee Agencies; other interested and affected state, county and local government agencies; local Native American tribal representatives; and other groups and individuals that may have interest in the Program Environmental Impact Report (PEIR). The Consultant will work with County staff to develop a distribution list for the NOP and subsequent notices and documents concerning milestones in the PEIR process. Prior to release of the NOP, the Consultant will also support the County with AB 52 and SB 18 Tribal Consultation. This will include preparing draft letters that the County will then send to the respective tribes on County letterhead.

Task 8.2 Scoping Meeting. The Consultant will facilitate a public/agency scoping meeting associated with the release of the NOP. The Scoping Meeting will be held during the 30-day NOP period to introduce the community to provide an overview of the EIR process and obtain input on the EIR scope of work. It will include a brief presentation, followed by receipt of input from meeting attendees. The Consultant will prepare a summary of all input gathered.

Task 8.3 Administrative Draft Program EIR. The Consultant will prepare a Program EIR containing all information required by Sections 15124 through 15129 of the CEQA Guidelines. A table of contents is presented below:

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- Introduction
- Executive Summary
- Project Description
- Environmental Setting, Impacts, and Mitigation Measures
- Significant Irreversible Environmental Changes
- Growth Inducing Impacts
- Cumulative Impacts
- Alternatives (up to three)
- Organizations and Persons Consulted
- Appendix: Technical Reports (separate document)

For each of the impact topics, our approach will be to characterize the existing physical conditions and pertinent regulatory framework, then quantify or qualitatively describe the future conditions resulting from implementation of the proposed General Plan elements. We will assess impact significance with respect to the thresholds defined in Appendix G of the CEQA Guidelines using methodologies that are appropriate for a long-range planning program. Impact significance will be determined after consideration of the beneficial effects of proposed policies designed to avoid or reduce environmental impacts.

Programmatic analysis requires a reasonable assessment of future, potential changes to the physical environment due to the policies of the General Plan. The analysis may not be based on build-out of the planning area if build-out is not anticipated to occur within the planning horizon. Our analysis will hinge on the fact that the General Plan, in and of itself, does not result in the growth of population, household, employment, or traffic. Growth occurs from a dynamic system of birth, death, immigration, emigration, and other factors that include the state of the economy and land use options. The analysis will be based on the ability of the General Plan update to accommodate anticipated growth while avoiding impacts to the environment. Our approach will minimize incorporation of mitigation measures by ensuring policies adopted in the element updates serve as programmatic measures to minimize or eliminate environmental impacts.

To streamline the PEIR preparation process and thus reduce costs, we plan to use the background information and mapping compiled for each of the updated General Plan elements. As noted above, this information is expected to be sufficient to fulfill the contents required for the General Plan, as prescribed in California Government Code Sections 65302, and to fully characterize the environmental setting for each impact topic. This will allow an assessment of impacts to be made relative to the baseline conditions assumptions in the General Plan.

The Consultant assumes two rounds of County staff comments will be necessary to establish the Screencheck PEIR, and that County staff will provide one set of consolidated comments using Word's track changes function.

Task 8.4 Screencheck Draft Program EIR. Following receipt of one consolidated set of County staff comments concerning the adequacy of the Administrative Draft PEIR, the Consultant will discuss and clarify specific comments as needed and prepare appropriate revisions to the document to address those concerns. We will then prepare and submit a Screencheck PEIR for final review to identify any

Exhibit A, Scope of Services

remaining minor revisions necessary to complete the PEIR sufficiently to commence the public review process. The Consultant will make final minor revisions, as necessary.

Task 8.5 Draft Program EIR. The Consultant will produce and circulate the Draft Program EIR for the mandatory 45-day public review period with the Notice of Availability (NOA). The NOA will identify the project and explain the public review process. Staff will be responsible for publication in the local newspaper. The Consultant will produce, mail, and track all notices. We will provide public agencies with a notice and an electronic copy of the DPEIR. Other parties will receive a notice and a link to downloadable version of the DPEIR. We will send 15 executive summaries and electronic copies of the DPEIR to the State Clearinghouse including the mandatory Notice of Completion (NOC).

Task 8.6 Response to Comments. Following the end of the 45-day public review and comment period on the Draft PEIR, the Consultant will prepare written responses to all written comments submitted to the County concerning the adequacy of the information and analysis presented in the Draft PEIR. We will include all correspondence and highlight and number all comments that are specific to the adequacy of the Draft PEIR to correspond to the appropriate response to each comment, for each author. If a substantial number of comments express the same concern(s), we will prepare a “master response” to that (those) comment(s). We will identify comments that do not require responses and include a summary from the CEQA Guidelines explaining why no response is provided. The Consultant will respond to one round of staff comments on the draft responses. Our budget identifies the hours allocated to address responses to comments.

Task 8.7 Statement of Facts and Findings. To expedite the final phase of the project approval process, the Consultant will prepare Findings required under Section 15091 and, if necessary, a Statement of Overriding Considerations (SOC) pursuant to Section 15093 of the State CEQA Guidelines. We will submit the draft Findings and SOC for one round of review by County staff and the County Counsel and make one set of revisions to each. We assume minor revisions to the project and/or mitigation measures will occur and that the Facts and Findings will need to be revised.

Task 8.8 Final Program EIR. The Consultant may make minor revisions to Final PEIR text and exhibits, if warranted, to correct errors and/or provide clarifications or additional information. Minor changes would not include any significant new information such as the identification of an additional significant impact or a new mitigation measure that requires a substantial alteration to the proposed project. We will present these minor revisions in an “Errata” section to be incorporated into the Final PEIR. We will include responses to comments in the Final PEIR. Hard copies of the Final PEIR for decision-making bodies will be limited to the DPEIR (Volume I) and the FPEIR; appendices will be included as an electronic copy unless specifically requested. File copies will include hard copies of all PEIR sections.

Prior to consideration of the Final PEIR, the Consultant will prepare a Mitigation Monitoring and Reporting Program (MMRP) in accordance with Section 21081.6 of the CEQA Statutes. We can provide this as a stand-alone document, to attach to findings and resolutions, or we can incorporate it into the Final PEIR, as the County prefers. The MMRP will list all measures included in the Final PEIR to avoid, reduce or compensate for the potentially significant impacts of the project, note the timing for implementation of each measure and identify the entities responsible for ensuring that the mitigation measures are properly implemented at the right time, and verified as completed as intended. The

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Consultant will respond to one round of comments by staff on the Final PEIR. Once the EIR is certified and the General Plan is adopted by the County, the Consultant will prepare and file a Notice of Determination (NOD) with the County Clerk concluding the CEQA process. However, all filing fees (County Clerk and/or CDFW) will be paid by the County.

Deliverables:

- Notice of Preparation (digital, Word and pdf) and up to 25 hard copies mailed to respective agencies/members of the public
- AB 52 and SB 18 Tribal Consultation letters (digital, Word)
- Scoping Meeting Presentation (digital, PowerPoint) and Meeting Materials (up to 25 hard copy notices/comment cards)
- Administrative Draft Program EIR (digital, Word and pdf)
- Screencheck Draft Program EIR (digital, pdf)
- Draft Program EIR (10 hard copies; 15 CD Copies and 15 hard copies of Executive Summary (for State Clearinghouse); digital, pdf)
- Response to Comments (digital, Word and pdf)
- Statement of Facts and Findings / Statement of Overriding Considerations (if required) (digital, Word and pdf)
- Final Program EIR (including Mitigation Monitoring and Reporting Program) (15 hard copies; digital, Word and pdf)
- Notice of Determination (NOD) (2 hard copies; digital, pdf)

PHASE 9 PUBLIC REVIEW, FINAL DOCUMENTS, AND ADOPTION

Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR. The Consultant will prepare a newsletter summarizing the Public Review Draft General Plan, Zoning Ordinance and PEIR. The newsletter will include an overview of the key goals and policies of the Draft Plan as well as the vision for the future of the county and inform the public about commenting on the Draft General Plan, Zoning Ordinance, and PEIR.

Task 9.2 Planning Commission Hearings. The Consultant and County staff will facilitate two public hearings with the Planning Commission to review the Draft General Plan, Zoning Ordinance, and PEIR. The Planning Commission will consider all public comments and at the conclusion of the hearings, make recommendations to the Board of Supervisors regarding the Draft General Plan, Zoning Ordinance, and PEIR.

Task 9.3 Board of Supervisors Hearing. The Consultant and County staff will facilitate a public hearing with the Board of Supervisors to review the Draft General Plan, Zoning Ordinance, and PEIR. At this meeting the Board of Supervisors will consider the Planning Commission's recommendations and all public comments. At the conclusion of the hearings, the Board of Supervisors will direct County staff to incorporate its recommendations and prepare the Final General Plan, Zoning Ordinance, and PEIR.

Exhibit A, Scope of Services

Task 9.4 Final Documents. Based on direction from the Board of Supervisors, the Consultant and County staff will revise the General Plan, Zoning Ordinance, and Final PEIR and prepare the final General Plan documents.

Task 9.5 Adoption Hearing. The Consultant and County staff will facilitate an adoption hearing with the Board of Supervisors, for certification of the Final PEIR and adoption of the General Plan and Zoning Ordinance.

Task 9.6 Web-based General Plan. The Consultant will design the final General Plan as an interactive web-based General Plan using the enCode Plus Web Plan platform. Mintier Harnish and enCodePlus have a strong working relationship and enCode Plus is exclusive with Mintier Harnish in the state of California. The web-based plan will not simply be a document that is published online but will be a dynamic communication tool that provides transparency, accessibility, and efficiency in local government.

We will structure and design the web-based plan to meet the specific needs of the County. It will be fully searchable, allowing decision makers and others to quickly locate relevant information. For a fuller description of the web-based General Plan, please see the Appendix.

Deliverables:

- Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR (250 hard copies; digital, pdf)
- Final Program EIR (2 hard copies; digital, Word and pdf)
- Final Background Report (2 hard copies; digital, Word and pdf)
- Final General Plan (20 hard copies; digital, Word and pdf)
- Land Use diagram (large format, 20 copies; digital, GIS and pdf)
- Web-based General Plan (digital)

Exhibit B - Budget ⁽¹⁾⁽²⁾
Mintier Harnish

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR				MINTIER HARNISH						
	HARNISH Project Director	RUST Project Manager	B. GIBBONS Deputy Project Manager	YANG Associate Planner	LESTER Planner	M. GIBBONS Planner	TOVAR- GONZALES Assistant Planner	SUPPORT	SUBTOTAL HOURS	SUBTOTAL COSTS
PHASES										
Phase 1: Project Initiation										
Task 1.1 Request for Information (RFI)		2	4				6		12	\$1,760
Task 1.2 Project Kick-off Meeting and County Tour (including TAG meetings)	40	40	40	40					160	\$31,600
Task 1.3 Develop Final Work Program	2	4	4						10	\$2,040
Task 1.4 General Plan Update Presentation (Including Newsletter #1)	2	12	12		8		4	2	40	\$6,910
Task 1.5 Project Management and Coordination	40	160	200					160	560	\$95,800
Task 1.6 General Plan Audit		4				4	16		24	\$3,100
Subtotal	84	222	260	40	8	4	26	162	806	\$141,210
Phase 2: Zoning Ordinance Amendments to Address State and Federal Law										
Task 2.1 Community Engagement	46		54		20	48			168	\$30,010
Task 2.2 Zoning Ordinance Amendments Diagnosis	12		16			36			64	\$10,720
Task 2.3 Administrative Draft Zoning Ordinance Amendments	16		40			40	40		136	\$20,640
Task 2.4 Preliminary Draft Zoning Ordinance Amendments	4		16			12			32	\$5,440
Task 2.5 Public Review Draft Zoning Ordinance Amendments	2	2	4			4		12	24	\$3,430
Task 2.6 Environmental Assessment	8	4	4						16	\$3,480
Task 2.7 Planning Commission Hearing	2		12				4		18	\$3,000
Task 2.8 Board of Supervisors Hearing	2		12				4		18	\$3,000
Task 2.9 Final Documents	2		8				12	4	26	\$3,560
Task 2.10 Adoption Hearing			12						12	\$2,100
Subtotal	94	6	178	0	20	140	60	16	514	\$85,380
Phase 3: Existing Conditions Background Report										
Task 3.1 Community Engagement	58	96	108	122	64		36	4	488	\$86,140
Task 3.2 GIS Database and Base Maps		12		12	24				48	\$7,860
Task 3.2 Administrative Draft Existing Conditions Background Report	40	40	80	120	120	160	160		720	\$107,400
Task 3.3 Public Review Draft Background Report	4	8	16	24	24	24	24	40	164	\$22,760
Task 3.4 Assets, Issues, and Opportunities Summary Report	4	4	12		40		12	8	80	\$11,620
Subtotal	106	160	216	278	272	184	232	52	1500	\$235,780
Phase 4: Community Vision and Guiding Principles										
Task 4.1 Community Engagement		2	4				8		14	\$1,970
Task 4.2 Draft Vision and Guiding Principles	4	8	16	24				4	56	\$9,740
Task 4.3 Vision Summit	12	20	24	40	24		8		128	\$21,980
Task 4.4 Vision and Guiding Principles Report	2	4	8	8				4	26	\$4,440
Subtotal	18	34	52	72	24	0	16	8	224	\$38,130
Phase 5: Evaluating Alternatives										
Task 5.1 Community Engagement	36	46	48	40	40		28		238	\$41,870
Task 5.2 Land Use Alternative Concepts and Policy Option Topics	12	24	40	80	40			8	204	\$34,280
Task 5.3 Evaluate Growth Alternatives	8	8	16	24					56	\$10,280
Task 5.4 Alternatives Report	4	16	40	40	80		80	8	268	\$38,240
Task 5.5 Preferred Alternative	2	8	12	12				4	38	\$6,640
Subtotal	62	102	156	196	160	0	108	20	804	\$131,310
Phase 6: Preparing the General Plan										
Task 6.1 Community Engagement	12	14	16				16		58	\$10,370
Task 6.2 Prepare the Administrative Review Draft General Plan	24	40	80	120	120		120		504	\$76,960
Task 6.3 Prepare Land Use and Circulation Diagrams	4	8	4	40	8				64	\$10,900
Task 6.4 Zoning Ordinance and Map Amendments Report	8		24				40		80	\$13,000
Task 6.5 Preliminary Public Review Draft General Plan	8	12	24	24	24		24	24	140	\$20,940
Task 6.6 General Plan Consultation and Referrals		4	8	12					24	\$4,180
Subtotal	56	82	156	196	152	40	160	28	870	\$136,350
Phase 7: Zoning Ordinance Update										
Task 7.1 Community Engagement	32		70			60	40		202	\$32,530
Task 7.2 Zoning Ordinance Diagnosis Report	8		16			40		8	72	\$11,160
Task 7.3 Kick-Off and Scoping Meeting	12		12			12			36	\$6,660
Task 7.4 Stakeholder Interviews			20			20			40	\$6,300
Task 7.5 Modernizing the Zoning Ordinance Seminar			20			4			24	\$4,060
Task 7.6 Draft Zoning Ordinance Format and Outline	2		4			8			14	\$2,300
Task 7.7 Matrix of Zoning Ordinance and Map Changes	2		4			8			14	\$2,300
Task 7.8 Zoning District Provisions	40		80			160			280	\$46,000
Task 7.9 Administrative Provisions	16		24						40	\$8,040
Task 7.10 General Development and Specific Use Standards	40		80			120			240	\$40,400
Task 7.11 Preliminary Draft Zoning Ordinance	16		24					16	96	\$15,320
Task 7.12 Public Review Draft Zoning Ordinance	8		12			24			44	\$7,380
Task 7.13 Updated Zoning Map	4		8		24	4			40	\$6,280
Subtotal	180	0	374	0	24	500	40	24	1142	\$188,730
Phase 8: Environmental Review										
Task 8.1 Notice of Preparation		2	4						6	\$1,130
Task 8.2 Scoping Meeting									0	\$0
Task 8.3 Administrative Draft Program EIR	16	40	8						64	\$13,840
Task 8.4 Screencheck Draft Program EIR	4	8	4						16	\$3,380
Task 8.5 Draft Program EIR	4	8	4						16	\$3,380
Task 8.6 Response to Comments	4	24							28	\$6,120
Task 8.7 Statement of Facts and Findings		2							2	\$430
Task 8.8 Final Program EIR	4	8	2						14	\$3,030
Subtotal	32	92	22	0	0	0	0	0	146	\$31,310
Task 9: Public Review, Final Documents, and Adoption										
Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR		2	4				8		14	\$1,970
Task 9.2 Planning Commission Hearings	20	20	12				8		60	\$12,040
Task 9.3 Board of Supervisors Hearings	20	20	12				8		60	\$12,040
Task 9.4 Final Documents	4	8	12		24			16	64	\$9,820
Task 9.5 Adoption Hearing	12	12	12						36	\$7,560
Task 9.6 Web-based General Plan and Zoning Ordinance	8	12	24		40	40	40		164	\$24,100
Subtotal	64	74	76	0	64	40	64	16	398	\$67,530
TOTAL										
Total Hours	696	772	1,490	782	724	908	706	326	6,404	-
2020 Billing Rates (subject to change every January 1st)	\$240	\$215	\$175	\$160	\$140	\$140	\$105	\$105	-	-
Labor Subtotals	\$167,040	\$165,980	\$260,750	\$125,120	\$101,360	\$127,120	\$74,130	\$34,280	-	\$1,055,730
Direct Expenses (e.g., printing, travel, Engagement HQ fee, translation services)										\$45,000
TOTAL COST W/O CONTINGENCY										\$1,100,730
10% CONTINGENCY (Recommended)										
TOTAL COST W/CONTINGENCY										
OPTIONAL ITEMS										
Existing Conditions and Trends Workbook	12	36	60	80	80	80	80	16	444	\$66,400
Optional Alternatives Analysis Approach	58	86	148	132	140	40	56	12	672	\$111,770

1) This represents a total cost based on the provided scope of work.
2) The distribution of hours between firms, staff categories, and tasks are an estimate. While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

Exhibit B - Budget ⁽¹⁾⁽²⁾
Mintier Harnish

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR	RINCON CONSULTANTS								SUBTOTAL HOURS	SUBTOTAL COSTS
	MADDOX Principal	ACOSTA Senior Professional II	Professional III	Production Specialist	Technical Editor	GIS/CADD Specialist II	Clerical/Ad min			
PHASES										
Phase 1: Project Initiation										
Task 1.1 Request for Information (RFI)		2							2	\$320
Task 1.2 Project Kick-off Meeting and County Tour (including TAG meetings)	32	32							64	\$12,160
Task 1.3 Develop Final Work Program	2								2	\$440
Task 1.4 General Plan Update Presentation (including Newsletter #1)									0	\$0
Task 1.5 Project Management and Coordination	40							40	80	\$11,800
Task 1.6 General Plan Audit									0	\$0
Subtotal	74	34	0	0	0	0	0	40	148	\$24,720
Phase 2: Zoning Ordinance Amendments to Address State and Federal Law										
Task 2.1 Community Engagement									0	\$0
Task 2.2 Zoning Ordinance Amendments Diagnosis									0	\$0
Task 2.3 Administrative Draft Zoning Ordinance Amendments									0	\$0
Task 2.4 Preliminary Draft Zoning Ordinance Amendments									0	\$0
Task 2.5 Public Review Draft Zoning Ordinance Amendments									0	\$0
Task 2.6 Environmental Assessment	4	8	60						72	\$9,960
Task 2.7 Planning Commission Hearing									0	\$0
Task 2.8 Board of Supervisors Hearing									0	\$0
Task 2.9 Final Documents									0	\$0
Task 2.10 Adoption Hearing									0	\$0
Subtotal	4	8	60	0	0	0	0	0	72	\$9,960
Phase 3: Existing Conditions Background Report										
Task 3.1 Community Engagement	32	24							56	\$10,880
Task 3.2 GIS Database and Base Maps		2					12		14	\$1,820
Task 3.2 Administrative Draft Existing Conditions Background Report	40	120	300	12	16	24	16	528	\$74,048	
Task 3.3 Public Review Draft Background Report	8	16	40			4	4	72	\$10,320	
Task 3.4 Assets, Issues, and Opportunities Summary Report									0	\$0
Subtotal	80	162	340	12	16	40	20	670	\$97,068	
Phase 4: Community Vision and Guiding Principles										
Task 4.1 Community Engagement									0	\$0
Task 4.2 Draft Vision and Guiding Principles	4								4	\$880
Task 4.3 Vision Summit		12							12	\$1,920
Task 4.4 Vision and Guiding Principles Report									0	\$0
Subtotal	4	12	0	0	0	0	0	0	16	\$2,800
Phase 5: Evaluating Alternatives										
Task 5.1 Community Engagement	24	24							48	\$9,120
Task 5.2 Land Use Alternative Concepts and Policy Option Topics	8	12							20	\$3,680
Task 5.3 Evaluate Growth Alternatives	12	24	80			12	4	132	\$18,680	
Task 5.4 Alternatives Report	4	12	24			16	8	64	\$8,520	
Task 5.5 Preferred Alternative									0	\$0
Subtotal	48	72	104	0	0	28	12	264	\$40,000	
Phase 6: Preparing the General Plan										
Task 6.1 Community Engagement									0	\$0
Task 6.2 Prepare the Administrative Review Draft General Plan	16	40	80		12		8	156	\$22,264	
Task 6.3 Prepare Land Use and Circulation Diagrams									0	\$0
Task 6.4 Zoning Ordinance and Map Amendments Report									0	\$0
Task 6.5 Preliminary Public Review Draft General Plan	4	12	16		4		4	40	\$5,628	
Task 6.6 General Plan Consultation and Referrals	2	4	8					14	\$2,120	
Subtotal	22	56	104	0	16	0	12	210	\$30,012	
Phase 7: Zoning Ordinance Update										
Task 7.1 Community Engagement									0	\$0
Task 7.2 Zoning Ordinance Diagnosis Report									0	\$0
Task 7.3 Kick-Off and Scoping Meeting									0	\$0
Task 7.4 Stakeholder Interviews									0	\$0
Task 7.5 Modernizing the Zoning Ordinance Seminar									0	\$0
Task 7.6 Draft Zoning Ordinance Format and Outline									0	\$0
Task 7.7 Matrix of Zoning Ordinance and Map Changes									0	\$0
Task 7.8 Zoning District Provisions									0	\$0
Task 7.9 Administrative Provisions									0	\$0
Task 7.10 General Development and Specific Use Standards									0	\$0
Task 7.11 Preliminary Draft Zoning Ordinance									0	\$0
Task 7.12 Public Review Draft Zoning Ordinance									0	\$0
Task 7.13 Updated Zoning Map									0	\$0
Subtotal	0	0	0	0	0	0	0	0	0	\$0
Phase 8: Environmental Review										
Task 8.1 Notice of Preparation	4	8	4	16		4	8	44	\$5,188	
Task 8.2 Scoping Meeting	6	8						14	\$2,600	
Task 8.3 Administrative Draft Program EIR	40	140	300	32	40	40	16	608	\$83,696	
Task 8.4 Screencheck Draft Program EIR	16	24	60	12	8	8	4	132	\$18,412	
Task 8.5 Draft Program EIR	4	8	16	4	4	4	2	42	\$5,690	
Task 8.6 Response to Comments	16	40	80	8	12	12	4	172	\$24,168	
Task 8.7 Statement of Facts and Findings	4	4	24				4	36	\$4,940	
Task 8.8 Final Program EIR	4		12		4		4	24	\$3,188	
Subtotal	94	232	496	72	68	68	42	1072	\$147,882	
Task 9: Public Review, Final Documents, and Adoption										
Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR									0	\$0
Task 9.2 Planning Commission Hearings	16							16	\$3,520	
Task 9.3 Board of Supervisors Hearings	16							16	\$3,520	
Task 9.4 Final Documents									0	\$0
Task 9.5 Adoption Hearing									0	\$0
Task 9.6 Web-based General Plan and Zoning Ordinance									0	\$0
Subtotal	32	0	0	0	0	0	0	32	\$7,040	
TOTAL										
Total Hours	358	576	1,104	84	100	136	126	2,484	-	-
2020 Billing Rates (subject to change every January 1st)	\$220	\$160	\$130	\$88	\$112	\$125	\$75	-	-	-
Labor Subtotals	\$78,760	\$92,160	\$143,520	\$7,392	\$11,200	\$17,000	\$9,450	-	\$359,482	\$7,500
Direct Expenses (e.g., printing, travel, Engagement HQ fee, translation services)										
TOTAL COST W/O CONTINGENCY									\$366,982	
10% CONTINGENCY (Recommended)										
TOTAL COST W/CONTINGENCY										
OPTIONAL ITEMS										
Existing Conditions and Trends Workbook		12	36			12		60	\$8,100	
Optional Alternatives Analysis Approach	16	60	24			16	8	124	\$18,840	

1) This represents a total cost based on the provided scope of work.
2) The distribution of hours between firms, staff categories, and tasks are an estimate. While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

Mintier Harnish

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR	GREEN DOT TRANSPORTATION						
	SCHWEIN Principal	ALWARD Senior Planner	GOLDSTEIN Associate Planner	KRONER Assistant Planner	LEPORE Assistant Planner	SUBTOTAL HOURS	SUBTOTAL COSTS
PHASES							
Phase 1: Project Initiation							
Task 1.1 Request for Information (RFI)		2				2	\$250
Task 1.2 Project Kick-off Meeting and County Tour (including TAG meetings)	32					32	\$4,480
Task 1.3 Develop Final Work Program	2					2	\$280
Task 1.4 General Plan Update Presentation (including Newsletter #1)						0	\$0
Task 1.5 Project Management and Coordination	40					40	\$5,600
Task 1.6 General Plan Audit						0	\$0
Subtotal	74	2	0	0	0	76	\$10,610
Phase 2: Zoning Ordinance Amendments to Address State and Federal Law							
Task 2.1 Community Engagement						0	\$0
Task 2.2 Zoning Ordinance Amendments Diagnosis						0	\$0
Task 2.3 Administrative Draft Zoning Ordinance Amendments						0	\$0
Task 2.4 Preliminary Draft Zoning Ordinance Amendments						0	\$0
Task 2.5 Public Review Draft Zoning Ordinance Amendments						0	\$0
Task 2.6 Environmental Assessment						0	\$0
Task 2.7 Planning Commission Hearing						0	\$0
Task 2.8 Board of Supervisors Hearing						0	\$0
Task 2.9 Final Documents						0	\$0
Task 2.10 Adoption Hearing						0	\$0
Subtotal	0	0	0	0	0	0	\$0
Phase 3: Existing Conditions Background Report							
Task 3.1 Community Engagement	32					32	\$4,480
Task 3.2 GIS Database and Base Maps		4	16			20	\$2,260
Task 3.2 Administrative Draft Existing Conditions Background Report	8	40	80	120	120	368	\$38,920
Task 3.3 Public Review Draft Background Report	4	8	16	24	24	76	\$8,120
Task 3.4 Assets, Issues, and Opportunities Summary Report						0	\$0
Subtotal	44	52	112	144	144	496	\$53,780
Phase 4: Community Vision and Guiding Principles							
Task 4.1 Community Engagement						0	\$0
Task 4.2 Draft Vision and Guiding Principles						0	\$0
Task 4.3 Vision Summit						0	\$0
Task 4.4 Vision and Guiding Principles Report						0	\$0
Subtotal	0	0	0	0	0	0	\$0
Phase 5: Evaluating Alternatives							
Task 5.1 Community Engagement	24					24	\$3,360
Task 5.2 Land Use Alternative Concepts and Policy Option Topics	8	12				20	\$2,620
Task 5.3 Evaluate Growth Alternatives	12	24	40		40	116	\$13,080
Task 5.4 Alternatives Report	4	8	16		16	44	\$4,920
Task 5.5 Preferred Alternative						0	\$0
Subtotal	48	44	56	0	56	204	\$23,980
Phase 6: Preparing the General Plan							
Task 6.1 Community Engagement						0	\$0
Task 6.2 Prepare the Administrative Review Draft General Plan	4	12	24	40	16	96	\$10,300
Task 6.3 Prepare Land Use and Circulation Diagrams	4	12	24			40	\$4,700
Task 6.4 Zoning Ordinance and Map Amendments Report						0	\$0
Task 6.5 Preliminary Public Review Draft General Plan	4	4	8	12	4	32	\$3,540
Task 6.6 General Plan Consultation and Referrals						0	\$0
Subtotal	12	28	56	52	20	168	\$18,540
Phase 7: Zoning Ordinance Update							
Task 7.1 Community Engagement						0	\$0
Task 7.2 Zoning Ordinance Diagnosis Report						0	\$0
Task 7.3 Kick-Off and Scoping Meeting						0	\$0
Task 7.4 Stakeholder Interviews						0	\$0
Task 7.5 Modernizing the Zoning Ordinance Seminar						0	\$0
Task 7.6 Draft Zoning Ordinance Format and Outline						0	\$0
Task 7.7 Matrix of Zoning Ordinance and Map Changes						0	\$0
Task 7.8 Zoning District Provisions						0	\$0
Task 7.9 Administrative Provisions						0	\$0
Task 7.10 General Development and Specific Use Standards						0	\$0
Task 7.11 Preliminary Draft Zoning Ordinance						0	\$0
Task 7.12 Public Review Draft Zoning Ordinance						0	\$0
Task 7.13 Updated Zoning Map						0	\$0
Subtotal	0	0	0	0	0	0	\$0
Phase 8: Environmental Review							
Task 8.1 Notice of Preparation						0	\$0
Task 8.2 Scoping Meeting						0	\$0
Task 8.3 Administrative Draft Program EIR	16	24	80	40	40	200	\$22,040
Task 8.4 Screencheck Draft Program EIR	4	8	16	12	8	48	\$5,320
Task 8.5 Draft Program EIR	4	4	4	4	4	20	\$2,300
Task 8.6 Response to Comments	2	4	20	12	4	42	\$4,580
Task 8.7 Statement of Facts and Findings						0	\$0
Task 8.8 Final Program EIR						0	\$0
Subtotal	26	40	120	68	56	310	\$34,240
Task 9: Public Review, Final Documents, and Adoption							
Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR						0	\$0
Task 9.2 Planning Commission Hearings						0	\$0
Task 9.3 Board of Supervisors Hearings						0	\$0
Task 9.4 Final Documents						0	\$0
Task 9.5 Adoption Hearing						0	\$0
Task 9.6 Web-based General Plan and Zoning Ordinance						0	\$0
Subtotal	0	0	0	0	0	0	\$0
TOTALS							
Total Hours	204	166	344	264	276	1,254	-
2020 Billing Rates (subject to change every January 1st)	\$140	\$125	\$110	\$100	\$100	-	-
Labor Subtotals	\$28,560	\$20,750	\$37,840	\$26,400	\$27,600	-	\$141,150
Direct Expenses (e.g., printing, travel, Engagement HQ fee, translation services)							\$15,000
TOTAL COST W/O CONTINGENCY							\$156,150
10% CONTINGENCY (Recommended)							
TOTAL COST W/CONTINGENCY							
OPTIONAL ITEMS							
Existing Conditions and Trends Workbook		8	36	12		56	\$6,160
Optional Alternatives Analysis Approach	44	48	16		16	124	\$15,520

1) This represents a total cost based on the provided scope of work.

2) The distribution of hours between firms, staff categories, and tasks are an estimate. While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

Exhibit B - Budget ⁽¹⁾⁽²⁾

Mintier Harnish

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR	APPLIED DEVELOPMENT ECONOMICS (ADE)					MILLER PLANNING ASSOCIATES		
	SVENSSON Task Manager	CHENG	PRODUCTION	SUBTOTAL HOURS	SUBTOTAL COSTS	MILLER Task Manager	SUBTOTAL HOURS	SUBTOTAL COSTS
PHASES								
Phase 1: Project Initiation								
Task 1.1 Request for Information (RFI)		2		2	\$300		0	\$0
Task 1.2 Project Kick-off Meeting and County Tour (including TAG meetings)	32			32	\$6,400	32	32	\$5,760
Task 1.3 Develop Final Work Program	2			2	\$400		0	\$0
Task 1.4 General Plan Update Presentation (including Newsletter #1)				0	\$0		0	\$0
Task 1.5 Project Management and Coordination	20			20	\$4,000	36	36	\$6,480
Task 1.6 General Plan Audit				0	\$0		0	\$0
Subtotal	54	2	0	56	\$11,100	68	68	\$12,240
Phase 2: Zoning Ordinance Amendments to Address State and Federal Law								
Task 2.1 Community Engagement				0	\$0	32	32	\$5,760
Task 2.2 Zoning Ordinance Amendments Diagnosis				0	\$0	24	24	\$4,320
Task 2.3 Administrative Draft Zoning Ordinance Amendments				0	\$0	40	40	\$7,200
Task 2.4 Preliminary Draft Zoning Ordinance Amendments				0	\$0	16	16	\$2,880
Task 2.5 Public Review Draft Zoning Ordinance Amendments				0	\$0	8	8	\$1,440
Task 2.6 Environmental Assessment				0	\$0	4	4	\$720
Task 2.7 Planning Commission Hearing				0	\$0	12	12	\$2,160
Task 2.8 Board of Supervisors Hearing				0	\$0	12	12	\$2,160
Task 2.9 Final Documents				0	\$0	8	8	\$1,440
Task 2.10 Adoption Hearing				0	\$0	12	12	\$2,160
Subtotal	0	0	0	0	\$0	168	168	\$30,240
Phase 3: Existing Conditions Background Report								
Task 3.1 Community Engagement	40			40	\$8,000		0	\$0
Task 3.2 GIS Database and Base Maps				0	\$0		0	\$0
Task 3.2 Administrative Draft Existing Conditions Background Report	40	120	8	168	\$26,680		0	\$0
Task 3.3 Public Review Draft Background Report	8	16		24	\$4,000		0	\$0
Task 3.4 Assets, Issues, and Opportunities Summary Report				0	\$0		0	\$0
Subtotal	88	136	8	232	\$38,680	0	0	\$0
Phase 4: Community Vision and Guiding Principles								
Task 4.1 Community Engagement				0	\$0		0	\$0
Task 4.2 Draft Vision and Guiding Principles				0	\$0		0	\$0
Task 4.3 Vision Summit				0	\$0		0	\$0
Task 4.4 Vision and Guiding Principles Report				0	\$0		0	\$0
Subtotal	0	0	0	0	\$0	0	0	\$0
Phase 5: Evaluating Alternatives								
Task 5.1 Community Engagement	24			24	\$4,800		0	\$0
Task 5.2 Land Use Alternative Concepts and Policy Option Topics	12			12	\$2,400		0	\$0
Task 5.3 Evaluate Growth Alternatives	24	80	4	108	\$17,140		0	\$0
Task 5.4 Alternatives Report	12	24		36	\$6,000		0	\$0
Task 5.5 Preferred Alternative				0	\$0		0	\$0
Subtotal	72	104	4	180	\$30,340	0	0	\$0
Phase 6: Preparing the General Plan								
Task 6.1 Community Engagement				0	\$0		0	\$0
Task 6.2 Prepare the Administrative Review Draft General Plan	24	40	8	72	\$11,480		0	\$0
Task 6.3 Prepare Land Use and Circulation Diagrams				0	\$0		0	\$0
Task 6.4 Zoning Ordinance and Map Amendments Report				0	\$0	8	8	\$1,440
Task 6.5 Preliminary Public Review Draft General Plan	8	12	4	24	\$3,740		0	\$0
Task 6.6 General Plan Consultation and Referrals				0	\$0		0	\$0
Subtotal	32	52	12	96	\$15,220	8	8	\$1,440
Phase 7: Zoning Ordinance Update								
Task 7.1 Community Engagement				0	\$0	70	70	\$12,600
Task 7.2 Zoning Ordinance Diagnosis Report				0	\$0	12	12	\$2,160
Task 7.3 Kick-Off and Scoping Meeting				0	\$0	12	12	\$2,160
Task 7.4 Stakeholder Interviews				0	\$0	20	20	\$3,600
Task 7.5 Modernizing the Zoning Ordinance Seminar				0	\$0	20	20	\$3,600
Task 7.6 Draft Zoning Ordinance Format and Outline				0	\$0	6	6	\$1,080
Task 7.7 Matrix of Zoning Ordinance and Map Changes				0	\$0	4	4	\$720
Task 7.8 Zoning District Provisions				0	\$0	60	60	\$10,800
Task 7.9 Administrative Provisions				0	\$0	120	120	\$21,600
Task 7.10 General Development and Specific Use Standards				0	\$0	80	80	\$14,400
Task 7.11 Preliminary Draft Zoning Ordinance				0	\$0	24	24	\$4,320
Task 7.12 Public Review Draft Zoning Ordinance				0	\$0	16	16	\$2,880
Task 7.13 Updated Zoning Map				0	\$0	4	4	\$720
Subtotal	0	0	0	0	\$0	448	448	\$80,640
Phase 8: Environmental Review								
Task 8.1 Notice of Preparation				0	\$0		0	\$0
Task 8.2 Scoping Meeting				0	\$0		0	\$0
Task 8.3 Administrative Draft Program EIR				0	\$0		0	\$0
Task 8.4 Screencheck Draft Program EIR				0	\$0		0	\$0
Task 8.5 Draft Program EIR				0	\$0		0	\$0
Task 8.6 Response to Comments				0	\$0		0	\$0
Task 8.7 Statement of Facts and Findings				0	\$0		0	\$0
Task 8.8 Final Program EIR				0	\$0		0	\$0
Subtotal	0	0	0	0	\$0	0	0	\$0
Task 9: Public Review, Final Documents, and Adoption								
Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR				0	\$0		0	\$0
Task 9.2 Planning Commission Hearings				0	\$0		0	\$0
Task 9.3 Board of Supervisors Hearings				0	\$0		0	\$0
Task 9.4 Final Documents				0	\$0		0	\$0
Task 9.5 Adoption Hearing				0	\$0		0	\$0
Task 9.6 Web-based General Plan and Zoning Ordinance				0	\$0		0	\$0
Subtotal	0	0	0	0	\$0	0	0	\$0
TOTAL								
Total Hours	246	294	24	564	-	692	692	-
2020 Billing Rates (subject to change every January 1st)	\$200	\$150	\$85	-	-	\$180	-	-
Labor Subtotals	\$49,200	\$44,100	\$2,040	-	\$95,340	\$124,560	-	\$124,560
Direct Expenses (e.g., printing, travel, Engagement HQ fee, translation services)					\$4,500			\$4,000
TOTAL COST W/O CONTINGENCY					\$99,840			\$128,560
10% CONTINGENCY (Recommended)								
TOTAL COST W/CONTINGENCY								
OPTIONAL ITEMS								
Existing Conditions and Trends Workbook	8	36		44	\$7,000		0	\$0
Optional Alternatives Analysis Approach	52	24		76	\$14,000		0	\$0

1) This represents a total cost based on the provided scope of work.

2) The distribution of hours between firms, staff categories, and tasks are an estimate. While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

Exhibit B - Budget ⁽¹⁾⁽²⁾
Mintier Harnish

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR	DYNAMIC PLANNING AND SCIENCE					
	MOBLEY Principal	JARVIS Planner	JOHNSON Planner	GREER Data Viz.	SUBTOTAL HOURS	SUBTOTAL COSTS
PHASES						
Phase 1: Project Initiation						
Task 1.1 Request for Information (RFI)					0	\$0
Task 1.2 Project Kick-off Meeting and County Tour (including TAG meetings)	24				24	\$3,600
Task 1.3 Develop Final Work Program					0	\$0
Task 1.4 General Plan Update Presentation (including Newsletter #1)					0	\$0
Task 1.5 Project Management and Coordination	20				20	\$3,000
Task 1.6 General Plan Audit					0	\$0
Subtotal	44	0	0	0	44	\$6,600
Phase 2: Zoning Ordinance Amendments to Address State and Federal Law						
Task 2.1 Community Engagement					0	\$0
Task 2.2 Zoning Ordinance Amendments Diagnosis					0	\$0
Task 2.3 Administrative Draft Zoning Ordinance Amendments					0	\$0
Task 2.4 Preliminary Draft Zoning Ordinance Amendments					0	\$0
Task 2.5 Public Review Draft Zoning Ordinance Amendments					0	\$0
Task 2.6 Environmental Assessment					0	\$0
Task 2.7 Planning Commission Hearing					0	\$0
Task 2.8 Board of Supervisors Hearing					0	\$0
Task 2.9 Final Documents					0	\$0
Task 2.10 Adoption Hearing					0	\$0
Subtotal	0	0	0	0	0	\$0
Phase 3: Existing Conditions Background Report						
Task 3.1 Community Engagement	40				40	\$6,000
Task 3.2 GIS Database and Base Maps	4			16	20	\$2,360
Task 3.2 Administrative Draft Existing Conditions Background Report	8	40	80	24	152	\$20,240
Task 3.3 Public Review Draft Background Report					0	\$0
Task 3.4 Assets, Issues, and Opportunities Summary Report					0	\$0
Subtotal	52	40	80	40	212	\$28,600
Phase 4: Community Vision and Guiding Principles						
Task 4.1 Community Engagement					0	\$0
Task 4.2 Draft Vision and Guiding Principles					0	\$0
Task 4.3 Vision Summit					0	\$0
Task 4.4 Vision and Guiding Principles Report					0	\$0
Subtotal	0	0	0	0	0	\$0
Phase 5: Evaluating Alternatives						
Task 5.1 Community Engagement	24				24	\$3,600
Task 5.2 Land Use Alternative Concepts and Policy Option Topics	8			24	32	\$3,840
Task 5.3 Evaluate Growth Alternatives	8	16	40	24	88	\$11,600
Task 5.4 Alternatives Report	4	8	16	8	36	\$4,760
Task 5.5 Preferred Alternative					0	\$0
Subtotal	44	24	56	56	180	\$23,800
Phase 6: Preparing the General Plan						
Task 6.1 Community Engagement					0	\$0
Task 6.2 Prepare the Administrative Review Draft General Plan	40	40	120	24	224	\$31,040
Task 6.3 Prepare Land Use and Circulation Diagrams					0	\$0
Task 6.4 Zoning Ordinance and Map Amendments Report					0	\$0
Task 6.5 Preliminary Public Review Draft General Plan	4	8	24	4	40	\$5,520
Task 6.6 General Plan Consultation and Referrals					0	\$0
Subtotal	44	48	144	28	264	\$36,560
Phase 7: Zoning Ordinance Update						
Task 7.1 Community Engagement					0	\$0
Task 7.2 Zoning Ordinance Diagnosis Report					0	\$0
Task 7.3 Kick-Off and Scoping Meeting					0	\$0
Task 7.4 Stakeholder Interviews					0	\$0
Task 7.5 Modernizing the Zoning Ordinance Seminar					0	\$0
Task 7.6 Draft Zoning Ordinance Format and Outline					0	\$0
Task 7.7 Matrix of Zoning Ordinance and Map Changes					0	\$0
Task 7.8 Zoning District Provisions					0	\$0
Task 7.9 Administrative Provisions					0	\$0
Task 7.10 General Development and Specific Use Standards					0	\$0
Task 7.11 Preliminary Draft Zoning Ordinance					0	\$0
Task 7.12 Public Review Draft Zoning Ordinance					0	\$0
Task 7.13 Updated Zoning Map					0	\$0
Subtotal	0	0	0	0	0	\$0
Phase 8: Environmental Review						
Task 8.1 Notice of Preparation					0	\$0
Task 8.2 Scoping Meeting					0	\$0
Task 8.3 Administrative Draft Program EIR	8	8	24	16	56	\$7,440
Task 8.4 Screencheck Draft Program EIR	2	2	8	4	16	\$2,160
Task 8.5 Draft Program EIR	2		8		10	\$1,500
Task 8.6 Response to Comments					0	\$0
Task 8.7 Statement of Facts and Findings					0	\$0
Task 8.8 Final Program EIR					0	\$0
Subtotal	12	10	40	20	82	\$11,100
Task 9: Public Review, Final Documents, and Adoption						
Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR					0	\$0
Task 9.2 Planning Commission Hearings					0	\$0
Task 9.3 Board of Supervisors Hearings					0	\$0
Task 9.4 Final Documents					0	\$0
Task 9.5 Adoption Hearing					0	\$0
Task 9.6 Web-based General Plan and Zoning Ordinance					0	\$0
Subtotal	0	0	0	0	0	\$0
TOTAL						
Total Hours	196	122	320	144	782	-
2020 Billing Rates (subject to change every January 1st)	\$150	\$110	\$150	\$110	-	-
Labor Subtotals	\$29,400	\$13,420	\$48,000	\$15,840	-	\$106,660
Direct Expenses (e.g., printing, travel, Engagement HQ fee, translation services)						\$4,000
TOTAL COST W/O CONTINGENCY						\$110,660
10% CONTINGENCY (Recommended)						
TOTAL COST W/CONTINGENCY						
OPTIONAL ITEMS						
Existing Conditions and Trends Workbook	8	36	12		56	\$6,960
Optional Alternatives Analysis Approach	44	8	16	8	76	\$10,760

1) This represents a total cost based on the provided scope of work.

2) The distribution of hours between firms, staff categories, and tasks are an estimate. While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

Exhibit B - Budget ⁽¹⁾⁽²⁾
Mintier Harnish

TRINITY COUNTY GENERAL PLAN UPDATE, ZONING ORDINANCE AMENDMENTS AND UPDATE, AND PROGRAM EIR	ENCODE PLUS				TOTAL COSTS
	KEAST Principal	CADENA Task Manager	SUBTOTAL HOURS	SUBTOTAL COSTS	
PHASES					
Phase 1: Project Initiation					
Task 1.1 Request for Information (RFI)			0	\$0	\$2,630
Task 1.2 Project Kick-off Meeting and County Tour (including TAG meetings)			0	\$0	\$64,000
Task 1.3 Develop Final Work Program			0	\$0	\$3,160
Task 1.4 General Plan Update Presentation (including Newsletter #1)			0	\$0	\$6,910
Task 1.5 Project Management and Coordination			0	\$0	\$126,680
Task 1.6 General Plan Audit			0	\$0	\$3,100
Subtotal	0	0	0	\$0	\$206,480
Phase 2: Zoning Ordinance Amendments to Address State and Federal Law					
Task 2.1 Community Engagement			0	\$0	\$35,770
Task 2.2 Zoning Ordinance Amendments Diagnosis			0	\$0	\$15,040
Task 2.3 Administrative Draft Zoning Ordinance Amendments			0	\$0	\$27,840
Task 2.4 Preliminary Draft Zoning Ordinance Amendments			0	\$0	\$8,320
Task 2.5 Public Review Draft Zoning Ordinance Amendments			0	\$0	\$4,870
Task 2.6 Environmental Assessment			0	\$0	\$14,160
Task 2.7 Planning Commission Hearing			0	\$0	\$5,160
Task 2.8 Board of Supervisors Hearing			0	\$0	\$5,160
Task 2.9 Final Documents			0	\$0	\$5,000
Task 2.10 Adoption Hearing			0	\$0	\$4,260
Subtotal	0	0	0	\$0	\$125,580
Phase 3: Existing Conditions Background Report					
Task 3.1 Community Engagement			0	\$0	\$115,500
Task 3.2 GIS Database and Base Maps			0	\$0	\$14,300
Task 3.2 Administrative Draft Existing Conditions Background Report			0	\$0	\$267,288
Task 3.3 Public Review Draft Background Report			0	\$0	\$45,200
Task 3.4 Assets, Issues, and Opportunities Summary Report			0	\$0	\$11,620
Subtotal	0	0	0	\$0	\$453,908
Phase 4: Community Vision and Guiding Principles					
Task 4.1 Community Engagement			0	\$0	\$1,970
Task 4.2 Draft Vision and Guiding Principles			0	\$0	\$10,620
Task 4.3 Vision Summit			0	\$0	\$23,900
Task 4.4 Vision and Guiding Principles Report			0	\$0	\$4,440
Subtotal	0	0	0	\$0	\$40,930
Phase 5: Evaluating Alternatives					
Task 5.1 Community Engagement			0	\$0	\$62,750
Task 5.2 Land Use Alternative Concepts and Policy Option Topics			0	\$0	\$46,820
Task 5.3 Evaluate Growth Alternatives			0	\$0	\$70,780
Task 5.4 Alternatives Report			0	\$0	\$62,440
Task 5.5 Preferred Alternative			0	\$0	\$6,640
Subtotal	0	0	0	\$0	\$249,430
Phase 6: Preparing the General Plan					
Task 6.1 Community Engagement			0	\$0	\$10,370
Task 6.2 Prepare the Administrative Review Draft General Plan			0	\$0	\$152,044
Task 6.3 Prepare Land Use and Circulation Diagrams			0	\$0	\$15,600
Task 6.4 Zoning Ordinance and Map Amendments Report			0	\$0	\$14,440
Task 6.5 Preliminary Public Review Draft General Plan			0	\$0	\$39,368
Task 6.6 General Plan Consultation and Referrals			0	\$0	\$6,300
Subtotal	0	0	0	\$0	\$238,122
Phase 7: Zoning Ordinance Update					
Task 7.1 Community Engagement			0	\$0	\$45,130
Task 7.2 Zoning Ordinance Diagnosis Report			0	\$0	\$13,320
Task 7.3 Kick-Off and Scoping Meeting			0	\$0	\$8,820
Task 7.4 Stakeholder Interviews			0	\$0	\$9,900
Task 7.5 Modernizing the Zoning Ordinance Seminar			0	\$0	\$7,660
Task 7.6 Draft Zoning Ordinance Format and Outline			0	\$0	\$3,380
Task 7.7 Matrix of Zoning Ordinance and Map Changes			0	\$0	\$3,020
Task 7.8 Zoning District Provisions			0	\$0	\$56,800
Task 7.9 Administrative Provisions			0	\$0	\$29,640
Task 7.10 General Development and Specific Use Standards			0	\$0	\$54,800
Task 7.11 Preliminary Draft Zoning Ordinance			0	\$0	\$19,640
Task 7.12 Public Review Draft Zoning Ordinance			0	\$0	\$10,260
Task 7.13 Updated Zoning Map			0	\$0	\$7,000
Subtotal	0	0	0	\$0	\$269,370
Phase 8: Environmental Review					
Task 8.1 Notice of Preparation			0	\$0	\$6,318
Task 8.2 Scoping Meeting			0	\$0	\$2,600
Task 8.3 Administrative Draft Program EIR			0	\$0	\$127,016
Task 8.4 Screencheck Draft Program EIR			0	\$0	\$29,272
Task 8.5 Draft Program EIR			0	\$0	\$12,870
Task 8.6 Response to Comments			0	\$0	\$34,868
Task 8.7 Statement of Facts and Findings			0	\$0	\$5,370
Task 8.8 Final Program EIR			0	\$0	\$6,218
Subtotal	0	0	0	\$0	\$224,532
Task 9: Public Review, Final Documents, and Adoption					
Task 9.1 Newsletter #9: Draft General Plan, Zoning Ordinance, and PEIR			0	\$0	\$1,970
Task 9.2 Planning Commission Hearings			0	\$0	\$15,560
Task 9.3 Board of Supervisors Hearings			0	\$0	\$15,560
Task 9.4 Final Documents			0	\$0	\$9,820
Task 9.5 Adoption Hearing			0	\$0	\$7,560
Task 9.6 Web-based General Plan and Zoning Ordinance	20	260	280	\$40,400	\$64,500
Subtotal	20	260	280	\$40,400	\$114,970
TOTAL					
Total Hours	20	260	280	-	-
2020 Billing Rates (subject to change every January 1st)	\$200	\$140	-	-	-
Labor Subtotals	\$4,000	\$36,400	-	\$40,400	\$1,923,322
Direct Expenses (e.g., printing, travel, Engagement HQ fee, translation services)				\$2,500	\$82,500
TOTAL COST W/O CONTINGENCY				\$42,900	\$2,005,822
10% CONTINGENCY (Recommended)					\$200,582
TOTAL COST W/CONTINGENCY					\$2,206,404
OPTIONAL ITEMS					
Existing Conditions and Trends Workbook			0	\$0	\$0
Optional Alternatives Analysis Approach			0	\$0	\$94,620
			0	\$0	\$170,890

1) This represents a total cost based on the provided scope of work.
2) The distribution of hours between firms, staff categories, and tasks are an estimate. While the total costs will not change, the distribution of hours/costs may vary depending on actual execution.

TRINITY COUNTY

Item Report 2.11

Meeting Date: 2/20/2024

Department:
Sheriff

Contact:
Tim Saxon

Phone:
(530)623-3740

2.11 Agreement: US Department of Justice - Drug Enforcement Administration (DOJ Agreement 2024-46) (24-022)

Requested Action:

Approve an agreement with the US Department of Justice Drug Enforcement Administration for Domestic Cannabis Eradication Suppression Program for 2024, and ratify the Sheriff's signature.

Fiscal Impact:

Revenue in the amount of \$80,000 to the Sheriff's Office.

Summary:

This is an annual agreement with the DEA that this year they are providing \$80,000 in funding to the Trinity County Sheriff's Office. Monies will be used for investigation and eradication of cannabis including personnel overtime, equipment purchases, and costs associated with aircraft rental.

Alternatives Including Financial Implications:

Deny the agreement and advise staff.

Departmental Recommendation:

It is the staff's recommendation that the Board approve an agreement (2024-46) with the US Department of Justice Drug Enforcement Administration for the Domestic Cannabis Eradication Suppression Program for 2024 and to ratify the Sheriff's signature.

ATTACHMENTS:

Description

2024-46 CEP Agreement

2024-46 CEP LOA Supporting Documents



U.S. Department of Justice
Drug Enforcement Administration

www.dea.gov

Springfield, Virginia 22152

Agreement Number 2024-46

THE UNITED STATES DEPARTMENT OF JUSTICE (DOJ), DRUG ENFORCEMENT ADMINISTRATION (DEA), provides funding and/or operational support to state and local law enforcement agencies in conducting marijuana eradication and suppression efforts. This program, known as DEA's Domestic Cannabis Eradication/Suppression Program (DCE/SP), provides funding under either or both of the below, Option 1 and/or Option 2.

Under Option 1, DEA provides DCE/SP funding and operational support to state and local law enforcement agencies who demonstrate that such support will be used for marijuana eradication and suppression operations including but not limited to the investigation of drug trafficking organizations involved in marijuana trafficking operations meeting one of the following criteria:

1. Marijuana is being cultivated by a drug trafficking organization or a transnational organized crime syndicate; or
2. Marijuana is being cultivated on federal land, including federally-recognized Tribal lands; or
3. Marijuana cultivation is causing environmental hazards, depleting or contaminating water, or otherwise harming public lands; or
4. Marijuana cultivation is suspected to involve other federal crimes, including money laundering and crimes impacting public health and safety.

Under Option 2, where the above criteria is not met by state and local law enforcement agencies, DEA will provide DCE/SP funding only to state and local law enforcement agencies who demonstrate that such funding will be used to eradicate large-scale illicit marijuana grows and for the purpose of suppression efforts including but not limited to the investigation of drug trafficking organizations involved in marijuana trafficking.

This Letter of Agreement (LOA) is entered into between the **TRINITY COUNTY SHERIFF'S OFFICE**, hereinafter referred to as (**THE AGENCY**), and the DEA, because DEA has determined that (**THE AGENCY**) has satisfied the criteria under either and/or both **Option 1 or Option 2**. In that regard:

There is evidence that trafficking in marijuana (illicit cannabis) has a substantial and detrimental effect on the health and general welfare of the people of the *State of California*. The parties hereto agree that it is to their mutual benefit to cooperate in the investigation of drug trafficking organizations involved in marijuana trafficking, the location and eradication of illicit cannabis plants, and the prosecution of those cases before the courts of the United States (U.S.) and/or the courts of the *State of California*. DEA, pursuant to the authority of 21 U.S.C. § 873, proposes to provide certain necessary funds and **THE AGENCY** is desirous of securing funds.

As used in this Letter of Agreement, the terms “marijuana” and “illicit cannabis” only refer to cannabis or cannabis-derived materials that contain more than 0.3% delta-9-THC on a dry weight basis, in accordance with the Controlled Substances Act (CSA) (21 U.S.C. § 802(16)).

NOW, therefore, in consideration of the mutual covenants hereinafter contained, the parties agree as follows:

1. **THE AGENCY** will, with its own law enforcement personnel and employees, as herein after specified, perform the activities and duties described below:
 - a. Gather and report intelligence data relating to the illicit cultivation, possession, and distribution of illicit cannabis and related money laundering activity to include the complete name and nationality of any individuals associated with eradication and suppression operations. NOTE: If only the registered property owner(s) associated with indoor/outdoor grows is known, that information should be provided.
 - b. Investigate and report instances involving the trafficking in controlled substances.
 - c. Provide law enforcement personnel for the eradication of illicit cannabis located within the *State of California*.
 - d. Make arrests and refer to the appropriate prosecutorial authority cases for prosecution under controlled substances laws and other criminal laws.
 - e. Send required samples of eradicated illicit cannabis to the National Institute on Drug Abuse (NIDA) Potency Monitoring Project.
 - f. Capture, maintain, and share data and statistics with DEA on its marijuana eradication efforts.
 - g. Follow all applicable state laws and guidelines.
 - h. **FOR AGENCIES FUNDED UNDER OPTION 2.** Certify, by signing this agreement, that funding provided under this agreement will only be used for operations to eradicate large-scale illicit marijuana grows and for the purpose of suppression efforts including, but not limited to investigations targeting drug trafficking organizations involved in marijuana trafficking.
 - i. **MANDATORY requirement for THE AGENCY to utilize the interim replacement for the Web-based DEA internet Capability Endeavor (DICE) until the permanent replacement is operational or if applicable the Firebird based DEA Analysis/Response Tracking System (DARTS) to report all statistics and seizures per incident, to include the submission of significant items for de-confliction and information sharing purposes.**
 - j. Submit electronically a DEA Monthly Accounting Report, with a copy of **THE AGENCY's** general ledger that clearly identifies all expenses claimed on the Monthly Accounting Report. If applicable, include invoices for all expenses of \$2,500.00 or more for aircraft expenses, clothing and protective gear, equipment, supplies and materials, training, travel, and rental and/or leasing of vehicles or aircrafts. When overtime is claimed, the Overtime Tracker Spreadsheet is also required listing the officer's name, hours worked, and pay as reported on the Monthly Accounting Form.

2. It is understood and agreed by the parties to this Agreement that the activities described in paragraph one and its subparagraphs shall be accomplished with existing personnel, and that the scope of **THE AGENCY's** program with respect to those activities by such personnel shall be consistent with California law and solely at **THE AGENCY's** discretion, subject to appropriate limitations contained in the budget adopted by **THE AGENCY**, except that **THE AGENCY** understands and agrees that DEA funds and the result of expended funds (e.g. equipment, supplies and other resources) must be directly related to and must only be used for marijuana eradication and suppression program activities in a manner consistent with the CSA, 21 U.S.C. § 801 et seq.
3. DEA will provide to **THE AGENCY** Federal funds in the amount of **EIGHTY THOUSAND DOLLARS (\$80,000.00)** for the period of October 1, 2023 to September 30, 2024, to defray costs relating to the eradication and suppression of illicit cannabis. These Federal funds shall only be used for the eradication and suppression of illicit cannabis as provided in this agreement. **THE AGENCY** understands and agrees that Federal funds provided to **THE AGENCY** under this Agreement will not be used to defray costs relating to herbicidal eradication of illicit cannabis without the advance written consent of DEA. DCE/SP funding is provided for the storage, protection, and destruction of illicit cultivated marijuana. Funding is not provided nor expenditures allowed for the development of technology to assist with the identification of indoor and/or outdoor growing sites. However, funding may be provided for applications and tools used to map marijuana grow sites, but not to reimburse costs of standard police equipment. Additionally, funding and expenditures are not permitted for the eradication of "ditch weed."

THE AGENCY understands and agrees that Federal funds will not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA; or (vi) the purchase of evidence and the purchase of information. The result of expended funds (e.g. equipment, supplies and other resources) must be directly related to and must only be used for marijuana eradication/suppression activities. While using the Federal funds provided to **THE AGENCY** under this Agreement for activities on Federal land, **THE AGENCY** agrees to notify the appropriate local office of the U.S. Department of Agriculture, (Forest Service) and the U.S. Department of the Interior (Bureau of Land Management, National Park Service, Fish and Wildlife Service, Bureau of Indian Affairs, and/or Bureau of Reclamation) of **THE AGENCY's** presence on Federal land.

4. The Federal funds provided to **THE AGENCY** are primarily intended for payment of deputies'/officers' overtime while those deputies and officers are directly engaged in the illicit cannabis eradication and suppression process, **(per DOJ policy, the annual maximum overtime reimbursement rate is based on the current year General Pay Scale, Rest of United States (RUS) and cannot exceed 25% of a GS-12, Step 1; the funds shall only be used to pay the normal overtime rate, i.e. time and a half. The overtime reimbursement rate "shall not include any cost for benefits, such as retirement, FICA, or other expenses", which is specifically prohibited by DOJ)** and for per diem and other direct costs related to the actual conduct of illicit cannabis eradication. Examples of such costs includes rental of aircraft, fuel for aircraft, and minor repairs and maintenance necessitated by use to support illicit cannabis eradication. These Federal funds are not intended as a primary source of funding for the purchase of equipment, supplies, or other resources. When DCE/SP funds are used to purchase supplies, equipment, or other resources, those items must be directly related to and must only be used for marijuana eradication activities and may not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

All purchases of equipment, supplies, and other resources must be requested in writing and specify whether these items will be purchased under criteria Option 1 and/or Option 2 as indicated on Page 1 of this agreement through the respective DEA Division, **to the Investigative Support Section (ODS)**. Requests must include manufacturer specifications, pricing of the item (including tax, if applicable) to be purchased, and justification for the purchase. The DEA Division personnel will notify the state/local agency whether or not the purchase has been approved. Expenditures for equipment, supplies, and other resources should not exceed 10% of the total Federal funds awarded. Although equipment, supplies, and other resources may be specifically itemized in the Operation Plan, they **are not automatically approved for purchase**. All requests for purchases must be received by HQ/ODS by July 30th. Exemptions to any of these requirements must have prior HQ/ODS approval.

Per DOJ, none of the funds allocated to **THE AGENCY** may be used to purchase promotional items, gifts, trinkets, mementos, tokens of appreciation, or other similar items. Prohibited purchases include items justified as training aids if they are embossed, engraved or printed with **THE AGENCY** or program logos. Additionally, the use of DCE/SP funds for Demand Reduction expenses is no longer authorized.

5. In compliance with Section 623 of Public Law 102-141, **THE AGENCY** agrees that no amount of these funds shall be used to finance the acquisition of goods or services unless **THE AGENCY**:

- (a) Specifies in any announcement of the awarding of the contract for the procurement of the goods and services involved the amount of Federal funds that will be used to finance the acquisition; and
- (b) Expresses the amount announced pursuant to paragraph (a) as a percentage of the total cost of the planned acquisition.

The above requirements only apply to procurements for goods or services that have an aggregate value of \$500,000 or more. Any goods or services acquired under this provision of the agreement must be directly related to and must only be used for marijuana eradication activities and may not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

6. If DEA approves the purchase of supplies (all tangible personal property other than "equipment" as defined by 2 C.F.R. § 200.1), and there is a residual inventory of unused supplies exceeding \$5,000 in total aggregate fair market value upon termination or completion of this Agreement, and if the supplies are not needed for any other federally sponsored programs or projects, **THE AGENCY** shall compensate DEA for DEA's share and in any case the supplies will not be used directly or indirectly to support any state, county or local entity that authorizes cultivating marijuana or has direct oversight or regulatory responsibilities for a state authorized marijuana program, in accordance with 2 C.F.R. § 200.314. **THE AGENCY** agrees that any unused supplies not exceeding \$5,000 in total aggregate fair market value upon termination or completion of this Agreement will either be used for the marijuana eradication activities, returned to DEA, or destroyed, but in any case will not be used to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.

7. If DEA approves the purchase of equipment (tangible, non-expendable personal property having a useful life of more than one year and an acquisition cost of \$5,000 or more per unit) for the use of **THE AGENCY**'s personnel engaged in illicit cannabis eradication under this Agreement, **THE AGENCY** will use, manage, and dispose of the equipment in accordance with 2 C.F.R. § 200.313, except that in no case, regardless of useful life and acquisition cost, will the equipment be used directly or indirectly to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA.
8. Payment by DEA to **THE AGENCY** will be in accordance with a schedule determined by DEA. However, no funds will be paid by DEA to **THE AGENCY** under this Agreement until DEA has received to its satisfaction an accounting of the expenditures of all funds paid to **THE AGENCY** during the previous year Agreement. The final/closeout expenditure report will be documented on the September (FINAL) Accounting Form.
9. It is understood and agreed by **THE AGENCY** that, in return for DEA's payment to **THE AGENCY** for Federal funds, **THE AGENCY** will comply with all applicable Federal statutes, regulations, guidance, and orders, including previous OMB guidance under OMB Circular A-102 (Grants and Cooperative Agreements with State and Local Governments), OMB Circular A-87 (Cost Principles for State, Local and Indian Tribal Governments), and OMB Circular A-133 (Audits of States, Local Governments and Non-Profit Organizations), which have been combined in 2 C.F.R. Part 200, effective December 26, 2014. In addition, 2 C.F.R. Part 2867 (Non-Procurement Debarment and Suspension), 28 C.F.R. Part 83 (Drug-Free Workplace Act common rule), and 28 C.F.R. Part 69 (Byrd Anti-Lobbying Amendment common rule) apply. (Note: The LOA is a reimbursable agreement, not a grant; therefore, for purposes of the DCE/SP, DEA requires an audit completed regardless of the threshold amount listed in 2 C.F.R. Part 200. The DCE/SP does not have an assigned Catalog of Federal Domestic Assistance (CFDA) number. Audits can be conducted without a CFDA number. The auditor must send an email to the Federal Audit Clearinghouse erd.fac@census.gov with their agency's name and EIN number and the information will be forwarded to them. In conjunction with the beginning date of the award, the audit report period of **THE AGENCY** under the single audit requirement is **FY23 (10/01/2023 through 09/30/2024)**).

10. **THE AGENCY** acknowledges that arrangements have been made for any required financial and compliance audits and will be made within the prescribed audit reporting cycle. **THE AGENCY** understands that failure to furnish an acceptable audit as determined by the cognizant Federal agency may be a basis for denial of future Federal funds and/or refunding of Federal funds and may be a basis for limiting **THE AGENCY** to payment by reimbursement on a cash basis. **THE AGENCY** further understands that its use of DEA funds or the result of expended DEA funds (e.g. equipment, supplies and other resources) for any use other than the marijuana eradication program activities, including but not limited to its use directly or indirectly to perform any of the following functions: (i) issuing licenses, permits, or other forms of authorization permitting the holder to manufacture, distribute, sell, or use marijuana in contravention of the CSA; (ii) conducting ancillary activities related to the issuance of such licenses and permits, such as background checks on applicants; (iii) collecting state or local tax or licensing revenue related to the manufacture, distribution, or sale of marijuana in contravention of the CSA; (iv) preparing or issuing regulations governing the manufacture, distribution, sale, or possession of marijuana in contravention of the CSA; or (v) monitoring compliance with state or local laws or regulations that permit the manufacture, distribution, sale, or use marijuana in contravention of the CSA, will be a basis for denial of future Federal funds and/or refunding of Federal funds and may be a basis for limiting **THE AGENCY** to payment by reimbursement on a cash basis.
11. **THE AGENCY** shall maintain complete and accurate reports, records, and accounts of all obligations and expenditures of DEA funds under this Agreement in accordance with generally accepted government accounting principles and in accordance with state laws and procedures for expending and accounting for its own funds. **THE AGENCY** shall further maintain its records of all obligations and expenditures of DEA funds under this Agreement in accordance with all instructions provided by DEA to facilitate on-site inspection and auditing of such records and accounts.
12. **THE AGENCY** shall permit and have available for examination and auditing by DEA, the DOJ Office of Inspector General, the Government Accountability Office, and any of their duly authorized agents and representatives, any and all investigative reports, records, documents, accounts, invoices, receipts, and expenditures relating to this Agreement. In addition, **THE AGENCY** will maintain all such foregoing reports and records for **six** years after termination of this Agreement or until after all audits and examinations are completed and resolved, whichever is longer.
13. **THE AGENCY** agrees that an authorized officer or employee will execute and return to the DEA Regional Contractor, the LOA; Electronic Funds Transfer Memorandum; Certifications Regarding Lobbying; Debarment, Suspension, & Other Responsibility Matters; Drug Free Workplace Requirements (OJP Form 406 1/6); and the Assurances (OJP Form 4000/3). **THE AGENCY** acknowledges that this Agreement will not take effect and that no Federal funds will be awarded by DEA until DEA receives the completed LOA package.
14. Employees of **THE AGENCY** shall at no time be considered employees of the U.S. Government or DEA for any purpose, nor will this Agreement establish an agency relationship between **THE AGENCY** and DEA.

15. **THE AGENCY** shall be responsible for the acts or omissions of **THE AGENCY's** personnel. **THE AGENCY** and **THE AGENCY's** employees shall not be considered as the agent of any other participating entity. Nothing herein is intended to waive or limit sovereign immunity under other federal or state statutory or constitutional authority. This Agreement creates no liability on the part of the DEA, its agents or employees, or the U.S. Government for any claims, demands, suits, liabilities, or causes of action of whatever kind and designation, and wherever located in the **State of California** resulting from the DCE/SP funded by DEA.
16. **THE AGENCY** shall comply with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, as amended, and all requirements imposed by or pursuant to DOJ regulations implementing those laws, 28 C.F.R. Part 42, Subparts C, F, G, H, and I.
17. Upon termination of the Agreement, **THE AGENCY** will prepare a September (FINAL) Accounting Form and a general ledger itemizing the breakdown of final expenditures and completion of the overtime spreadsheet tracker. If applicable, attach invoices reflecting the expenditures for equipment in excess of \$2,500, which was previously approved by DEA Headquarters, and the expenses associated with rental or leasing of aircraft. The report should be submitted electronically to the DEA Regional Contractor by October 31st.
18. The duration of this Agreement shall be as specified in Paragraph 3, except that this Agreement may be terminated by either party after thirty (30) day written notice to the other party. All obligations that are outstanding on the above prescribed termination date or on the date of any thirty (30) day notice of termination shall be liquidated by **THE AGENCY** within sixty (60) days thereof, in which event DEA will only be liable for obligations incurred by **THE AGENCY** before the notice of termination. In no event shall **THE AGENCY** incur any new obligations during the period of notice of termination. In the event that the agreement is terminated, any DEA funds that have been obligated or expended and the result of expended funds (e.g. equipment, supplies and other resources) will be used and disposed of in accordance with the provisions of this agreement.
19. **THE AGENCY** must be registered in the System for Award Management (SAM) to receive payment of Federal funds. **THE AGENCY** must have a unique entity identifier known as the Unique Entity ID (UEI). The UEI (formerly the Data Universal Numbering System (DUNS) Number) is a 12-character alphanumeric value assigned to all entities (public and private companies, individuals, institutions or organizations) who must register to do business with the federal government in SAMS. The UEI is required when there is a need for more than one.

THE AGENCY may obtain the UEI via the internet (www.sam.gov) or for additional information, call by phone at 1-844-472-4111. Both the registration in SAM and the UEI are free of charge.


Note: It is THE AGENCY's responsibility to update their SAM registration annually or whenever a change occurs.

Failure to abide by the terms of the LOA, or provide the required reports, may result in the cancellation of the current LOA and jeopardize future funding.

THE AGENCY's current UEI is **EW8JSZJG2GL7**.

THE AGENCY's opportunity to enter into this Agreement with DEA and to receive the Federal funds expires ninety (90) days from date of issuance. Agreement issued on January 30, 2024.

(TRINITY COUNTY SHERIFF'S OFFICE)

Printed Name & Signature: T.D. Saxon 

Title: **Sheriff / Coroner**

Date: 1-31-24

Agency, please submit original signed LOA & associated paperwork to your DEA Regional Contractor

DRUG ENFORCEMENT ADMINISTRATION

Printed Name & Signature: _____

Special Agent in Charge, San Francisco Field Division

Date: _____

SAC, please submit original signed LOA & associated paperwork to your Fiscal Office.

DEA DIVISIONAL FISCAL CLERK MUST INPUT INTO UFMS & COMPLETE THE BOTTOM OF THIS SECTION

ACCOUNTING CLASSIFICATION/OBLIGATION NUMBER:

2024/AFF-B-OP-OD/8210000/DEA-JLE-JDCE-OD009

UFMS Input Date: _____ DNC No. _____

DNO No. _____ DDP No. _____

Printed Name: _____ Signature: _____

Fiscal, please submit original signed LOA & associated paperwork to your DEA Regional Contractor.



U. S. Department of Justice
Drug Enforcement Administration
Investigative Support Section (ODS)
DEA Headquarters

www.dea.gov

October 1, 2023

**All Domestic Cannabis
Eradication/Suppression Program (DCE/SP)
Participating Agencies**

Funding for the Domestic Cannabis Eradication/Suppression Program (DCE/SP) is only available by electronic transfer. Funds will be transferred directly into the Letter of Agreement (LOA) agency's bank account. In order to process electronic transfers, the following information must be provided:

Agency Name on Bank Account:

County of Trinity

Account Number:

992837450

Name of Bank/Financial Institution:

Umpqua Bank

Address of Bank/Financial Institution:

1770 Pine Street, Redding, CA 96001

Telephone Number of Bank/Financial Institution:

866-563-1010

Contact Person of Bank/Financial Institution:

Treasury Management

Bank/Financial Institution ABA Number:

123205054

State-Local Agency Name / LOA Number:

Trinity County Sheriff's Office/2024-46

E-mail Address for Agency's Financial/
Accounting Section for Transfer Notifications:

treasurer@trinitycounty.org

Terri McBrayer, Treasurer-Tax Collector

Authorized Agency Representative (Name & Title)


Signature of Authorized Agency Representative

1-31-2024
Date

Investigative Support Section (ODS)
DEA Headquarters



U.S. Department of Justice
Office of Justice Programs
Office of the Comptroller

CERTIFICATIONS REGARDING LOBBYING; DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTERS; AND DRUG-FREE WORKPLACE REQUIREMENTS

Applicants should refer to the regulations cited below to determine the certification to which they are required to attest. Applicants should also review the instructions for certification included in the regulations before completing this form. Signature of this form provides for compliance with certification requirements under 28 CFR Part 69, "New Restrictions on Lobbying" and 28 CFR Part 67, "Government-wide Debarment and Suspension (Nonprocurement) and Government-wide Requirements for Drug-Free Workplace (Grants)." The certifications shall be treated as a material representation of fact upon which reliance will be placed when the Department of Justice determines to award the covered transaction, grant, or cooperative agreement.

1. LOBBYING

As required by Section 1352, Title 31 of the U.S. Code, and implemented at 28 CFR Part 69, for persons entering into a grant or cooperative agreement over \$100,000, as defined at 28 CFR Part 69, the applicant certifies that:

- (a) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the making of any Federal grant, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal grant or cooperative agreement;
- (b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form - LLL, "Disclosure of Lobbying Activities," in accordance with its instructions;
- (c) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subgrants, contracts under grants and cooperative agreements, and subcontracts) and that all sub-recipients shall certify and disclose accordingly.

2. DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS (DIRECT RECIPIENT)

As required by Executive Order 12549, Debarment and Suspension, and implemented at 28 CFR Part 67, for prospective participants in primary covered transactions, as defined at 28 CFR Part 67, Section 67.510--

A. The applicant certifies that it and its principals:

- (a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, sentenced to a denial of Federal benefits by a State or Federal court, or voluntarily excluded from covered transactions by any Federal department or agency;
- (b) Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connec-

public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

- (c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and
- (d) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause or default; and

B. Where the applicant is unable to certify to any of the statements in this certification, he or she shall attach an explanation to this application.

3. DRUG-FREE WORKPLACE (GRANTEES OTHER THAN INDIVIDUALS)

As required by the Drug-Free Workplace Act of 1988, and implemented at 28 CFR Part 67, Subpart F, for grantees, as defined at 28 CFR Part 67 Sections 67.615 and 67.620--

A. The applicant certifies that it will or will continue to provide a drug-free workplace by:

- (a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;
- (b) Establishing an on-going drug-free awareness program to inform employees about--
 - (1) The dangers of drug abuse in the workplace;
 - (2) The grantee's policy of maintaining a drug-free workplace;
 - (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
 - (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;
- (c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);
- (d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant,

(1) Abide by the terms of the statement; and

(2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;

(e) Notifying the agency, in writing, within 10 calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Department of Justice, Office of Justice Programs, ATTN: Control Desk, 810 7th Street, N.W., Washington, D.C. 20531. Notice shall include the identification number(s) of each affected grant;

(f) Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted--

(1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or

(2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;

(g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

B. The grantee may insert in the space provided below the site(s) for the performance of work done in connection with the specific grant:

Place of Performance (Street address, city, county, state, zip code)

Check ___ if there are workplaces on file that are not identified here.

Section 67, 630 of the regulations provides that a grantee that is a State may elect to make one certification in each Federal fiscal year. A copy of which should be included with each application for Department of Justice funding. States and State agencies may elect to use OJP Form 4061/7.

Check ___ if the State has elected to complete OJP Form 4061/7.

DRUG-FREE WORKPLACE (GRANTEES WHO ARE INDIVIDUALS)

As required by the Drug-Free Workplace Act of 1988, and implemented at 28 CFR Part 67, Subpart F, for grantees, as defined at 28 CFR Part 67; Sections 67.615 and 67.620--

A. As a condition of the grant, I certify that I will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity with the grant; and

B. If convicted of a criminal drug offense resulting from a violation occurring during the conduct of any grant activity, I will report the conviction, in writing, within 10 calendar days of the conviction, to: Department of Justice, Office of Justice

As the duly authorized representative of the applicant, I hereby certify that the applicant will comply with the above certifications.

1. Grantee Name and Address:

Trinity County Sheriff's Office
PO Box 1228
Weaverville, CA 96093

2. Application Number and/or Project Name

2024-46

3. Grantee IRS/Vendor Number

94-6000544

4. Typed Name and Title of Authorized Representative

Tim Saxon, Sheriff



5. Signature

1-31-24

6. Date



ASSURANCES

The Applicant hereby assures and certifies compliance with all Federal statutes, regulations, policies, guidelines and requirements, including OMB Circulars No. A-21, A-87, A-110, A-122, A-133; E.O. 12372 and Uniform Administrative Requirements for Grants and Cooperative Agreements - 28 CFR, Part 66, Common rule, that govern the application, acceptance and use of Federal funds for this federally-assisted project. Also the Applicant assures and certifies that:

1. It possesses legal authority to apply for the grant; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body, authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information may be required.
2. It will comply with requirements of the provisions of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (P.L. 91-646) which provides for fair and equitable treatment of persons displaced as a result of Federal and federally - assisted programs.
3. It will comply with provisions of Federal law which limit certain political activities of employees of a State or local unit of government whose principal employment is in connection with an activity financed in whole or in part by Federal grants. (5 USC 1501, et seq.)
4. It will comply with the minimum wage and maximum hours provisions of the Federal Fair Labor Standards Act if applicable.
5. It will establish safeguards to prohibit employees from using their positions for a purpose that is or gives the appearance of being motivated by a desire for private gain for themselves or others, particularly those with whom they have family, business, or other ties.
6. It will give the sponsoring agency or the Comptroller General, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the grant.
7. It will comply with all requirements imposed by the Federal sponsoring agency concerning special requirements of law, program requirements, and other administrative requirements.
8. It will insure that the facilities under its ownership, lease or supervision which shall be utilized in the accomplishment of the project are not listed on the Environmental Protection Agency's (EPA) list of Violating Facilities and that it will notify the Federal grantor agency of the receipt of any communication from the Director of the EPA Office of Federal Activities indicating that a facility to be used in the project is under consideration for listing by the EPA.
9. It will comply with the flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973, Public Law 93-234, 87 Stat. 975, 14, approved December 31, 1976, Section 102(a) requires, on and after March 2, 1975, the purchase of flood insurance in communities where such insurance is available as a condition for the receipt of any Federal financial assistance for construction or acquisition purposes for use in any area that has been identified by the Secretary of the Department of Housing and Urban Development as an area having special flood hazards. The phrase "Federal financial assistance" includes any form of loan, grant, guaranty, insurance payment, rebate, subsidy, disaster assistance loan or grant, or any other form of direct or indirect Federal assistance.
10. It will assist the Federal grantor agency in its compliance with Section 106 of the National Historic Preservation Act of 1966 as amended (16 USC 470), Executive Order 11593, and the Archeological and Historical Preservation Act of 1966 (16 USC 569 a-1 et seq.) by (a) consulting with the State Historic Preservation Officer on the conduct of investigations, as necessary, to identify properties listed in or eligible for inclusion in the National Register of Historic Places that are subject to adverse effects (see 36 CFR Part 800.8) by the activity, and notifying the Federal grantor agency of the existence of any such properties, and by (b) complying with all requirements established by the Federal grantor agency to avoid or mitigate adverse effects upon such properties.
11. It will comply, and assure the compliance of all its subgrantees and contractors, with the applicable provisions of Title I of the Omnibus Crime Control and Safe Streets Act of 1968, as amended, the Juvenile Justice and Delinquency Prevention Act, or the Victims of Crime Act, as appropriate; the provisions of the current edition of the Office of Justice Programs Financial and Administrative Guide for Grants, M7100.1; and all other applicable Federal laws, orders, circulars, or regulations.
12. It will comply with the provisions of 28 CFR applicable to grants and cooperative agreements including Part 18, Administrative Review Procedure; Part 20, Criminal Justice Information Systems; Part 22, Confidentiality of Identifiable Research and Statistical Information; Part 23, Criminal Intelligence Systems Operating Policies; Part 30, Intergovernmental Review of Department of Justice Programs and Activities; Part 42, Nondiscrimination/Equal Employment Opportunity Policies and Procedures; Part 61, Procedures for Implementing the National Environmental Policy Act; Part 63, Floodplain Management and Wetland Protection Procedures; and Federal laws or regulations applicable to Federal Assistance Programs.
13. It will comply, and all its contractors will comply, with the nondiscrimination requirements of the Omnibus Crime Control and Safe Streets Act of 1968, as amended, 42 USC 3789(d), or Victims of Crime Act (as appropriate); Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; Subtitle A, Title II of the Americans with Disabilities Act (ADA) (1990); Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; Department of Justice Non-Discrimination Regulations, 28 CFR Part 42, Subparts C, D, E, and G; and Department of Justice regulations on disability discrimination, 28 CFR Part 35 and Part 39.
14. In the event a Federal or State court or Federal or State administrative agency makes a finding of discrimination after a due process hearing on the grounds of race, color, religion, national origin, sex, or disability against a recipient of funds, the recipient will forward a copy of the finding to the Office for Civil Rights, Office of Justice Programs.
15. It will provide an Equal Employment Opportunity Program if required to maintain one, where the application is for \$500,000 or more.
16. It will comply with the provisions of the Coastal Barrier Resources Act (P.L. 97-348) dated October 19, 1982 (16 USC 3501 et seq.) which prohibits the expenditure of most new Federal funds within the units of the Coastal Barrier Resources System.

Y. R. Saxon

Signature

1-31-24

Date

Agency Name & LOA Number: Trinity County Sheriff's Office/2024-46

TRINITY COUNTY

Item Report 2.12

Meeting Date: 2/20/2024

Department:
Sheriff

Contact:
Tim Saxon

Phone:
(530)623-3740

2.12 Amendment 5: Motorola Spillman (18-032.5 SO)

Requested Action:

Approve amendment number 5 to the agreement with Motorola Solutions, Inc., for a one year extension for server managed services from January 1, 2024 - December 31, 2024, as well as a one year renewal of maintenance and support for the Veeam backup software, the Vmware virtual software, and the Dell server that houses all of the software to provide Spillman Computer Aided Dispatch, Jail Management System, Records Management System, and Motorola APX two-way radios from June 24, 2024 - June 24, 2025.

Fiscal Impact:

Additional \$29,991.17 from the Sheriff's budget for a total of \$1,145,706.17

Summary:

At the March 20, 2018 Board Meeting, the Board of Supervisors approved the Sheriff's Office to enter an Agreement with Motorola Solutions, Inc. for the Computer Aided Dispatch, Jail Management System, Records Management System, and Motorola APX two-way radios.

The Sheriff's Office is needing to renew the Server Managed Services as well as renew the Veeam backup software, the Vmware virtual software, and the Dell server that house all of the software.

Alternatives Including Financial Implications:

Deny the amendment and advise staff.

Departmental Recommendation:

It is the staffs recommendation that the Board approve amendment number 5 to the agreement with Motorola Solutions, Inc., for a one year extension for server managed services from January 1, 2024 - December 31, 2024, as well as a one year renewal of maintenance and support for the Veeam backup software, the Vmware virtual software, and the Dell server that houses all of the software to provide Spillman Computer Aided Dispatch, Jail Management System, Records Management System, and Motorola APX two-way radios from June 24, 2024 - June 24, 2025.

ATTACHMENTS:

Description

Motorola Agreement
Amendment 1
Amendment 2
Amendment 3
Amendment 4
Amendment 5

18-032

SD

COUNTY ORIGINAL

SPILLMAN CAD - CALLWORKS 9-1-1 - APX SUBSCRIBERS

**MOTOROLA SOLUTIONS**

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Motorola Solutions
10680 Treenna Street, Suite #200
San Diego, CA. 92131
USA

December 5, 2017

Lt. Chris Compton
Trinity County Sheriff's Department
101 Memorial Drive
Weaverville, CA. 96093

Subject: Spillman CAD - CallWorks 9-1-1 - APX Subscribers

Dear Mr. Compton,

Motorola Solutions, Inc. ("Motorola") is pleased to have the opportunity to provide Trinity County Sheriff's Department with quality communications equipment and services. The Motorola project team has taken great care to propose a solution that will meet your needs and provide unsurpassed value.

To best meet the functional and operational specifications of this solicitation, Motorola's solution includes a combination of hardware, software, and services. Specifically, this solution provides:

- Spillman CAD
- CallWorks 9-1-1
- APX Subscribers

This proposal consists of this cover letter and the Communications System Agreement (CSA), together with its Exhibits. This proposal shall remain valid for a period of 90 days from the date of this cover letter. Trinity County Sheriff's Department may accept the proposal by delivering to Motorola the CSA signed by your Trinity County Sheriff's Department representative. Alternatively, Motorola would be pleased to address any concerns the Trinity County Sheriff's Department may have regarding the proposal. Any questions can be directed to your Motorola Senior Account Executive, Bill Vlahandreas, at 707 321 7007.

We thank you for the opportunity to furnish Trinity County Sheriff's Department with "best in class" solutions and we hope to strengthen our relationship by implementing this project. Our goal is to provide you with the best products and services available in the communications industry.

Sincerely,

Motorola Solutions, Inc.

A handwritten signature in black ink, appearing to read "Mike De Benedetti".

Mike De Benedetti
Area Sales Manager

SPILLMAN CAD

The following Section 1 relates to the Spillman CAD Offer portion of this proposal.

1.1 SPILLMAN CAD OVERVIEW

Motorola is proposing to Trinity County Sheriff's Department the installation and configuration of the following equipment and software at the specified locations.

Site Name	Major Equipment and Software
Trinity County Sheriff's Department Dispatch	System Core (Hub)
Trinity County Sheriff's Department Dispatch	Computer-Aided Dispatch
Trinity County Sheriff's Department Dispatch	Records Management
Trinity County Sheriff's Department Dispatch	Spillman Mobile
Trinity County Sheriff's Department Dispatch	Corrections Management
Trinity County Sheriff's Department Dispatch	Server Hardware and Equipment
Trinity County Sheriff's Department Dispatch	18 Mobile Laptop PCs



1.2 EXISTING INTERFACES – TECHNICAL PRODUCT DOCUMENTS

The following interfaces are included as part of the Software licensed to Customer:

1. Cal Photo Interface
2. Driver License Scanning Interface
3. Evidence Barcode and Audit Interface
4. E9-1-1 Interface
5. LiveScan Interface
6. ProQA Interface
7. CLETS Interface
8. Swanson Commissary Interface

Spillman reserves the right to modify the functionality of the Software (including its interfaces) from time to time as it updates the Software.



1.2.1 Cal-Photo Interface

1.2.1.1 Summary

The Cal-Photo Interface integrates Spillman's imaging database with Cal-Photo. Cal-Photo will submit a query to retrieve personal descriptor data (all text) from Spillman's inmate/names tables, index the data, and store it for search purposes. Once a name is selected, a query is immediately sent to retrieve the photo for viewing. Mug shot images remain stored at the local agency's image database. An image copy is called by Cal-Photo for delivery across the Department of Justice (DOJ) network directly from the local agency's database but not stored on the Cal-Photo server. This is a one way interface.

1.2.1.2 Requirements

General

- The law enforcement agency needs to be connected to the DOJ's network and have access to Cal-Photo

Hardware

Hardware	Model	Vendor/Company	Support	Notes
Server	Windows 2008 or later	Microsoft	Recommended	This can be on the same server that Spillman is installed on.

Software

Software	Version	Vendor/Company	Notes
Spillman	Version 6.3 or later	Spillman	Users book an inmate into Spillman and capture their mug shot. Then the images are available through Cal-Photo.
SQL Server		Microsoft	



1.2.2 Driver License Scanning

1.2.2.1 Summary

Scan a driver license and automatically populate Mobile search screens with the driver's name, date of birth, address, physical description, and a driver license identification number. A scan instantly queries your local database as well as state and National Crime Information Center (NCIC) databases. Data gathered from a driver license is also available to quickly pre-fill and complete field reports. The module is compatible with both bar-coded and magnetic stripe driver licenses.

1.2.2.2 Feature List

- Automated, Accurate Data Entry
- Customizable Searching
- Dual Scanning Capability

1.2.2.3 Requirements

General

- The Mobile software (version 4.5 or greater) must be loaded on a Spillman-approved hardware platform, as outlined in current Spillman policies.

Hardware

Hardware	Model	Vendor/Company	Support	Notes
Mini Swipe Reader	(USB) HID	Magtek		Reads magnetic stripes only. Plug and play device.
Barcode Scanner	DS 6707	SymbolTech		Reads 2D barcodes only. Only compatible in Mobile 4.6 and above.
Magnetic Stripe Reader	M-250	E-Seek		Reads magnetic stripes and 2D barcodes.
Magnetic Stripe Reader	MK5-K9	POSH		Reads magnetic stripes and 1D and 2D barcodes.
Barcode Scanner	Granit 1910i	Honeywell		Reads 2D barcodes only.
Barcode Scanner	4600g (discontinued)	Honeywell		Reads 2D barcodes only.
Barcode Scanner	1900	Xenon		Reads 2D barcodes only. Only works in Mobile Patch 1208 or newer.
Barcode Scanner	4910LR	L-Tron		Reads 2D barcodes only.
Barcode Scanner	4810LR	L-Tron		Reads 2D barcodes only.
Barcode Scanner	Code Reader 2.0 and 3.0	Code Corp		Reads 2D barcodes only.
Wireless Display	Mobile Data	Panasonic		With Integrated Magnetic Strip Scanner.



	(MDWD)			Reads magnetic stripes only.
Computer	U1 Ultra-Mobile	Panasonic		With Integrated Barcode Scanner. Reads 2D barcodes only.
Computer	U1 Ultra-Mobile	Panasonic		With Integrated Magstripe Barcode Scanner.

Software

Software	Version	Vendor/Company	Notes
Mobile	Version 4.5 or higher	Spillman	The SymbolTech DS 6707 scanner requires Mobile version 4.6 or greater.
Spillman	Version 4.6 or higher	Spillman	
Scanner drivers			Scanner drivers based on the scanner choice.



1.2.3 Evidence Bar code and Audit Interface

1.2.3.1 Summary

Bar coding capabilities and a portable handheld bar code reader allow you to easily inventory and audit your evidence room and improve tracking of item location and movement. Easily print and attach detailed bar codes, identify discrepancies in item location and status, change the status of several items at once, and automatically transfer scanner data into an evidence record.

1.2.3.2 Feature List

- Automatic Data Transfer
- Evidence Status Change
- Barcode Printing
- Accurate Inventory
- Evidence Location
- Handheld Inventory & Barcode Reports

1.2.3.3 Requirements

General

- The Spillman software must be loaded on a Spillman-approved hardware platform, as outlined in current Spillman policies
- Spillman technicians must have direct modem access to the server where the Spillman software is loaded
- Installation will be done over the support modem

Hardware

Hardware	Model	Vendor/Company	Support	Notes
TCP/IP				TCP/IP network connection to the UNIX server, within 15 feet of the PC workstation.
Ethernet Hub				10/100 baseT auto-detecting Ethernet Hub.
Server				Etherlite serial port server (Spillman will purchase initial Etherlite only).
Serial cable connection				Serial cable connection the barcode printer to the Etherlite serial port server.
IP address				Static IP address for the Etherlite serial port server.
Power source				Power source available for Etherlite and barcoding hardware (4 outlets withing 15 feet of the PC workstation).
PC				PC workstation available at Evidence hardware checkpoint.
Printer	Laser	HP		<ul style="list-style-type: none">• HP laser network printer nearby for printing labels



				<ul style="list-style-type: none"> Printer available at PC workstation for printing forms and reports (optional)
Barcoding hardware				<ul style="list-style-type: none"> Label Printer (with 1 roll of ribbon and labels) PC keyboard scanner Portable scanner with batteries Docking station with power supply
Audit hardware				<ul style="list-style-type: none"> Portable scanner with batteries Docking station with power supply

Software

Software	Version	Vendor/Company	Notes
Spillman	Version 4.5 or higher	Spillman	
Evidence Module		Spillman	Device drivers for the two-port Etherlite Serial Port Server



1.2.4 E9-1-1 Interface

1.2.4.1 Summary

Receive automatic number and location information (ANI/ALI) from a standard E9-1-1 system and transmit the information to your Spillman CAD system. Used in conjunction with the CAD and CAD Mapping modules, the interface enables you to view real-time locations of both wireless and landline calls on a digital map. Automatic field entry inserts agency-specified information from incoming calls to minimize manual data entry. The E9-1-1 Interface ensures your agency meets federal Phase I and Phase II compliance standards.

1.2.4.2 Feature List

- Automatic Field Entry
- Visual Call Locations
- Mapping ALI Data
- Cellular Location Data

1.2.4.3 Requirements

General

- The Spillman software must be loaded on a Spillman-approved hardware platform as outlined in current Spillman policies.
- Spillman technicians must have access to the server where the Spillman software is loaded.
- Installation is completed partially on site and partially over remote connection.
- The agency must provide E9-1-1 protocol documentation and ALI text format information.
- The agency must provide a static IP address and computer name for each Spillman 9-1-1 dispatch station.
- The agency must provide the ANI/ALI station number for each Spillman 9-1-1 dispatch station.

Hardware

Hardware	Model	Vendor/Company	Support	Notes
ANI/ALI				<ul style="list-style-type: none">• ANI/ALI equipment that is installed and functional• A Digi serial port server (Spillman Technologies will purchase the initial serial port server)• A power source for the serial port server that is within 15 feet of the ANI/ALI CAD port• The agency must provide a static IP address for the serial port server
TCP/IP				A TCP/IP network connection to the Spillman server that is within 15 feet of the ANI/ALI CAD port.



Software

Software	Version	Vendor/Company	Notes
Spillman	Version 4.6 or higher	Spillman	User documentation is included in the Spillman CAD User's Guide. Administrator documentation is located in the Spillman SAA Application Setup and Maintenance Manual.
CAD module		Spillman	User documentation is included in the Spillman CAD User's Guide. Administrator documentation is located in the Spillman SAA Application Setup and Maintenance Manual.



1.2.5 LiveScan Fingerprinting

1.2.5.1 Summary

Transfer biological and arrest information from your Spillman system to select Live Scan Fingerprint systems. This interface simplifies the submission of fingerprint information to state and federal agencies.

1.2.5.2 Feature List

- One-Touch Data Transfer
- Customizable Reporting Features
- Data Accuracy

1.2.5.3 Requirements

General

- The Spillman software must be loaded on a Spillman approved hardware platform as outlined in current Spillman policies.
- Spillman technicians must have direct modem access to the server where the Spillman software is loaded.
- Installation will be done over the support modem.
- If your agency purchased installation services to set up multiple live-scan machines, each task listed in this document must be completed for each machine.
- The Spillman Application Administrator (SAA) or designated assistant must be available to test the interface functionality and check the content of the data file.
- The agency is responsible for all network connectivity.
- If the live-scan vendor modifies any functionality or method of operation of their product and if these modifications require Spillman Technologies to recode any portion of the interface, additional fees for programming will apply.
- Once the live-scan interface has been installed and is operational, the agency is responsible for payment of any additional expenses required by the live-scan vendor.

Hardware

Hardware	Model	Vendor/Company	Support Notes
Live-Scan Machine			<ul style="list-style-type: none">• The live-scan machine must be operational and compatible with Spillman specifications.• If the live-scan machine is connected to a local network only, a local static IP address is needed for the live-scan server's network card.• If the live-scan machine is connected to the state, a second network card <i>or</i> routers to the state machine and the Spillman server are required.
TCP/IP			The live-scan machine must have a TCP/IP connection to



				the UNIX server where the Spillman software is loaded.
--	--	--	--	--

Software

Software	Version	Vendor/Company	Notes
Spillman	Version 4.5 or higher	Spillman	
NFS			If NFS Mounting is being used for the communication protocol, NFS server software is required on the UNIX server and NFS client software is required on the live-scan server.
Law Records Management module		Spillman	The Spillman Law Records Management module <i>or</i> the Jail Management module is required.

1.2.6 Spillman ProQA Interface

1.2.6.1 Summary

Priority Dispatch is the industry leading provider of emergency dispatch protocol software. Their ProQA software product is available in three different disciplines: Medical, Fire and Police. Spillman provides interfaces to all three disciplines.

The Spillman ProQA interface allows a call taker/dispatcher to start a ProQA case from a Spillman CAD call. Information gathered by ProQA is passed back to Spillman and placed in the CAD call comments. In addition, the determinant code is captured within Spillman and can be used to determine response in both recommended units and response plans.

1.2.6.2 Feature List

- Bi-Directional Data Flow
- Streamlined Operation
- Fast Response

1.2.6.3 Requirements

General

Spillman software, version 4.6 or later, must be loaded on a Spillman-approved hardware platform as outlined in current Spillman policies.

Hardware

Hardware Model	Vendor/Company	Support	Notes
TCP/IP			TCP/IP connection between the Spillman server and Dispatch PC's running ProQA. TCP Ports used to communicate between Spillman and ProQA must be open.



Software

Software	Version	Vendor/Company	Notes
Spillman	Version 4.5 or higher	Spillman	
CAD module		Spillman	
ProQA Medical	Version 3.4.3.x		
Fire	Version 3.5.3.x		and/or
Police	Version 3.4.3.x		



1.2.7 California StateLink (CLETS)

1.2.7.1 Summary

This document covers the StateLink protocol interfaces and available transactions for the state of California (CLETS). An agency wanting to connect directly to CLETS must get approval from the California Department of Justice. Generally, an agency is required to use their county connection to access CLETS.

1.2.7.2 Feature List

The transactions listed below encompass every type of transaction currently available through StateLink in California (CLETS). New transaction are custom work and will take time to be added.

The following transactions are included in the California (CLETS) StateLink package:

Available Transactions			
Transaction Type	Screen Name & Description	Spillman Command Line Access	Message Keys Sent
Administrative	Administrative Message by ORI	AM	AM, AML
	CA Admin Message by Dest	CAM	CAM
	Free Form Entry	FREE	FREE
	Query ORI	QO	QO, ZO
	Query ORION	TQ	TQ
	Hit Confirmation Request	YQ	YQ
	CA Hit Confirmation Request	YQCA	YQ
	Hit Confirmation Response	YQ	YR
	CA Hit Confirmation Response	YRCA	YR
Article	Clear Article	CA	CA, CAA
	Enter Article	EA	EA, EAA, EP, EPN
	Locate Article	LA	LA, LAA, R.LA, R.LAA
	Modify Article	MA	MA, MAA
	Query Article	QA	QA, QAB, QAH, QAK, QAM, QAN
	Cancel Article	XA	XA
Boat	Query Boat Registration	BQ	BQ
	Clear Boat	CB	CB
	Enter Stolen/Stored/Repo Boat	EB	EB, EBR, EBRL, EBS
	Enter Boat Part	EBP	EBP
	Locate Boat	LB	LB, R.LB
	Modify Boat	MB	MB, MBA



	Query Stolen Boat	QB	QB
	Cancel Boat	XB	XB
Criminal History	CHRI Additional Info Request	AQ	AQ
	Query CHRI by State ID	IQ	IQ
	Query CHRI by Name	FQ	FQ
	Query CII RAPS by Name	QHA	QHA
	Query CII RAPS by Misc Number	QHN	QHN
	Query CII RAPS by CII Number	QHY	QHY, QHT
	Query NCIC III History	RQH	R.QH
	Query NCIC III Rap Sheet	RQR	R.QR
Driver License	Query Driver License by Name	DNQ	DNQ
	Query Driver License	DQ	DQ, DQG
	Query CA Driver License (Num.)	ID	ID
	Query CA Occupational License	IL	IL
	Query CA Driver License (Name)	IN	IN
	Query Driver History	KQ	KQ
	Query Canadian Driver License	UQ	UQ
Gun	Enter Gun	EG	EG
	Locate Gun	LG	LG, R.LG
	Modify Gun	MG	MG
	Query Gun	QGB	QG, QGB, QGC, QGG, QGH, QGHX, QGM, QGMX, QGK, QYG, QYP, QYN, R.QG
	Cancel Gun	XG	XG
Identity Theft	Enter Identity Theft	EID	EID
	Query Identity Theft	QID	QID
Missing Persons	Enter MP Identifiers	EMID	EMID
	Enter Missing Person	EMP	EMP
	Enter Missing Suspect	EMS	EMS
	Enter Missing Person Vehicle	EMV	EMV
	Locate Missing Person	LMP	LMP, R.LM
	Modify MP Identifiers	MMID	MMID
	Modify Missing Person	MMP	MMP
	Modify Missing Person Desc	MMPD	MMPD
	Modify Missing Suspect	MMS	MMS
	Modify Missing Suspect Desc	MMSD	MMSD
	Modify Missing Vehicle	MMV	MMV
	Query CA/NCIC Missing Person	QM	QM



	Query NCIC Missing Person	RQM	R.QM
	Cancel Missing Person	XMP	XMP
	Cancel Missing Suspect	XMS	XMS
	Cancel Missing Person Vehicle	XMV	XMV
Other	Query Hazardous Material	MQ	MQ
Protection/Restraining Order	Enter Restraining/Protective	ERO	ERO
	Enter RO/Violation Message	EVM	EVM
	Modify Restraining/Protective	MRO	MRO
	Modify RO/Violation Message	MVM	MVM
	Query Restrained Person	QRP	QRP
	Query Restraining/ Protective	QRR	QRR, QRR1, QRRH
	Serve Restraining/Protective	SRO	SRO
	Cancel Restraining/Protective	XRO	XRO
Sex and Arson	Query Sex and Arson	QSA	QSA
	Enter Sex and Arson	ESA	ESA
	Update Sex and Arson	USA	USA
Super Queries	Query DL/SRF	CU01	IN, QVC
	Query DL/CII/SRF	CU02	IN, QHA, QVC
	Query Reg/Vehicle by License	CU03	IV, QV
	Query Reg/Vehicle by VIN	CU04	IV, QV
	Query AFS/APS	GP	QAN, QGH
	Query AFS/APS/WPS/CARPOS/SRF	GPW	QGH, QAN, QW, QRR, QVC
	Query AFS/WPS/CARPOS/SRF	GW	QGH, QW, QRR, QVC
	Query APS/WPS/CARPOS/SRF	PW	QAN, QW, QRR, QVC
Supervised Release	Enter Supervised Release	EVC	ECA, EYA, EPR, EFR, ECR, ERC, ESV
	Enter Contact Message	LCA	LCA
	Modify Supervised Release	MVC	MCA, MYA, MPR, MFR, MCR, MMH, MRC, MSV
	Query Supervised Release	QVC	QVC
	Cancel Supervised Release	XVC	XVC
Unidentified Person	Enter UP Identifiers	EUID	EUID
	Enter Unidentified Person	EUP	EUP
	Modify UP Identifiers	MUID	MUID
	Modify Unidentified Person	MUP	MUP, MUPD
	Query Unidentified Person	QU	QU, R.QU
	Cancel Unidentified Person	XUP	XUP
	Enter UP Identifiers	EUID	EUID
	Enter Unidentified Person	EUP	EUP



Vehicle	Clear Vehicle	CV	CV, CVA
	Enter Stolen/Felony Vehicle	EV	EV, EVF
	Enter Stolen/Lost/Found Plate	EVL	EVL1, EVL2, EVFL, EVLE
	Enter Vehicle Part	EVPR	EVPR, EVPF
	Enter Stored/Impounded/Pawn/Repo	EVS	EVS, EVSH, EVSH-Z, EVR, EURL, EVP
	Query Aircraft Registration	GQ	GQ
	Query CA Registration	IV	IV
	Query LoJack	LE	QV
	Locate Part/Plate/Vehicle	LV	LV, LVA, R.LV, R.LL, R.LP, R.LF, MV, MVA
	Modify Vehicle	MV	MV, MVA
	Query Vehicle	QV	QV
	Query Registration by Name	RNQ	RNQ
	Query Vehicle Registration	RQ	RQ, RQG
	Query Snowmobile Registration	SQ	SQ
	Query Canadian Registration	XQ	XQ
	Cancel Vehicle	XV	XV
Wanted	Clear Wanted Person	CW	CW
	Enter Wanted Person	EWR	EWR
	Locate Wanted Person	LW	LW, R.LW
	Modify Wanted Person	MWR	MWR
	Query Wanted Person	QW	QW
	Query State Warrant	SWQ	SWQ
	Cancel Wanted Person	XW	XW

1.2.7.3 Requirements

General

If an agency is establishing a new connection with Spillman, the CLETS Upgrade Application packet must be submitted to and accepted by the DOJ before the StateLink installation. This process can take 3–6 months, so it is recommended that this be started early.

Hardware

Hardware	Model	Vendor/Company	Support Notes
Requirements			Typical hardware requirements are needed for StateLink and can be found in the Spillman Hardware Recommendations document.

Software

Software	Version	Vendor/Company Notes
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Trinity County Sheriff's Department
Spillman CAD - CallWorks 9-1-1 - APX Subscribers

December 5, 2017
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Spillman CAD 1-16

Spillman	Version 6.2 or higher	Spillman	
StateLink	Version 2.0	Spillman	Executable: StateLinkCLETS.war
O/S	Windows, AIX, Linux		
Additional Information			<ul style="list-style-type: none"> • Communications Protocol: CLETS • Message Type: CLETS Text, NLETS Text • NCIC 2000 Standard: Yes • Mnemonic Pooling: Yes • Displays Images in Returns: No • Voiced Responses: Yes • Highlighting: Yes • Import to Spillman: Yes • Requesting Unit Auto Forward: Yes • Hit Alerts: Yes



1.2.8 Swanson Commissary

1.2.8.1 Summary

The Swanson Interface is a web application that will export inmate location and basic inmate data and send an XML call to Swanson via a SOAP call to the Swanson Web Service. Swanson uses this information for orders. This interface does not cover any order data. It only sends inmate location and basic name information to Swanson. The data will get sent to Swanson when an inmate booked and is assigned housing or their housing location changes.

1.2.8.2 Requirements

General

Agency will need to know and have network access to the Swanson Web Service URL. There needs to be network access from the Spillman Server to the Swanson Web Service. Agency will need to know the Facility ID that Swanson uses for the Jail.

Software

Software	Version	Vendor/Company	Notes
Spillman	Version 6.3 or higher	Spillman	
Jail Module	Version 6.3 or higher	Spillman	
Swanson Cobra Book-In			<ul style="list-style-type: none">Requires the Swanson Web Service



1.3 DATA CONVERSION – STATEMENT OF WORK

The document delineates the general responsibilities between Motorola and Trinity County as agreed to by contract.

This Statement of Work sets forth the roles and responsibilities, assumptions, scope, constraints (with an estimated schedule TBD) that will govern the project detailed below. The content of this document is intended to provide framework for the project processes to ensure mutual understanding, clear expectations and successful results.

Primary Points of contact:

Spillman: Dave Anderson, dave.anderson@motorolasolutions.com

(435) 757-9494

White Box: Nikki Huff, 801.386.5013 Ext. 5012, Nikki.huff@whiteboxt.com

Trinity: Christopher Compton ccompton@trinitycounty.org

(530) 623-2611

PERIOD OF PERFORMANCE: 12/1/17-12/30/18

PROJECT SUMMARY: Full conversion of legacy Jail data for use in Spillman Jail Module; according to the availability and completeness of the source data and target modules, all of the fields and tables within the various functional areas will be populated to the fullest extent possible within the parameters outlined below.

1.3.1 Roles and responsibilities:

Motorola Spillman

- Implementation Manager
 - Work to facilitate sign off of Table Mapping Document, adherence to schedule, and issue resolution
 - Inform White Box of issues impacting conversion
 - Load converted data into target database for customer testing and delivery
 - Report conversion issues to White Box in a timely manner following a delivery, including necessary details to research and resolve

Trinity County Sheriff's Department

- Legacy System Subject Matter Expert and IT Support
 - Work with White Box to retrieve data and layout information from legacy system in a usable format
 - Inform White Box of issues impacting conversion, promptly answer technical and/or business operation questions



- Review, provide feedback and approve Table Mapping, Field and Code Documents
- With WB assistance (if needed) thoroughly review mock conversions per schedule
- Validate source codes to target codes
 - White Box will provide an online code mapper utility for Trinity's use to provide, generate and validate code maps for use in the conversion
- Will manage and install the (18) Mobile laptops in the Trinity County Sheriff's Department determined vehicles

White Box

- Project Manager
 - Manage project scope, schedule, and performance, coordinate conversion activities with Spillman
- Data Analyst
 - Work with Spillman and Trinity to develop the conversion rules and resolve issues identified during mock(s) and final conversion
 - Schedule dedicated screen share meetings to assist Trinity with code mapping and reviewing of mock data
- Engineer
 - Retrieve and prepare source data and setup other applicable systems
 - Build, test, run conversion and deliver converted data to Spillman

1.3.2 Assumptions and Constraints:

- This project includes three mock conversions and a final conversion for one go live, consisting of the source data provided to White Box Technologies. Data must be in either a CSV, flat files with table header layouts or in a portable (e.g. SQL) format
- Spillman will provide the code tables populated with Trinity data in a timely manner to support the data mapping and conversion
- Images and/or file attachments are included with this conversion.
- A project schedule will be developed and mutually agreed to during the initiation of this project. Any delay in the delivery of milestones or related sub-steps to the schedule, which is the responsibility of Spillman or Trinity, can result in a day-for-day delay in subsequent milestones that White Box is responsible for. If delays cause the project to extend beyond the Period of Performance, a postponement fee of 10% of the work order price for reallocation may be charged. (The period of performance begins from the inception of the project to 30 days after the scheduled go live).
- Following a White Box deliverable, unless otherwise specified Spillman or Trinity has 10 business days to review and report any issues. If White Box receives no response within that time, the deliverable will be considered accepted as delivered and if tied to a billable milestone, deliverable will be invoiced. Issues reported after that period of time will be resolved on a case by case basis and may or may not be subject to additional charges and / or a change request. Requested changes or issues found after the go live that were the result of not properly reviewing the converted data during the mock iterations are subject to a change request.



- White Box will not be responsible for de-duplication of legacy data with in-service data, although the Spillman Standard Name merge utility will be applied to the conversion, if it is decided that Trinity does not want a Name Merge to be done, White box will need the decision in writing signed by both Trinity and Spillman. 100% success rate of duplicate records is not guaranteed
- Any addresses that are part of the data conversion cannot be geo verified for Spillman/Trinity use
- Code, configuration and maintenance tables will not be populated in the target system by White Box. White Box will not be responsible for deleting any existing data in the configuration database.
- Work performed under this SOW is under warranty by White Box for thirty (30) days following delivery of the final conversion. For any issues that are the direct result of a White Box error and found within the 30 day warranty period, WB will fix those errors. Errors or omissions in converted data that result from application, database, source data changes or requested changes to the conversion logic made by Spillman or Trinity following acceptance of the Table Mapping document, mock conversions, the final go live and found after the 30-day warranty period are not included in this SOW and will be subject to a change request.
- Trinity County Sheriff's Department will be responsible and manage the (18) Mobile Laptop vehicle installations

Estimated Key project milestones:

Estimated Date	Milestone	Responsibility
TBD	Deliver Source data and code tables to White Box.	Spillman /Trinity
TBD	Deliver Table Mapping Document	White Box
TBD	Sign off on Table Mapping Document and code mapping (within 10 days of TMD delivery)	Spillman / Trinity
TBD	Deliver Code Mapping Utility	White Box
TBD	Validate Source Codes to Target Codes	Trinity
TBD	Deliver first mock converted data and data report(s)	White Box
TBD	Cut off for providing feedback on mock conversion	Spillman
TBD	Deliver second mock converted data and data report(s)	White Box
TBD	Cut off for providing feedback on mock conversion	Spillman /Trinity
TBD	Deliver third mock converted data and data report(s)	White Box
TBD	Cut off for providing feedback on mock conversion	Spillman /Trinity
TBD	Deliver source data for go live	Spillman /Trinity
TBD	Deliver final converted data and data report(s)	White Box
TBD	Cut off to sign and return project acceptance form or report issues	Spillman
TBD	Cut off for reporting post conversion issues (30 day Warranty period)	Spillman

Source System:

- Source systems: Golden Eagle: Up to 41 total source data tables will be used for the conversion.
- Source data delivered to White Box Technologies: As of the date of this SOW, no source data has been received. Any additional tables needed for conversion above the specified source data table count listed above and/or any additional databases, will incur additional charges. All



assumptions in this SOW will need to be verified once receiving copy of Golden Eagle source data.

- Target Modules in scope: Spillman JMS -single database
- Modules out of scope: Any not listed above including CAD and RMS.

In Scope Service:

The following table outlines the services that are considered within the scope of this SOW.

Baseline Services	
Service	Definition
Data Conversion	Changing digital data from one format to another so it can be used in another software application. The scope of this SOW includes three mock conversions and a final conversion.
Data Standardization	Converting accepted (not misspellings) data values that represent the same information into a single unified, recognized, and accepted structure as required by the target system.
Data Defaulting	Based on predefined business rules, assigning a specific value to a field in the target database that is different than the corresponding value in the source database.
Release Notes	Report developed at the time of conversion data delivery that outlines mapping document version, the source and target database and application version, the tables and modules populated, and any known issues.
Data Alteration Report	Report to indicate records that have been truncated in order to insert into the database. The records are logged with the table, field, and primary key of the target record so that the full original value is not lost.
Standard Name Merge	White Box will perform a Standard Name Merge consisting of merging the data based on the following criteria: DOB; with <u>One</u> of the following unique identifiers, SSN, DL Number/DL State, FBI #, or State ID #.
Image Conversion	Converting digital images that were used in one application, for use in another software application. May also require changing the format of the images so that they function in the new application



Out of Scope:

The following table outlines the services that are considered outside the scope of this SOW. Spillman/Trinity is requested to submit a Change Request in order to include any of these optional services within the scope of this SOW. Note that additional services may result in added cost and/or schedule delay.

Optional Services	
Service	Definition
Additional Conversions/Go Lives	Re-run of the conversion process above and beyond those agreed to be within scope.
Address Validation	Validates and standardizes address against USPS database
Custom Reports	Reports to indicate data that meets a certain criteria provided by Spillman / Trinity
Additional 3rd party Validation	Review and correction of legacy data through use of third party commercially available reference applications to provide assurance that data is adequate for its intended use
Enhanced Data Cleansing	Amending, correcting, removing, or defaulting inaccurate, incomplete, duplicated, or improperly formatted source data beyond that which is required to load the data properly in the target application
Data Augmentation	Adding new or derived data necessary or desired in the target system but not available in the source. (Also called data enrichment). This includes changing the intent of the source data
Enhanced Name Merge	Any name merge applied that is outside of the Standard Name Merge criteria.
Convert to multiple databases	Option to convert data to more than one target database.
Financial Conversion	Any data that has financial components (fees, obligations, payments, interest etc). that needs to be calculated, converted and populated into the target application.
Preliminary Run of Converted Data	Option to analyze and run the Names section only before full conversion run to validate cleanliness and number of potential duplicates.




Accepted:
Spillman

(Authorized Signature)

Name: _____

Title: _____ Date: _____

Accepted:
Trinity County Sheriff's Department



(Authorized Signature)

Name: _____

Keith Groves

Title: Chairman, Board of Supervisors

Date: 3/20/2018

Accepted:
White Box

(Authorized Signature)

Name: Derek Smith

Title: President



1.4 MOTOROLA SPILLMAN CAD PRICING

1.4.1 System Core (Hub)

Hub	Licensing	Price
Integrated Hub	Site License	\$29,799
Stores all system information, which can be accessed from one central repository (Master name, vehicle and property) Prevents users from duplicating data entry, which saves time and ensures data accuracy		
Sentryx GIS (Geobase) – Address Verification	Site License	<i>Included</i>
Interfaces directly with the Esri ArcGIS server Optimizes agency responses by providing accurate and verified geographic information ArcGIS server and ArcGIS desktop are not included in quote and must be purchased directly from Esri if not already owned by agency. Many agencies already own these products from Esri.		
Visual Involvements® (Link Analysis)	Site License	<i>Included</i>
Visually links related items and records across the system Enables users to view relationships graphically between data elements from multiple records		
Reporting	Site License	<i>Included</i>
Includes more than 1,500 preformatted reports that support the tracking and maintenance of critical information Creates ad hoc reports in third party systems such as Microsoft Excel and Crystal Reports based on ODBC compliance		
File Attachments	Site License	<i>Included</i>
Accommodates an unlimited variety of file types, including images, sound clips, videos, etc. Incorporates media files directly into the records housed in the system		
Master Tables (Names, Vehicles, Property, Wants/Warrants)	Site License	<i>Included</i>
Keeps data used in multiple modules and tables centralized in one location Data in Hub is used in other locations instead of re-entered, thus significantly reducing duplicates		
Case Management	Site License	<i>Included</i>
Tracks detailed status information for cases from beginning to end		



Leverages Involvements® to link information on all persons, property, and vehicles associated with a case		
Message Center	Site License	<i>Included</i>
Supports sending and receiving of agency-wide email and instant messaging Displays scrolling BOLOs and other alerts along the bottom of the screen		
View-only Workstations	Site License	<i>Included</i>
Grant unlimited view-only licenses at no additional cost System administrators may restrict security privileges to determine which tables can be accessed		
Hub Total:		\$29,799

1.4.2 Computer-Aided Dispatch

Computer-Aided Dispatch (CAD)	Licensing	Price
CAD	Site License	\$12,007
All system modules are fully integrated, dispatchers can easily access data from any table with single login Improves unit safety and decreases agency liability with radio log functionality Customizable CAD screen to improve productivity for dispatch Visual and audible alerts to notify dispatchers of call status changes or expirations Unit recommendations based on call nature, location, and unit specialty Commercial dispatching for tow/wrecker companies, private ambulances, etc. Geobase integration providing detailed street and address information		
CAD Mapping	Site License	\$6,904
Provides users with powerful access to location and call information based on full integration with CAD Allows dispatchers to quickly and easily dispatch units with drag-and-drop functionality		
9-1-1 Interface	Site License	\$5,007
Populates ANI/ALI automatically into the Spillman CAD system Allows dispatch centers to pinpoint cellular call locations		
StateLink –State and National Transactions (CLETS Direct Connect)	Site License	\$11,025



<p>Accomplish state and federal transactions regarding wanted persons, warrants, stolen vehicles, missing persons, criminal histories, vehicle registrations, driver license information, and other critical data from within Spillman without the need to access third party programs or websites</p> <p>Includes access to CLETS/NCIC from CAD, RMS, and JMS</p> <p>Connects directly to state CJIS database without the need of passing through a third party message switch</p>		
Rapid Notification (Paging)	Site License	\$5,673
<p>Send call information directly from Spillman CAD to cell phones, printers, emails, and third party programs</p> <p>Reduce time spent locating a call or communicating with dispatch over the radio</p>		
Priority Dispatch (ProQA) Interface – Medical	Site License	\$5,423
<p>Transfer important call data between Spillman and ProQA</p> <p>Integrates ProQA data into dispatch process, making it fully searchable</p>		
CAD Total:		\$46,039

1.4.3 Records Management

Records Management System (RMS)	Licensing	Price
Law Records	Site License	\$11,907
<p>Consolidates all law incident records into one database and provides easy-to-generate management reports</p> <p>Tracks complaints, victims, offenders, suspects, witnesses, vandalism, vehicles, stolen property, and much more</p> <p>Tracks detailed status information for cases from beginning to end</p> <p>Leverages Involvements® to link information on all persons, property, and vehicles associated with a case</p>		
Traffic Information	Site License	\$3,713
<p>Provides consistent, accurate data for shaping traffic policies and procedures</p> <p>Store traffic accident, citation, and warning information</p>		
Pin Mapping	Site License	\$3,713
<p>Plots jurisdictional crime data gathered in the system on a geographic pin map</p> <p>Allows access to any piece of data, record, or a combination of fields from any point on the map</p>		



Provides investigators with accurate and timely data to analyze incidents and crime trends		
Evidence Management	Site License	\$3,713
<p>Maintains a complete and accurate chain of custody for every piece of evidence received</p> <p>Provides a detailed history from the time an agency receives an item until it is released or disposed of</p>		
Evidence Barcode & Audit Interface	Site License	\$2,507
<ul style="list-style-type: none"> Allows for simplified data entry, precise labeling, and hand-held auditing of storage locations Enables users to easily inventory and audit evidence using a handheld barcode reader 		
Equipment	Site License	\$3,126
<ul style="list-style-type: none"> Equipment tracking records name, quantity, scheduled and completed maintenance Completed maintenance tracking calculates operating costs and equipment value 		
Inventory	Site License	\$1,957
<ul style="list-style-type: none"> Supplier tracking records current contact and ordering information Supply maintenance tracks balances, reorder points, and full stock quantities Order fulfillment generates purchase orders and received quantities 		
Personnel & Training	Site License	\$3,713
<ul style="list-style-type: none"> Ability to collect and track important personnel information about employees Tracks employee training, classes attended, certificates received, etc. 		
UCR Reporting	Site License	\$8,235
<ul style="list-style-type: none"> Ability for either patrol department or records department to compile and report CA UCR Streamlined process for error tracking and correction 		
CAL Photo Interface	Site License	\$7,618
Send images to Cal-Photo system directly from Spillman		
CompStat Dashboard	Site License	\$20,200
<p>Identifies crime trends and allows users to determine how to best utilize agency resources</p> <p>Calculates statistics and presents information in an easy-to-analyze format without having to run multiple reports</p> <p>Compare statistics over user-defined periods of time and user defined geographic areas</p>		
Officer/Deputy Productivity Dashboard	Site License	\$11,600
Identifies agency defined statistics per officer/deputy		



Compare statistics over user-defined periods of time and user defined geographic areas

Records Management System Total: \$82,002

1.4.4 Spillman Mobile

Spillman Mobile	Licensing	Price
Mobile RMS	Site License	\$5,573
Provides access to system data from the field without officers leaving the vehicle or requiring dispatcher assistance Allows users to search names, vehicles, incidents, property, wanted persons, & more than 20 other types of records		
Mobile Voiceless CAD	Site License	\$4,773
Enables personnel to quickly update their status, as well as add and view call comments Provides access to radio logs and incident information without burdening dispatchers		
Mobile AVL and Mapping	Site License	\$6,073
Tracks the location of all fleet units in real-time through Global Positioning System (GPS) receivers Allows users to view the location of nearby units to determine where the closest officer is for backup		
Mobile Statelink (CLETS)	Site License	\$5,473
Allows users to search databases for name, vehicle, property, guns, and wanted person records and images Perform state and federal searches simultaneously with one query		
Mobile Field Reporting (Law Incident & FI)	Site License	\$6,154
Enables officers to quickly complete forms directly from the patrol vehicle Stores form information in the Spillman RMS solution, which can be electronically routed for approval		
Mobile Arrest Form	Site License	\$4,773
Patrol has the ability to quickly enter arrest data directly from the field without needing to go to headquarters Stores form information in the Spillman RMS solution, which can be electronically routed for approval		
Citation Form – CA Specific	Site License	\$13,388
Enables officers/deputies to quickly complete California Accident form directly from patrol vehicle		



Prevents data entry errors using prefilled form data from driver license scans or previous name and vehicle queries		
Driver License Scanning Interface	Site License	\$2,057
Auto-populate Mobile search screens by simply scanning a driver's license Use stored driver's license information when filling out field reporting forms and traffic forms		
Spillman Mobile Total:		\$48,264

1.4.5 Corrections Management

Corrections Management	Licensing	Price
Jail Management System (JMS)	Site License	\$12,007
Simplifies the booking processes and manages detailed jail log information Checklist screen allows user to quickly see what steps remain in booking process Displays multiple offenses and inmates on a single entry Customizes inmate assessments for each unique record Allows users to flag records in order to enhance safety for all system users Captures corrections data securely and makes it available system-wide Ability to efficiently track inmate movement Scheduled events track jail events such as court appearances that are approaching Event reminders allow a user to snooze, dismiss, or open, an event View inmates current and historic medical information through searchable medical screens Complete visitation tracking log Ability to quickly export lists to Excel Hundreds of canned, preformatted reports available to users Customizable Jail Dashboards showing complete list of inmates		
Imaging	Site License	\$6,104
Integrates seamlessly with all other modules in the system. Create a searchable library of full-color, graphically rich images Easily create lineups based on a suspect's age or a variety of physical characteristics		
JMS Disciplinary Action	Site License	\$3,476
Tracks the disciplinary hearing and status of the hearing Charges filed for internal rule violations against an inmate		



Tracks and enforces sanctions against an inmate as a result of the hearing and charges		
Swanson Commissary Interface	Site License	\$5,063
Supports the management and recording of the purchase, sale, and balance of commissary items Allows users to view records for each company that supplies commissary items		
LiveScan Interface	Site License	\$8,473
Transfers data from Spillman's Jail Records module to a LiveScan fingerprinting system Allows users to customize data to ensure that fingerprint cards meet agency preferences		
Corrections Management:		\$35,123

1.4.6 Professional and Implementation Services

Professional Services	Estimated Trips	Estimated Hours
Project Management	3	280
All of Spillman's project managers are PMP-certified by the PMI Single point of contact coordinates each project milestone from start to finish		
Installation	1	140
Installation team installs the Spillman software, as well as tests, adjusts, and configures the operating system Manages server configuration, oversees system installation, and coordinates installation of external interfaces		
Training	8	215
Onsite during implementation to teach every employee how to effectively use all Spillman applications Trainers also troubleshoot live database problems and identify best practices for improvement		
GIS Specialist (web-based training)	-	30
GIS Specialists train agency personnel on how to set up and operate the Geobase system Trainers available to assist agency in building the system's database of street and address information		
Go-live	2	60
The Spillman project manager and training personnel provide onsite hands-on assistance at Go-live to ensure a successful transition to the Spillman software		



Ongoing Customer Support	
Achieved a 54% success rate with our one-call initiative – support needs were resolved in a single call Spillman's average response time for 5 years running is less than 45 minutes	
Implementation Travel & Per Diem Costs	
Travel and Per Diem costs for the estimated 15 trips to Trinity County Sheriff's Department	
Professional Services Total:	\$62,220

1.4.7 Hardware & Additional Third Party

Hardware / Additional Third Party	Price
Solutions II Server Hardware & Maintenance Quote (see included specs for details)	\$93,549
18 Laptops (see included specs for details)	\$39,554
JMS Data Conversion	\$40,000
Barcode Scanner Evidence Bundle (Quantity 1)	\$2,561
Cisco 891 Router	\$1,200
9-1-1 Etherlite	\$675
Hardware and Additional Third Party Total:	\$177,539

1.4.8 Additional Years of Support & Maintenance

Additional 6 Years Maintenance	Price
Year 1	<i>no cost</i>
Year 2	\$26,878
Year 3	\$26,878
Year 4	\$26,878
Year 5	\$26,878
Year 6	\$26,878
Additional 6 Years Maintenance:	\$134,390



1.4.9 Summary

Software, Services and Hardware	
Total Software	\$241,227.00
Total Professional Services/Implementation	\$62,220.00
Total Hardware / Third Party	\$177,539.00
Additional 6 Years of Support & Maintenance (no cost for 1 st year)	\$134,390.00
Trinity County Sheriff's Department 7.25% Sales Tax	\$30,360.54
Grand Total to Include in Motorola Financing Quote	\$649,736.54



CALLWORKS 9-1-1

The following Section 2 relates to the CallWorks 9-1-1 Offer portion of this proposal.

2.1 INTRODUCTION

Tackling one of the toughest 9-1-1 public safety dilemmas, CallStation from CallWorks is pioneering the convergence of Next Generation 9-1-1 Call Taking, Mapping, IP based telecommunications systems and integration services. Our state-of-the-art solution is the only natively integrated, browser-based, VoIP and Network centric design in the industry. Using the latest software design and telephony technologies, our native i3-compatible application manages the receipt of emergency calls with a simpler, easier-to-use work-flow approach and user interface designed to work the way you do, today.

We endorse the forward thinking of Trinity County Sheriff's Department to advance their level of public safety service for the citizens of the region. Our system was specifically designed and developed for IP based solutions supporting Single Back Room, Geo-Diverse and Federated Next Generation solutions. The system has a complex but simple array of features, many critical to the way that you manage your centers today. Our objective is to provide Trinity County Sheriff's Department with the hardware, software, legacy interfaces, connections and related components along with a suite of professional services that will secure your future with the necessary benefits that allow your staff to serve and protect its citizens with the most economical and efficient Next Generation call handling solution.

Motorola Solutions is pleased to present Trinity County Sheriff's Department, a state-of-the-art, integrated IP based NG9-1-1, Single Back Room system including all identified customer requirements for a comprehensive solution. The CallWorks platform provides for a more cost effective and easy to use solution focused on eliminating traditional costly integration and maintenance of proprietary legacy systems while revolutionizing the 9-1-1 call taking to dispatch workflow.

CallWorks is aware that many PSAPs, dispatch agencies and distribution channels desire a balance between mainstream and state-of-the-art, next generation technology and generally seek to employ a total solution that will prolong the life of the proposed system at a lower cost. With this in mind, CallWorks provides a solution that is based upon advanced, yet proven technology derived from current IT, IP, VoIP, HTML 5, and Web services standards, yet allows smooth migration as next generation 9-1-1 matures. The proposed solution, while supporting legacy and NG9-1-1, provides open architecture for both the hardware, software and network components unlike any competitive offering. This solution as proposed to Trinity County Sheriff's Department, addresses and includes all the hardware, software, associated project management, installation, IP migration and transition, user training and other services as requested.

CallWorks products are an integral part of Motorola Solutions' end-to-end Public Safety Software Enterprise. From answering thousands of emergency calls and text messages to processing video, disparate evidence and records, Motorola Solutions is helping agencies transform into intelligence-driven command centers, enabling them to make more informed decisions resulting in better outcomes. [Learn more](#) about Motorola's wide-ranging product portfolio.



2.2 KEY SYSTEM CAPABILITIES AND DIFFERENTIATORS

The CallWorks solution provides many significant advantages. Listed below are highlights of a few of the many unique standout capabilities of the CallWorks system.

- **Operating Systems** - Technologically Advanced Call Handling systems based on the Linux Operating System, Web services and an application framework developed using state-of-the-art Web services techniques and the JAVA development environment. User interfaces require only a browser for all applications and are optimized for Mozilla Firefox ESR, which is fast, efficient and less costly to operate. Workstations operate on the current shipping release of the Windows Operating system for desktops.
- **Database** - Integrated systems designed and delivered as a standard with the MySQL Relational Database Management System. The database architecture allows for open, extensive information sharing, comprehensive reporting and scalability for adding additional capabilities in the future as required.
- **Telecom / 9-1-1** - CallWorks provides as a standard component, an industry-leading, custom CallWorks distribution of the VoIP Asterisk soft switch from Digium, Inc. This custom distribution of Asterisk, engineered and packaged with mature Media Gateway's from AudioCodes, provides traditional telecom interfaces to the PSTN and Legacy CAMA interfaces as well as general administrative capabilities, including voice mail and more. CallWorks, via its SipWorks interface, also provides emerging i3 Next Generation connectivity. The system is highly configurable to support 9-1-1, emergency, non-emergency and administrative telephony needs.
- **Call Handling Functions** – The CallWorks call handling functions are very robust and include, but are not limited to, single button transfers (on and off net) via an extensive directory, ALI displayed on the VoIP telephone as a backup, integrated call control from the Map, silent monitoring, barge-in, override, unlimited multi-party conferencing, abandoned call management, ACD, integrated SMS call processing, released call review, and much more.
- **Headset/Radio** - Traditional headset and radio interfaces are provided by a Power Over Ethernet Audio Interface Unit (AIU). This provides all necessary analog interconnections for managing Call Taker/Dispatcher headsets and radio system integration. A connection is not required at the Call Taker workstation and is powered via the network, saving complex power cords and supplies at the workstation. This design eliminates the headaches of using the PC as the voice management component with complex driver and OS maintenance concerns. The Audio Interface Unit (AIU) is not required for system use. A Polycom telephone is all that is actually required. The AIU also does not arbitrate telecom and radio traffic. If that is required, it serves as the CallWorks interface to a Radio system managed arbitrator.
- **Notifications** - Another strategic advantage of the integrated CallWorks Messaging Engine is the capability to provide automated outbound notifications as part of a service request status change or a global announcement. Authorized users may create and manage notifications from AdminiStation.
- **Call Recording** – Although the CallWorks platform is not officially marketed as a Long-Term Recorder, the system records and stores all 9-1-1 calls for IRR purposes at each workstation in a traditional fashion. 9-1-1 call recordings are made available for playback from the Call Screen. Additionally, call recordings are available for playback and for long-term download from DecisionStation. Calls may be played back with permission from any location where DecisionStation is configured. The system can be configured to record administrative calls as well.



- **Architecture** - The browser based, redundant and High Availability (HA) architecture of our systems allow for centralization and integration of server applications, VoIP switching and the database, while also allowing extensive remote access without the burden of excessive implementation and cost. For larger or regional initiatives, the system is extensible over a network in Federated, Geo-Diverse configurations as well as centralized hosting.
- **COTS Design** - CallWorks is dedicated to utilizing off-the-shelf, yet highly configurable hardware solutions that eliminate costly implementations and excessive maintenance costs. CallWorks standardizes with Cisco networking components, Dell workstation computing hardware, Dell HA Servers, APC Power Management Systems, AudioCodes Gateways and Polycom VoIP telephones.
- **Implementation** – The system may be installed and serviced by CallWorks or through extensive channel relationships or locally provided by authorized dealers. Users may also be trained to be Customer Owned and Maintained (COAM) if desired. Hosted solutions may also be available in your area.
- **Ease of Use** - The CallWorks system offers the most intuitive and easy-to-use interface available in the industry today by simply requiring a browser. This user-friendly and easy-to-deploy method provides significant time and cost savings in training new personnel.
- **Support** - CallWorks provides quality, around-the-clock customer care and service with remote monitoring as a standard offering. At any time or day of night, a member of our highly skilled service team is available to assist customers with any questions or concerns.

2.3 ENHANCEMENTS CALLWORKS BRINGS TO THE PSAP

Our systems refine and enhance workflow, while easing many of the issues commonly found in today's PSAPs and dispatch centers. The following address the issues core to the CallWorks platform:

- **Workflow** - One of the primary goals of the CallWorks platform is to streamline the effort of the typical Call Taker/Dispatcher. Most Call Takers and Dispatchers use very sparingly the expensive and complex IWS solutions sold for years for the purpose of answering and managing 9-1-1 calls for service. With the deployment of CAD / Incident Management and Mapping solutions to a large portion of PSAPs, most use those tools for the bulk of the dispatch process after call answer. Our vision was to truly integrate the processes such that a single application could be deployed and managed to work the way the centers actually do, by taking calls, mapping those calls and dispatching and managing resources in a much simpler, more flexible and inexpensive manner.
- **Lack of Complexity** – CallWorks sought to completely eliminate the continuing complexity of the IWS PC itself. The legacy and most current IWS competitive offerings continue to provide overly complex IWS designs through heavy client applications, specific sound cards, TDD modems and headset interface devices leading to maintenance intensive deployments and on-going driver, patch and OS compatibility support issues. CallWorks targeted the ability to more closely align with a network offering by allowing faster deployment as well as providing a simpler environment to maintain. This was accomplished by delivering a new architecture in which only an Internet Browser is needed at the desktop where specific hardware and drivers are not required. This creates an IWS replacement that requires no application software installation or client-side driver support. There is also no cabling between the VoIP Telephone set, the Headset Interface device and the IWS PC. This clean and simple design also enhances cohabitation with other applications critical to the user, such as Radio and third-party CAD or mapping applications as required.

Note: The CallWorks Platform does NOT require Internet connectivity to operate. The platform simply shares those technological advancements and capabilities.



- **User Interface** - The CallWorks System provides an industry first browser-based application environment for all users interfacing to the system including call taking, mapping, dispatch, reporting and management. This creates an easy-to-use, install and maintain environment. The environment enhances our capability to support hosting and networked deployments, allowing for easier transition as NG9-1-1 progresses.
- **Audio Interface Unit** – The CallWorks AIU is responsible for providing analog headset/handset connections for the primary Call Taker and optionally a supervisor/trainer using dual jacks. The AIU is Powered Over Ethernet and does not require AC power. The AIU also supports traditional radio system interface if radio-based headset sharing is desired.
- **Enhanced Location:** RapidSOS location integration. CallWorks offers seamless integration with RapidSOS improved wireless location / GPS coordinates. This integration offers the RapidSOS coordinates as a supplemental source to the traditional ALI data so the Call Taker can compare the two location reports and use the one, which is most useful in the context of the call. In most cases this will be the RapidSOS coordinates which are provided both in text and on a map plot with dynamic updates.
- **Reporting** - The CallWorks system design provides a remote desktop via DecisionStation in which authorized users can monitor live operations (calls and incidents), view canned reports, perform ad-hoc database queries, and more. One of the key benefits of this tool is that users may obtain reports that show call statistics and reports from call receipt all the way through incident disposition.
- **Remote Support** - A vital component in supporting systems is access. With CallWorks' simplified design, all devices and components down to the telephone and headset units are IP endpoints and remotely addressable. CallWorks has unprecedented remote reverse VPN access, monitoring and control capability via the customer provided broadband connection. We can quickly and easily assist customer and channels in troubleshooting or scheduled maintenance as needed. Additionally, CallWorks has further engineered a robust power distribution unit (PDU) within the rack that is also network addressable as needed. CallWorks includes out of band management access to all of the back room devices through a serial distribution unit. Through this device, which is connected to most of the network infrastructure devices in the back room such as Gateways, Switches, and the Server, we can serially access many devices for additional root level support if required. Secure remote control will access workstations quickly to troubleshoot and manage without impacting the productivity of users. CallWorks can detect performance problems with the use of Windows performance registry counters and Windows Management Instrumentation (WMI) queries.
- **CallStation** is VoIP based with a legacy CAMA interface, complies with Next Generation 9-1-1 and its messaging platform is consolidated with Emergency and Administrative call taking served by NENA compliant standard telephony. External VoIP sets from Polycom, Inc. are available as needed along with a traditional CAD spill for integration into other third-party products like CAD, Long-Term Recorders and Mapped ALI if desired. Browser based Mapped ALI can be added if needed at no additional charge outside of necessary professional services. DispatchStation (CAD) can be added to those sites that need or may be considering an upgrade for a totally integrated solution. Each deployment includes an administrative application (AdminiStation), a reporting solution (DecisionStation), and a real-time statistics monitor (Status Monitor).
 - **AdminiStation** is a browser-based access capability used by system managers, maintenance staff, supervisors or other authorized personnel to facilitate the set-up, configuration and on-going management of each agency, PSAP or regional network as required.
 - **DecisionStation** is a browser-based access capability used by system managers, maintenance staff, supervisors, remote locations or precincts, mobile users or other authorized personnel



to view real time and historical call and incident detail records, active call monitor, unit activity, data mining, reports, and much more.

- **Status Monitor** is a browser-based access capability used by authorized personnel to view real time statistics on all counts by status, average call answer time and duration, and user status. The Status Monitor is primarily intended for large screen, high-resolution monitors.



CallStation with Mapping Call Taker Position



2.4 OUR VISION IS THE NEW 9-1-1 REALITY

CallWorks is proud to offer a comprehensive Next Generation public safety solution that provides users with the confidence and peace of mind that comes from the knowledge that they are dealing with highly respected and experienced leaders in 9-1-1 call taking and dispatch solutions. CallWorks works closely with its customers to exceed expectations and to ensure the delivery and approach they require.

The challenges ahead will not end with Next Generation 9-1-1. Unfortunately, many vendors that you rely on today would have you believe that simply installing a Voice over Internet Protocol (VoIP) solution prepares you for NG9-1-1. CallWorks knows this is not the case. At CallWorks, we are not content to simply keep up with existing standards and follow current trends. With our products, CallWorks not only seeks to anticipate the next steps in NG9-1-1, but to also shape the future of the industry. When you select CallWorks, you are getting a partner with a far-reaching vision and innovative products that go beyond the defined standards to deliver real value, immediate benefits and a lower total cost of ownership.

The CallWorks proposal provides a complete solution that:

- Is designed to industry standard(s) including the NENA i3 standard with on-going support and known total cost of ownership for the desired contract term.
- Provides a redundant and highly available foundation for NG9-1-1 that is designed to support core i3 functionality, both now and in the future, at no additional cost for the contract term. CallWorks guarantees on-going i3 compliance for 9-1-1 Call Taking CPE.
- Is remotely monitored, secure, resilient, and resistant to cyber-attack and penetration.
- Provides the ability to remotely monitor, manage and support the systems on a 24/7/365 basis.
- Is able to support and integrate with Interim SMS Text-to-9-1-1 solutions as well as native NGCS i3 standards.
- Provides increased fault tolerance, reliability, resiliency and disaster recovery through Redundant system designs.
- Provides clear demarcations of responsibility and accountability in the handling of all traffic related to an emergency request originating from the public and delivered to a PSAP via the NG9-1-1 ecosystem.
- Provides a seamless Managed IP, NG9-1-1 ready infrastructure proactively managed and administered through a combination of CallWorks and Motorola Solutions local support teams.
- Provides Enterprise wide Real-Time Monitoring, Dashboard Reporting and MIS.

Additional information may be obtained from our website at www.MotorolaSolutions.com/CallWorks.

2.5 PROPOSED SYSTEM

CallWorks proposes an all-inclusive, Single Back Room NG9-1-1 Call Handling platform delivered over dedicated engineered Local Area Network.

The CallWorks CallStation platform is designed and delivered to allow migration to full i3 support and transition to a future Core Routing capability.

The proposed system includes all hardware, software and services to support the CallStation platform and migration to NG Core Routing for i3 compliance as Trinity County Sheriff's Department moves forward. Existing CAMA and ALI circuits will be utilized initially to manage call ingress ANI/ALI services to the PSAPs.



2.5.1 Summary of Offer

CallWorks proposes an all-inclusive, NG9-1-1 Call Handling platform.

- (2) NG9-1-1 CallStation Workstation with dual 22"
 - 2 Active Full CallStation License
- (2) Genovation Keypads
- (2) Mediant 1000 Chassis
- (2) Mediant 1000 4-port FXS cards
- (1) Equipment cabinet UPS
- (1) Printers
- ECATS IP Interface
- Audio Interface Unit at each of the (2) positions for radio integration if needed
- SMS MSRP TCC Connectivity access license for a direct connection to a TCC. Customer is responsible for the TCC text service and connectivity costs.
- Optional Spares included for mission critical equipment
- Basic GIS management services to support the hosted Mapping capabilities in Call Handling
- Optional utilization of the integrated CallWorks Mapped ALI solution as a browser tab to see calls ringing into the PSAP before answer with integrated call control, offered at no cost.
- Serial Interfaces to CAD, Mapping, LTR, other as required
- Support for NGCS i3 based Text-to-9-1-1
- NG9-1-1, i3 core functions and capabilities for future ESInet deployment
- Call management and reporting services
- Data collection and reporting services on all 9-1-1 transactions
- Continuous workstation performance monitoring and enterprise workstation antivirus protection
- System and component level monitoring, alarming, diagnostics and reporting services
- All-inclusive software support, updates, and upgrades for the contract term, no surprise charges
- 24/7/365 Help desk, trouble ticketing and customer support services
- Installation, testing, training, maintenance and on-site support services by CallWorks and Motorola Solutions
- Project management services for the planning, design, testing, installation and operation of the systems for contract term

2.5.2 Equipment List

Below is the equipment list that details the end user hardware proposed.

2.5.2.1 Primary PSAP

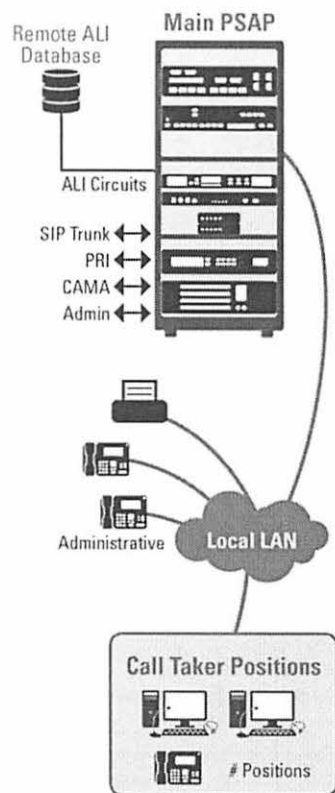
Qty	Part Number	Description
2	ECX100101	WKS PC, Dual Video, 4G RAM
4	ECX100103	MONITOR, 22WM" FP, BLK
1	ECX100110-HA	ECX Dual Server, HA SA Appliance Assembly, 2U
2	ECX100001-NS	AUDIO INTERFACE UNIT (AIU)
3	ECX100201-1	Polycom VVX410 VoIP Phone
2	ECX100204	Keypad, Genovation 24 Key, Model 683
2	ECX100305-2	Mediant 1000 Chassis (CAMA), M1KB-2AC (Capacity Max- 6 Cards)

2	ECX100305-3	Mediant 1000 Gateway FXS Card (CAMA), M1KB-VM-4FXS (1 card per 4 Ports)
2	ECX100313	Media Gateway, 4 Port FXO to SIP
2	ECX200001	CALLSTATION License
1	ECX200004	DECISIONSTATION, SITE License
1	ECX200006	ADMINISTRATION, SITE License
1	ECX200007	MESSAGEWORKS, SITE License
1	ECX200008	SIPWORKS, i3/IP INTERFACE, PSAP License
1	ECX200019-SS	Ecats IP Interface, State Specific
1	ECX200020	SMS - MSRP TCC Connectivity Lic. (Access License Only)
10	ECX200022	VIRUS PROTECTION, WKS. – Per Pos. / Per Year
1	ECX500001-24CH	CABINET ASSM, 24 RU, COMPLETE
2	ECX500003	SWITCH, CISCO, 24-PORT POE, 10/100/1000
1	ECX500005-1	ROUTER, CISCO, 2 WAN SINGLE 2901 (Remote, 3rd Party)
1	ECX500005-2	ROUTER, CISCO, 3 WAN ENTERPRISE/2911
1	ECX500007	MISC. MAT., CABLES, LOT
2	ECX500008	ALI MODEM, E9-1-1 CSU/DSU
1	ECX500009-1	PRINTER, HP LaserJet Pro M252
1	ECX500017	IP to Serial Dist., 16 port
1	ECX500103	UPS - Smart-UPS X 3000VA

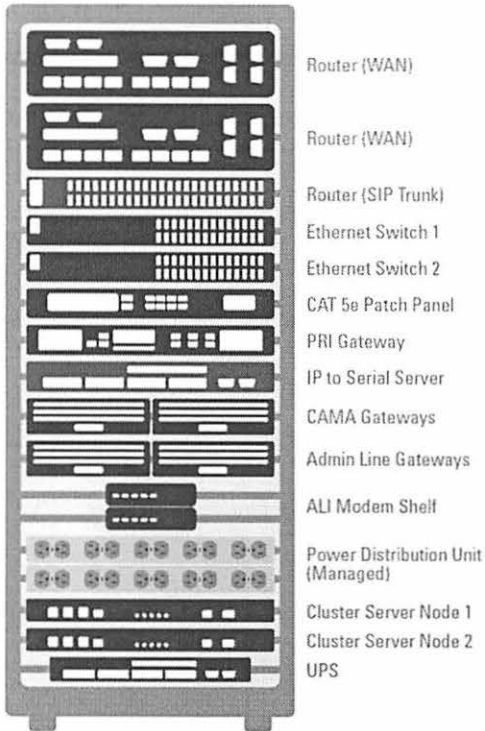
2.5.2.2 Spare Equipment

Qty	Part Number	Spares
1	ECX100001-NS	AUDIO INTERFACE UNIT (AIU)
1	ECX100201-1	Polycom VVX410 VoIP Phone
1	ECX100305-3	Mediant 1000 Gateway FXS Card (CAMA), M1KB-VM-4FXS (1 card per 4 Ports)
1	ECX100313	Media Gateway, 4 Port FXO to SIP





Standalone PSAP Design



Note: Specific equipment models may vary.

Typical Rack Design

2.6 ARCHITECTURAL AND SYSTEM OVERVIEW

In Public Safety, the 9-1-1 Public Safety Answering Point (PSAP) is charged with answering 9-1-1 calls from the Public, and rapidly dispatching appropriate resources to an emergency. There are two basic processes involved -- call taking and dispatching. In some cases, these tasks are handled at separate positions, but in many installations, a single operator handles them. CallWorks supports call taking and dispatch functions from any position or distributed as required. The browser based, redundant and High Availability architecture of the CallWorks system allows for centralization and integration of server applications, VoIP switching and the database, while allowing extensive remote access without the burden of excessive implementation and cost. For larger or regional initiatives, the system is extensible over a network in Geo-Diverse/Federated configurations as well as centralized hosting.

2.6.1 Call Taker Position

The Call Taker answers the initial 9-1-1 call. The telephone network provides the PSAP with Automatic Number Identification (ANI) via CAMA based PSTN connections and Automatic Location Information (ALI) in a data stream. With the CallWorks system, this information is automatically displayed in the application, and incident processing is initiated as required.

Once location information is displayed (ALI data), the CallWorks system provides integrated map location information, hazard information, premise information, location and call histories and more to the Call Taker. This data greatly enhances the Call Taker's capability to develop a more informed and precise line of questioning and to determine the exact location of the emergency, the nature of the incident, persons involved, and to assess the danger of the situation. Once this information has been collected and entered, the dispatch process is initiated or passed to a third-party CAD system if using a 9-1-1 only system configuration.

2.6.2 CallWorks Architecture

2.6.2.1 Software

Operating System: The operating system for CallWorks is LINUX.

Database Engine: CallWorks Java based applications operate with MySQL RDBMS.

Map Engine: CallWorks is fully integrated with MapServer utilizing ESRI-based GIS formats. CallWorks creates an SQL geo file from the ESRI data as required. Map tiles are cached for speed.

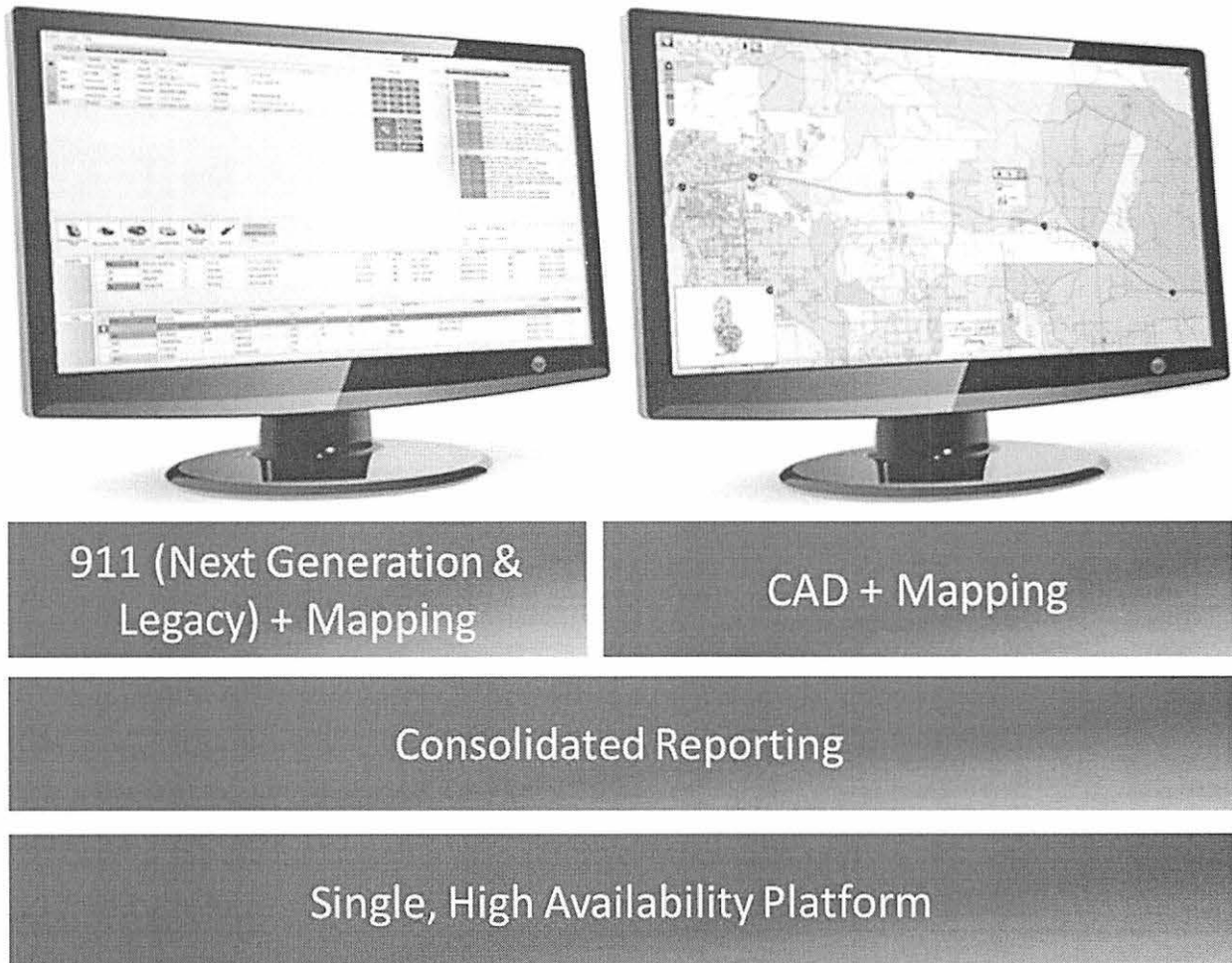
Reporting: CallWorks includes standard call, CAD, ACD, and many other reports and ad-hoc capability via DecisionStation and created with Jasper Reports.

Interface Systems: CallWorks includes a message engine capable of interfacing to e-mail, SMS, remote printing, remote VoIP sets with ALI, radio, and RMS systems as required.

Virus Protection: CallWorks includes enterprise workstation antivirus protection software providing real-time status updates and alerts to ensure maximum security across the network. Continuous antivirus protection and quick scanning of critical workstation system areas provides complete endpoint protection from dangerous attacks and malicious software.

2.6.2.2 System

The basic architecture of the CallWorks system consists of the CallWorks JAVA Message back-end (CallWorks Domain), MapServer and its dependencies, CallWorks distribution of the Asterisk VoIP Engine, CallStation application server and the relational database management system (RDBMS). The CallWorks client (Firefox browser) connects to the CallWorks Domain, which acts as a Web Browser for passing messages via TCP/IP connected to the RDBMS through JAVA.



CallWorks Product Highlights

2.6.3 System Requirements

2.6.3.1 Workstation

Hardware Requirements (CallWorks or customer hardware and software provided)

- Modern Workstation PC
- Dual or Quad Video with accelerated graphics
- 16GB RAM
- General purpose hard drive

- Dual NIC (optional)
- USB Keyboard and Mouse
- 22-inch or 24-inch Wide Aspect Monitors (22-inch is recommended)

Software Requirements

- Windows Operating System, current shipping release
- Firefox Extended Support Release (ESR)

2.6.3.2 Server

Hardware Requirements (CallWorks hardware and software provided)

- Dual Dell R620 HA Server
- Dual Quad Core Processors
- 16 GB RAM
- Dual Hot Swappable Power Supplies
- Dual Hot Swappable Fan Assemblies
- Raid 5 Controller
- Quad Gigabit NIC
- IMPI Hardware Monitoring and Management

Software Requirements

- openSUSE Operating System
- MySQL RDBMS
- CallWorks Application Platform

2.6.3.3 External & Environmental

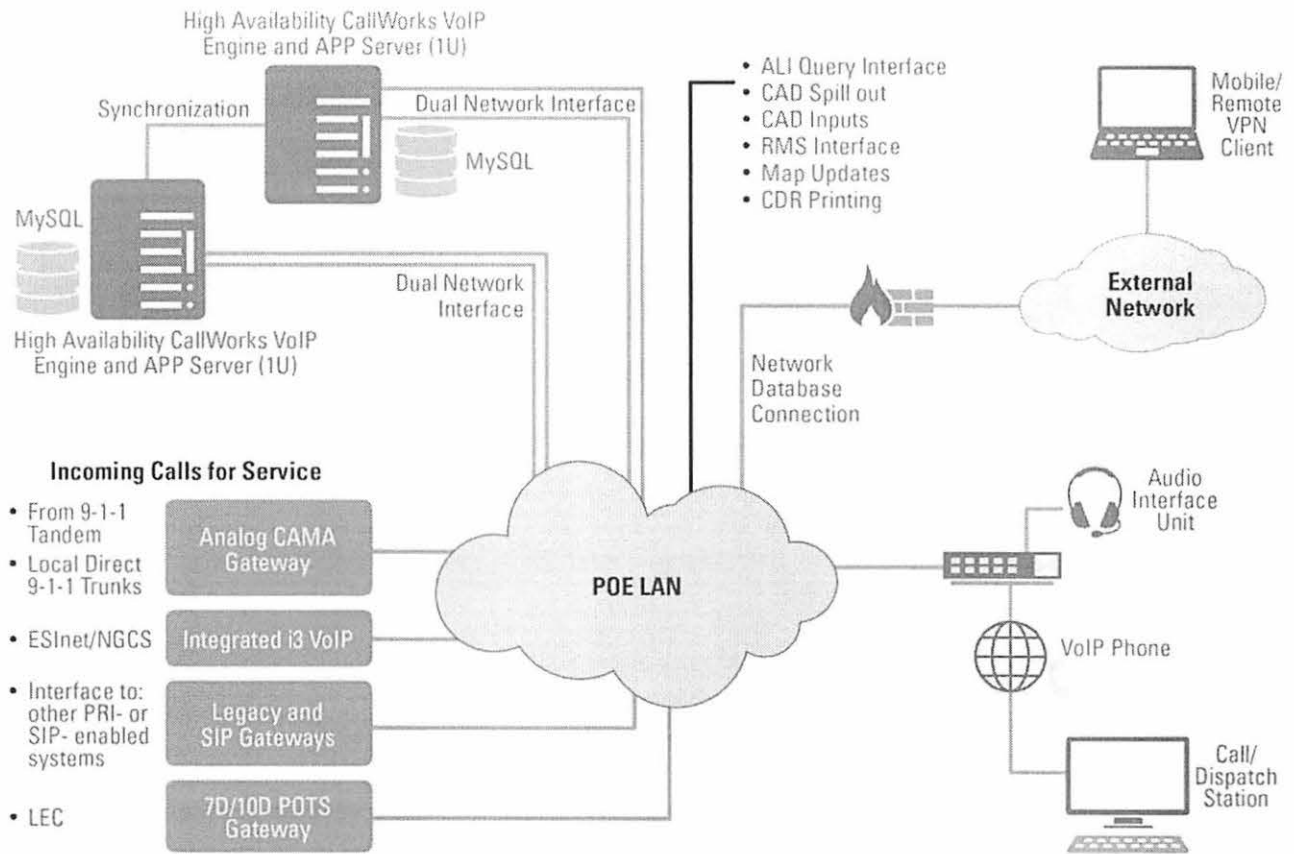
Dedicated High Speed Internet Access via customer provided broadband connectivity.

2.6.3.4 Electrical

The CallWorks system requires a NEMA L5-30R twist locking receptacle(s) which provides 120 Volt peak AC power on a 30 Amp circuit. The system can support one or two receptacles per host site, depending on whether redundant electrical circuits are available.

2.6.4 High Level System Overview

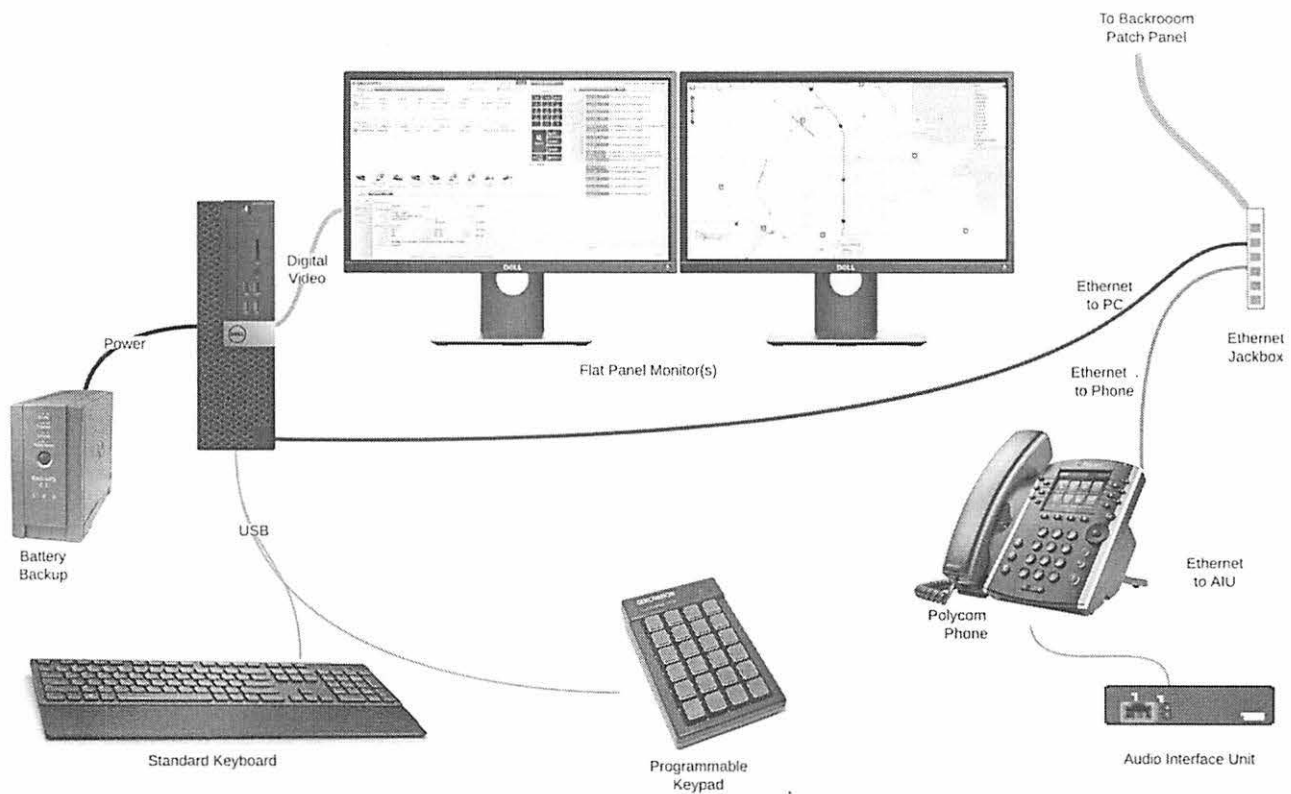
The diagram below depicts the basic view of the system installed in a generic environment with some CallWorks Domain connectivity for further clarification. All that is required at the workstation is a Firefox browser. There are no OS or driver dependencies between the Call Taker workstation and the Polycom telephone or the Audio Control Unit (AIU).



Basic View of the CallWorks System

2.6.5 High Level Workstation Overview

The diagram below depicts the basic installation options for the Call Taker or Dispatch workstation in a generic PSAP environment. Please note that the Local Area Network is connected to all devices including the Workstation itself, the VoIP telephone and the headset interface unit (AIU). All CallWorks devices are IP enabled and managed via IP. The VoIP telephone and the AIU are also Powered Over Ethernet (POE) to eliminate messy power supplies and adapters.



Workstation Overview and Design

2.6.6 High Level VoIP Telephone Overview

CallWorks provides an ALI screen on the Polycom VoIP Telephone that serves as an excellent backup or for use in secondary PSAP positions or remote transfer points as needed. Tandem transfers are also active from this capability.

The PolyCom VoIP Phone Sets have the following basic features:

- ALI Subset – On Screen Support
- Tandem Transfer
- Hold
- Mute
- Do Not Disturb
- Transfer
- Conference
- Speakerphone
- Speed Dial
- Contact Directory
- Flexible Ring Tones per line group
- Supports Basic Admin Telecom needs



Polycom VoIP Phone

2.7 CALLSTATION OVERVIEW

CallStation is CallWorks' comprehensive application for providing receipt and management of emergency calls. CallStation provides call taking and management capabilities from a single screen, allowing for integration with other applications (such as CAD or mapping systems) on secondary screens. CallStation can be configured to include mapping. CallStation with Mapping provides complete call management options from the map as well as the Call Screen.

The user interface for all CallWorks applications is available via a Firefox Browser and includes CallStation, DecisionStation, and AdminiStation. The 9-1-1 call taking and mapping capability is included as a standard package. Mapping can be excluded on the 9-1-1 configuration as required. Interfaces are provided to support third-party Mapping, LTR, and CAD systems as needed.

CallStation Feature Highlights:

- Multi-User, Multi-Agency Capability
- Intelligent Command Line and Right-click Status Management
- Legacy 9-1-1 (CAMA) and Administrative Call Taking
- i3 Next Generation Compliant via "SipWorks"
- ESInet (NENA Standard i3 Interface)
- Select 3rd Party Variations
- Integrated TDD and IRR
- Full SMS Handling Capabilities
- NENA-Compliant Workstation
- Easy-to-Use Browser Technology and Graphical User Interface
- Integrated VoIP Switch
- Standard Interfaces for Time Sync, Printing, Reports, CAD, IP Recording and RMS Outputs
- Remote VoIP Phone Only Capability with ALI via "SipStation"
- Web Portal for Real-time Data Views and Call Detail Reporting
- Includes AdminiStation Data Management Utility

- Browser-based Remote Administration Tool
- Account-based Access and Privileges
- Database Administration
- Includes DecisionStation Dashboard Utility
 - Real Time “At-a-Glance” Status of Calls, Incident Data and More
 - Enhances Situational Management
 - Improves Operational Analysis
 - Easy-to-Use Browser-based Reporting
 - Predefined Reports Included for Immediate Use
 - Smartphone Support – customer must procure VPN for secure access to CallWorks System

The following sections provide an overview of various components of call taking, mapping, administrative, and reporting features provided by CallWorks systems.

The following figures display the CallStation Softphone, the (optional) Map, the Call Logs, and the Directory screens.

CALLWORKS System Action Help Logged in as cjohnson (Position 88:3) Logout

Softphone (3) Abandoned (4) Line Organizer Directory Call Logs Connected Recording

My Calls

User ID	Status	Duration	Type	Name	Callback	Pre ALI
cjohnson	Connected	0:15	e911	FUDD, ELMER	759-4653	630 BAGLEY HOLLOW RD
cjohnson	On Hold	1:21	e911	VERIZON WIRELESS	957-1843	2250 LITTLE VALLEY RD

Group Calls

User ID	Status	Duration	Type	Name	Callback	Pre ALI
dispatchGroup1	Ringing	0:24	e911	SPRINT	886-7088	23918 HWY 25 - W SECTOR

Fire Station 2 Bear County 911 Deer Park PD Call Fire Dept (Tandem) Eagle Ridge PD Eagle Bluff 911 Elk County 911 Fox Hollow EMS Heron Pond PD

Call Request Dial

ALI Results

Knowledge (0)

Call History (18)

Loc History (100)

ALI Information

Alt: 759-4653 Alternate: Callback: 759-4653

ALI Information

Name: FUDD, ELMER
Address: 630 BAGLEY HOLLOW RD
City: FAYETTEVILLE State: TN Apt /Suite:
County: Zip: 35.32758
X: -86.47422 Y:

Telephony Information

Class: RESD Type: Inbound Custom 1: 759-4653
Trunk ID: 94 Telco ID: BELSO Custom 2:
ESN: 456 PSAP ID: BELSO Custom 3: BELSO
Confidence: Uncertainty
Agencies: MOORE CTY SHERIFF | LYNCHBURG FIRE | MOORE CTY EMS
Update Time: 05:12:07

Manual ALI Retransmit ALI Discrepancy >> Zoom to Location

On ACD Call 759-4653

Clear Flash Redial

1 2 3
4 5 6
7 8 9
* 0 #

Answer Hold Mute
Conf / Trans Release

Event Telecom Instant Message SMS

Network status normal:

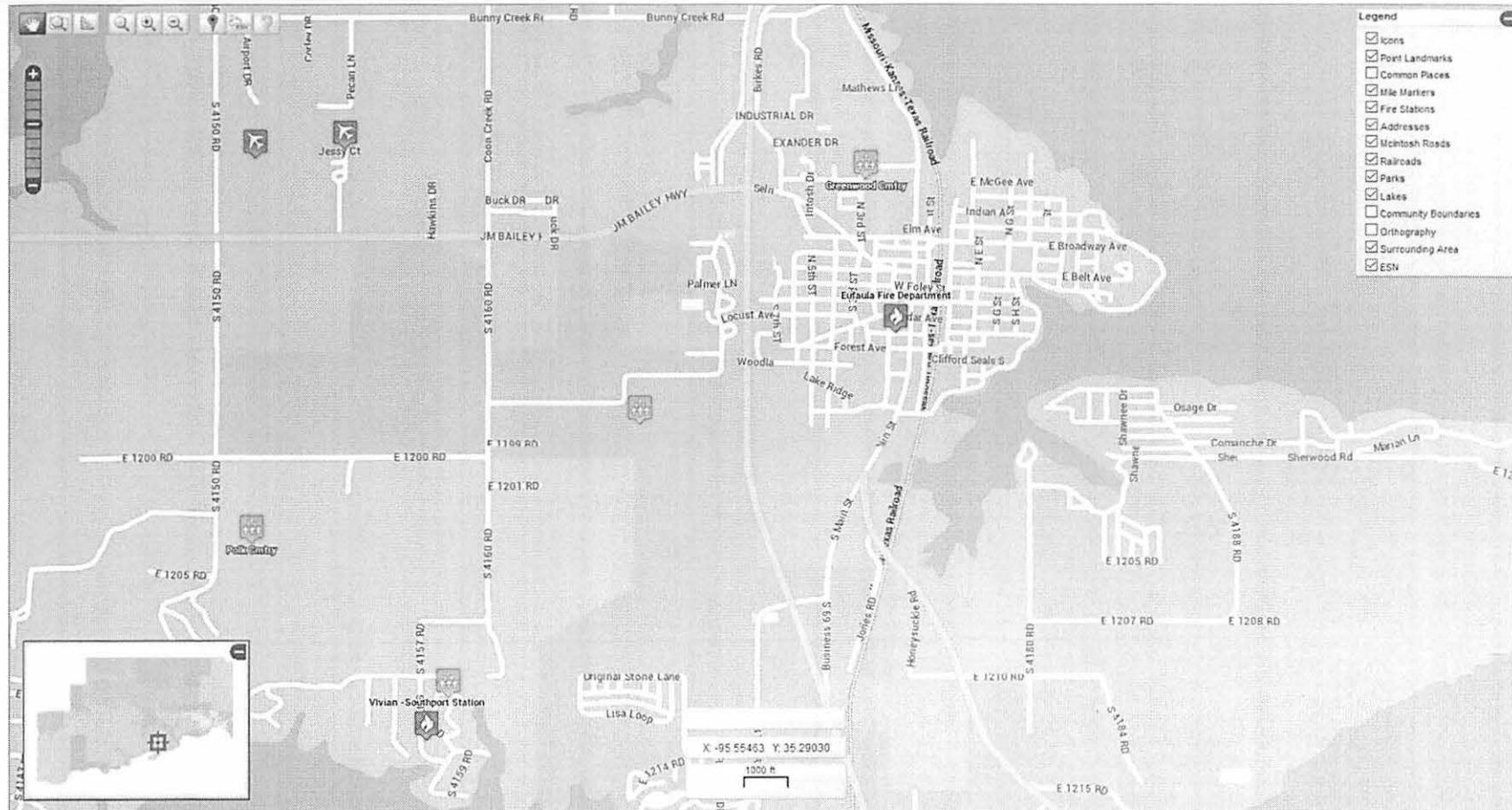
re: 759-7076
re: 9,759-7076
re: 531-211-105
re: 759-7070
re: 759-7308

14:33:25 User pzuccala has just logged out of AdminStation
14:34:17 User pzuccala has just logged in to AdminStation
14:34:24 User pzuccala has just logged out of AdminStation
14:36:06 User pzuccala has just logged in to AdminStation
14:36:50 User asaputa has just logged in to CallStation W/M
14:39:53 User pzuccala has just logged in to AdminStation
14:40:14 User pzuccala has just logged out of AdminStation
14:41:05 User pzuccala has just logged in to AdminStation
14:43:37 User asmith has just logged in to CallStation NM
14:44:31 User asmith has just logged out of CallStation NM
14:49:05 User pzuccala has just logged in to AdminStation
14:49:39 User admin has just logged in to CallStation NM
14:50:42 User pzuccala has just logged in to AdminStation
14:51:09 User pzuccala has just logged out of AdminStation
14:51:47 User pzuccala has just logged in to AdminStation
14:52:17 User pzuccala has just logged out of AdminStation

Playback

CLC> Enter

CallStation Softphone Tab



CallStation Mapping Map Screen

CALLWORKS System Action Help Logged in as admin (Position 0:4) Logout Network status normal

Solphone (1) Abandoned (0) Line Organizer Directory Call Logs

	ID	Line ID	Status	Type	Callback	ALI	Date/Time
My In (1)	53548	94	Released	e911	759-7076	58 ELM ST S	09/05/2017 10:50:06
My Out (0)	53547	94	Released	e911	759-4653	630 BAGLEY HOLLOW RD	09/05/2017 10:49:56
Group In (26)	53546	94	Abandoned Cleared	e911	759-4639	1002 DAMRON RD	09/05/2017 10:49:55
Group Out (0)	53545	94	Released	e911	759-4975	181 COOPERS CV	09/05/2017 10:49:19
	53544	94	Released	e911	759-4331	34 FLIPPO RD	09/05/2017 10:42:32
	53543	94	Released	e911	759-6000	40 NURSING HOME RD	09/05/2017 10:42:07
	53542	94	Released	e911	759-4906	182 CHAPMAN ACRES CIR	09/05/2017 10:41:50
	53541	94	Released	e911	931-759-5599		09/05/2017 10:41:36
	53540	94	Released	e911	931-759-4653		09/05/2017 10:41:25
	53539	94	Released	e911	759-7070	97 BOONEVILLE HWY	09/05/2017 10:41:20
	53538	94	Released	e911	931-759-6606		09/05/2017 10:38:11
	53537	94	Released	e911	759-6409	3660 FAYETTEVILLE HWY	09/05/2017 10:37:47
	53536	94	Released	e911	759-7076	462 MAIN ST	09/05/2017 10:36:54
	53535	94	Released	e911	759-7076	462 MAIN ST	09/05/2017 10:36:25
	53534	94	Abandoned Cleared	e911	759-7308	65 FARM BUREAU ST	09/05/2017 10:35:05
	53533	94	Released	e911	759-7076	58 ELM ST S	09/05/2017 10:34:44
	53532	94	Released	e911	931-759-6606		09/05/2017 10:33:54
	53531	94	Released	e911	759-5599	1998 BOONEVILLE HWY	09/05/2017 10:32:43
	53530	94	Released	e911	931-759-6606		09/05/2017 10:01:33
	53529	94	Released	e911	759-5180	217 MAIN ST	09/05/2017 09:59:26
	53528	94	Released	e911	759-7076	301 MAJORS BLVD	09/05/2017 09:55:17

Call Request Dial

ALI Results

Knowledge (0)

Call History (30)

Loc History (100)

ALI Information

ANI: 759-5599 Alternate: Callback: 759-5599

ALI Information

Name: WAGGONER, MINNIE

Address: 1998 BOONEVILLE HWY

City: LYNCHBURG State: TN Apt./Suite: Zip: 35.27695

County: X: -86.41578 Y:

Telephony Information

Class: RESD Type: Inbound Custom 1: 759-5599

Trunk ID: 94 Telco ID: BELSO Custom 2:

ESN: 456 PSAP ID: BELSO Custom 3: BELSO

Confidence: Uncertainty:

Agencies: MOORE CTY SHERIFF | LYNCHBURG FIRE | MOORE CTY EMS

Update Time: 10:32:43

Manual ALI Retransmit Update Location

Clear Flash Redial

1 2 3

4 5 6

7 8 9

0 #

Answer Dial

Hold

Mute

Conf / Trans Release

Event Telecom Instant Message SMS

All

admin: 10:32:43 Call 53531 with number 931-759-5599 is created on 09/05/2017

re: 759-4331

admin: 10:32:43 ALI data received for call with number 759-5599

re: 931-759-4653

Call with number 759-5599 submitted to printer printer-1.

re: 759-7308

re: 759-5599

Playback TTY Chatter

Enter

CallStation Call Logs – Call Review Options



CALLWORKS System Action Help Logged in as admin (Position 0:4) Logout Network status normal

Singlephone (1) Abandoned (0) Line Organizer Directory Call Logs

Fire Station	Type	Description	Contact	Dial
Fire Station	PSAPs	Bear County 911	9,1-205-555-6001	[Phone Icon]
Law Enforcement	PSAPs	Bear County 911	9,1-205-555-6001	[Phone Icon]
EMS	PSAPs	Bear County 911	9,1-205-555-6001	[Phone Icon]
Admin / Misc	PSAPs	Bear County 911	9,1-205-555-6001	[Phone Icon]
PSAPs	PSAPs	dispatchGroup1	9,1-205-555-6001	[Phone Icon]
Fire	PSAPs	dispatchGroup1	9,1-205-555-6001	[Phone Icon]
SWAT TEAM	PSAPs	dispatchGroup1	9,1-205-555-6001	[Phone Icon]
All	PSAPs	dispatchGroup2	9,1-205-555-6002	[Phone Icon]
	PSAPs	dispatchGroup2	9,1-205-555-6002	[Phone Icon]
	PSAPs	dispatchGroup2	9,1-205-555-6002	[Phone Icon]
	PSAPs	dispatchGroup3	9,1-205-555-6003	[Phone Icon]
	PSAPs	dispatchGroup3	9,1-205-555-6003	[Phone Icon]
	PSAPs	dispatchGroup3	9,1-205-555-6003	[Phone Icon]
	PSAPs	dispatchGroup4	9,1-205-555-6004	[Phone Icon]
	PSAPs	dispatchGroup4	9,1-205-555-6004	[Phone Icon]

Filter psap

Call Request Dial

ALI Results

ANI Information
ANI: 931-759-6606 Alternate: Callback: 931-759-6606

Knowledge (0)
Name:
Address:
City:
County:
State X: 0.0 Apt./Suite, Zip Y: 0.0

Call History (30)
Loc History (0)

Telephony Information
Class:
Trunk ID: 94 Type: Inbound Custom 1:
ESN: Telco ID: Custom 2:
Confidence: PSAP ID: Custom 3:
Agencies: Uncertainty:
Update Time: 10:01:33

Manual ALI Retransmit Update Location

Clear Flash Redial
1 2 3
4 5 6
7 8 9
* 0 #
Dial
Answer Hold
Mute
Conf / Trans Release

Event Telecom Instant Message SMS

admin: 10:01:33 ALI query for call with number 931-759-6606 failed
No record found
admin: 10:01:33 Call 53530 with number 931-759-6606 is created on 09/05/2017
cjohnson: 10:01:44 Dialing 801 for conference call

Playback TTY Challenge
CLC> Enter

CallStation Directory



2.7.1 Call Screen Components

- **Softphone** - The Softphone displays detailed information on all active calls and provides full call management capability. The information provided on active calls includes the User ID of the managing Call Taker, call status (e.g. Ringing, On Hold, Transferred, Abandoned, etc.), duration, type (e.g. inbound, outbound, SMS), caller name, ANI provided callback number, and Pre ALI data. Adjacent to each call in the Softphone is a status light, which conveniently indicates call status according to color (e.g. red for Ringing, green for Connected, blue for Abandoned, black for Transferred etc.). Additionally, the Softphone features transfer/speed dial buttons (Softphone Buttons). Softphone Buttons are created and managed from AdminiStation by authorized users. The Softphone also features call indicators which specify whether a call is connected, being recorded, deafened, or a TDD call. A configurable option sorts active calls in two distinct lists; My Calls and Group Calls. My Calls contains calls the Call Taker is participating in and Group Calls displays all calls active for the Dispatch Group(s) the Call Taker is a member of. This capability provides a higher degree of situational awareness of activity within the agent's group and/or call center.
- **Abandoned** – The Abandoned displays abandoned calls for the groups of which the user is a member and provides for redialing and clearing of abandoned calls. As a configurable option, abandoned calls can be displayed in the Softphone call table.
- **Line Organizer** - The Line Organizer displays detailed information on all phone lines and the call activity on each. Provided line information includes the line ID, User ID of the Call Taker managing the call on the line, line status (e.g. Idle, Active, etc.), duration of the call on the line, line type (e.g. E9-1-1, administrative, e7digit, etc.), caller name, ANI provided callback number, and Pre ALI information. The Line Organizer features a separate sub-tab for each line type (e.g. E9-1-1, e7digit, administrative, etc.), as well as the All Lines Sub-Tab. Full call management options are available from the Line Organizer. As in the Softphone Tab, the Line Organizer features status lights which indicate call state (e.g. red for Ringing, green for Connected, black for Transferred, etc.) of the call on each line.
- **Directory** - The Directory contains all contacts and serves an important role in transferring and conferencing calls. The configuration of the Directory is managed from AdminiStation. Directory entries are organized by type (e.g., Law Enforcement, Fire, EMS, etc.). Each entry type is contained in a separate sub-tab. The entire Directory is included in the All Sub-tab. The Directory automatically opens whenever a user selects the Conference/Transfer option, allowing the user to quickly select the entry to which to transfer or add to the call. The Directory also features Directory Buttons. Similar to the Softphone Buttons, Directory Buttons serve as single-click speed dial/transfer buttons.
- **Call Logs** - The Call Logs display detailed information on the inbound and outbound call history of the last twelve or twenty-four hours, depending on system configuration. Call may be filtered by workstation user or Dispatch Group of which the user is a member. Call history information includes call ID, line ID, call status, call type (e.g. E9-1-1, e7digit, administrative, etc.), ANI provided callback number, ALI information, and the date and time at which the call came in. Right-clicking on a call in the Call Logs provides options to Review, Redial, and Playback.
- **Dial Pad** - The Dial Pad serves as a virtual phone for managing calls. The number of the call being managed is automatically displayed in the Dial Pad screen. Several call management options are available from the Dial Pad, including Clear, Redial, Dial, Hold, Answer, Mute, Release, Conference/Transfer, etc.
- **Event Tab** - The Event Tab displays a log of activity for each call and incident, providing users with an up-to-the-second management history. The Event Tab also features the Command Line Console (CLC). From the CLC, users may enter system commands to manage calls, and open



other applications such as AdminiStation and DecisionStation, etc. Examples of CLC commands include AC (Answer Call), SD (Show Directory), and more.

- **Telecom Tab** - The Telecom Tab features the TDD, Playback and Greetings Sub-tabs. From the TDD Sub-tab, users can communicate with TDD callers. Included in the TDD Sub-tab is the TDD Auto drop-down list, featuring a wide variety of predefined TDD messages (e.g. "9-1-1, What is your emergency?", "What address to send help?", etc.). Predefined Messages generally save critical time when managing a TDD emergency call. Predefined Messages are created and managed from AdminiStation. From the Playback Sub-Tab, users may playback recordings of live calls and calls stored within the Call Logs. The Greetings Sub-Tab allows users to record post answer greetings for specified line types (for example, E9-1-1, 7-Digit Emergency, and Admin).
- **SMS Tab** – The SMS Tab provides for the receipt and management of SMS calls. An incoming text message appears in the call table as ringing. "SMS" is displayed under the type column, indicating the caller is texting 9-1-1. To view the SMS and respond, the Call Taker must simply "answer" the call. Once the call has been answered, the SMS Tab opens displaying the text received, and allows messages to be sent and the text conversation viewed. SMS calls can be answered, transferred (On-Net) and released. Additionally, an SMS drop-down list containing predefined messages may be used to quickly respond to the caller.
- **Instant Message Tab** - From the Instant Message Tab, connected users may communicate with other users and entire Dispatch Groups, allowing for quick and simple coordination and information sharing.
- **System Menu** - The System Menu provides access to AdminiStation, DecisionStation, and Status Monitor for authorized users, as well as Log Out. The Print Call Detail is a configurable option to print the information currently displayed in the ALI Results tab of the Call Window.
- **Action Menu** - From the Actions Menu, users may open the Event Tab, Instant Message Tab, ALI Dialog, Map, Save Default Map View, specify Location Format (format options include Decimal Degrees or Deg/Min/Sec), and Reset Softphone Table Sorting.
- **Help Menu** - From the Help Menu, users may view product version number and open the online user manual.
- **Network Connection Status Notification** - Located in the upper right corner of the Call Screen is the Connection Status Notification Icon. This component reflects the current state of the network connection. The application automatically attempts to reestablish the network connection when delays are experienced.
- **Connection Status Notifications include:**
 - Network Status Normal
 - Network Connectivity Slow
 - Retrying Network Connection
 - Network Connection Failed. Contact Network Administrator
 - The messages that accompany connection statuses are configurable, allowing for the display of site-specific instructions or procedures.
- **Call Window** - The Call Window displays detailed information on calls including ANI, ALI, and Telephony data. Telephony data includes Class, Trunk ID, ESN, Confidence and Uncertainty for wireless calls (if available from ALI), Type, Telco ID, and more. From the Call Window, ALI information may be manually entered if ALI is unavailable or incorrect. The Call Window also displays Call History (past calls from the same phone number), Location History (past incidents associated with the phone number) and associated prior Knowledge text or files (for example, building floor plans, premise information, and other vital information).
- **Request Window** – The Request Window serves as a tool to aid in issuing service requests (for example, towing, private medical transporting, and so on) to Service Providers that can assist with incident response. The Service Request feature includes provider recommendations. The

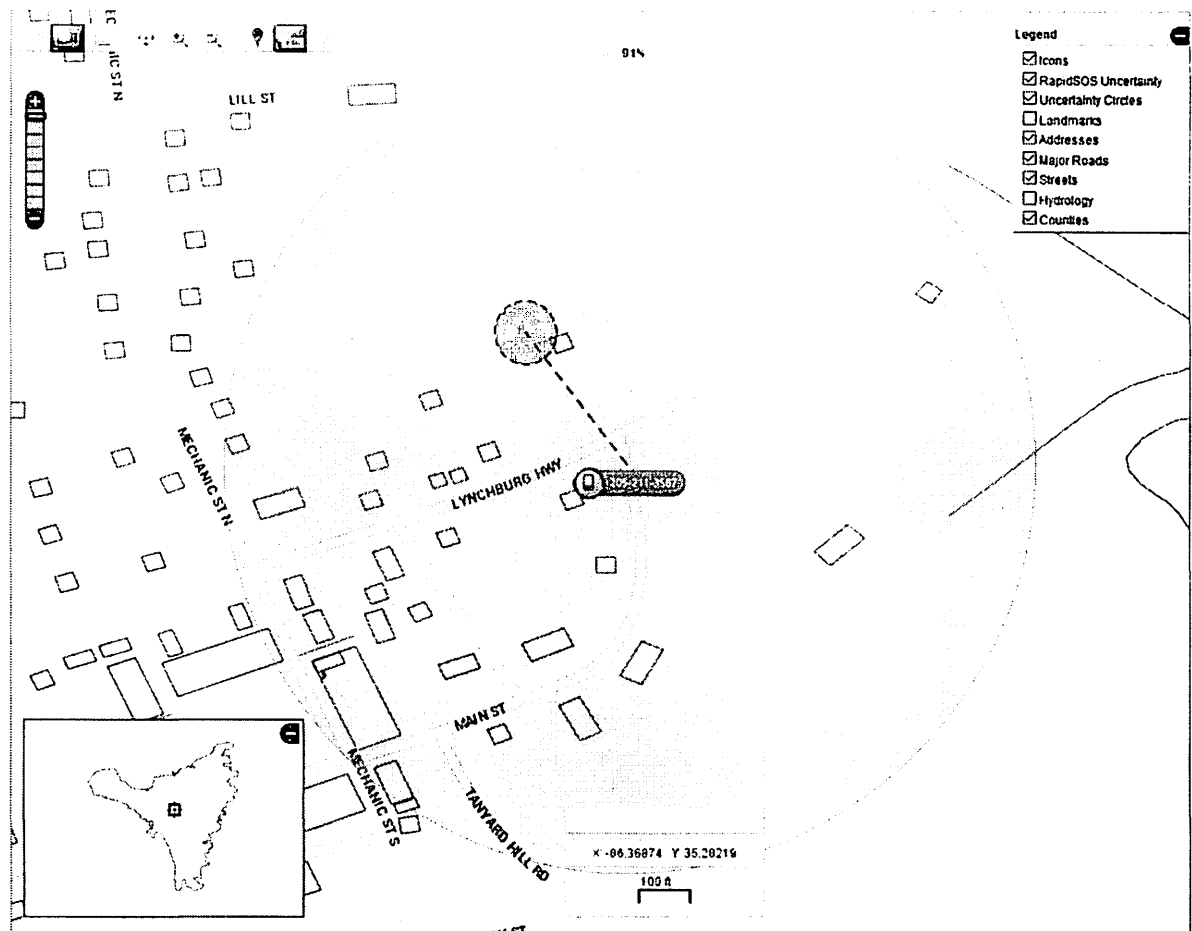


CallWorks system tracks provider assignments separately for each service category so that future recommendations may be made fairly, in a rotational manner.

- **Dial Window** – The Dial Window provides access to additional Softphone Buttons. The Dial Window displays all the Softphone Buttons configured for the Dispatch Groups of which you are a member.

2.7.2 Map Screen Components

- **Task Bar** - The Task Bar features a variety of helpful, easy-to-use mapping features. Features include: Grab, Rubber Zoom, Measure, Default Map View, Zoom-In, Zoom-Out, Pin, ESN Toggle, and Map Search.
- **Zoom Slider** - The Zoom Slider is an additional tool for adjusting zoom level.
- **Map Legend (Layer Controller)** - The Map Legend (Layer Controller) allows users to select the layers that will be displayed on the map. Map Layer options are configurable. Examples of available options include Fire Stations, Fire Hydrants, Landmarks, Addresses, Major Roads, Streets, Buildings, Hydrology, ESN, Orthos, etc.
- **Distance, Location, Scale** - The Distance Box is used in conjunction with the Task Bar Measure feature and displays the distance between selected points on the map. The Location Box displays, depending on the specified location format, either the latitude and longitude or Deg/Min/Sec of a selected location. The Scale Box displays the current map scale in miles or feet.
- **MapView Zoom** - The MapView Zoom feature allows users to quickly change the area of the map being viewed. A mini-map is displayed in the MapView Zoom Box, with a small red box indicating the portion of the Map currently displayed. Dragging the red box to the desired area on the mini-map will cause the full map image to correspondingly shift to the selected area.
- **Map Icons** - All deployments using mapping will display Call Icons at the location of from which the call is coming. The color of a Call Icon indicates call status (red for ringing, green for connected, blue for abandoned, etc.). The Call Icon indicates if it is a landline, wireless, VoIP, or SMS call. Right-clicking on a Call Icon displays full call management options. **Uncertainty Circles** - An uncertainty circle will surround an incoming wireless call whose ALI results report confidence and uncertainty, marking the area from which the call is being made. Above the uncertainty circle will be a percentage, reflecting the degree of confidence that the call is coming from within the area covered by the uncertainty circle.
 - **RapidSOS Uncertainty Circle** - When an Emergency CallWorks system is configured with the RapidSOS integration and RapidSOS location data is available for an inbound wireless 9-1-1 call, a RapidSOS uncertainty circle may be displayed in addition to the ALI uncertainty circle. Displayed in red with dashed red lines, the RapidSOS uncertainty circle surrounds the area of the RapidSOS reported position.



Optional Feature - RapidSOS Uncertainty Circle on Map Screen

2.7.3 Call Management Options from the UI or Polycom

The CallWorks system features a robust set of options for managing calls and SMS. Calls may be managed from various components in the user interface including the Softphone, Dial Pad, Line Organizer, Map, and the Event Tab. SMS conversations are managed from the SMS Tab.

Call Management Highlights:

- Answer
- Redial
- Silent Monitor
- Barge-In
- Override
- Mute/Unmute
- Deafen/Undeafen
- Hold/Unhold
- Conference/Transfer
- Conference Release
- TDD Challenge
- Retry ALI
- Center on Map

- View Details
- Playback
- Review

Users with appropriate access privileges may monitor all active calls from the Active Call monitor of DecisionStation. Information provided in the Active Call Monitor includes call ID, trunk ID, managing Dispatch Group, user ID, workstation position, ring start time, answer time, delay (time elapsed between ring start and answer time), ANI, location, class, and call duration.

Detailed information on all calls is also available from the Active and Closed Calls Tabs of the DecisionStation Dashboard. The following DecisionStation collection of reports provides further information on calls in the CallWorks 9-1-1 & Phone System Summary Reports.

Many of the call management options available from the UI are also available from the Polycom. From the Polycom, calls may be answered, released, returned, placed on hold, transferred, and more. The Polycom features an extensive directory that includes administrative contacts as well as all contacts with an associated tandem transfer code. Directory entries with associated tandem transfer codes are, by default, loaded as speed dial buttons.

2.7.4 SMS Call Management

The CallWorks system provides the receipt and management of 9-1-1 text (SMS) calls. SMS calls are handled using the same methods for Voice 9-1-1 calls when answered, released and transferred (On-Net).

An audible alert is issued when an incoming text message appears in the Softphone Call Table as ringing. SMS is displayed under the type column, indicating the caller is texting 9-1-1. Additionally, the Call Window displays the ALI Results (if available), any prior Knowledge, Call History, and/or Location History associated with the SMS caller's number and/or location. A SMS Call Icon will display on the map at the location from which the call is coming from provided MSRP (Message Relay Protocol) is in place.

When the SMS call is successfully answered, the SMS Tab opens displaying the inbound SMS text. The SMS tab on the Call Screen is dedicated to inbound and outbound messages sent and received. From the SMS Tab, the user can send messages and view sent and received SMS messages.

SMS calls may be transferred internally (On-Net) to Dispatch Groups and are transferred in a method similar to voice transfers. The Event Log displays the log of the SMS conversation and any actions taken on the SMS call.

When an SMS call is completed, it is released and removed from the Softphone Call Table and the SMS Tab. A released SMS call remains stored in the Call Logs for a configurable amount of time. SMS calls may be released using the same methods for releasing a regular call from the application.

Active Call Switching allows the user to continue to take and manage voice calls while participating in SMS calls. With Active Call Switching, Call Takers can manage one voice call and one or more SMS calls at the same time. Other actions on a SMS call are available such as, Redial, Retry ALI, Center on Map and Review Details.

A configurable option in CallWorks cleans up SMS calls that have been idle for a specified amount of time. If there has been no activity from the SMS caller in the specified amount of time, the SMS call is released.

A log of the conversation with details such as the phone number, answer time, release time and more are stored in DecisionStation.

2.7.5 Automatic Call Distribution (ACD)

The CallWorks system provides a no cost configurable Automatic Call Distribution (ACD) capability including queue statistics reporting as an integral part of the solution. The customer can choose to use this capability or not. CallWorks has built a modular ACD system with pluggable support for various queue disciplines. Examples of currently supported queue disciplines include Round Robin and Longest Idle. Queues allow the customer to define whatever combination of skills and capabilities for any particular group of users are necessary. The CallWorks solution supports an unlimited number of queues per user group.

The CallWorks system displays a sorted (by priority, state, and duration) list of Calls per 'Dispatch Group'. Even if all Call Takers are busy on calls, they will receive visual indication of additional, potentially higher-priority, and waiting calls. Users can optionally be provided with audible and visual notification of additional calls waiting through the SIP end-point. Each ACD Call Taker's status is visually displayed in the application and recorded in the DecisionStation reporting solution. ACD Call Taker statuses include Ready, Not Ready, On ACD Call, Call, Wrap Up, Holding Call, Unavailable, and Off Hook. Additionally, the system supports advanced features such as Forced Answer, Zip Tones, automatic and Wrap-Up.

CallWorks offers automated queue assignment for abandoned calls for its ACD system. This configurable feature ensures that all abandoned calls are accounted for and automatically assigned and redialed in a timely manner.

2.8 ADDITIONAL CALLWORKS COMPONENTS

2.8.1 AdminiStation

AdminiStation is CallWorks' browser-based administrative system configuration management application. From AdminiStation, system administrators, maintenance staff, supervisors, and other authorized personnel may quickly and easily manage much of the data used in the system such as directory entries, users, predefined TDD and SMS messages, and much more.

AdminiStation Feature Highlights:

- Directory configuration management. Create new and modify existing Call Destinations, Tandem Transfer Codes, Phone Numbers, Directory Entries, and more.
- Create and manage transfer/speed dial buttons.
- Set up a distinct ordering of transfer/speed dial buttons and directory entries for each Dispatch Group or collection of Dispatch Groups.
- Add and manage PSAP and agency users. Assign users to specific dispatch groups, specify account access privileges, and more.
- Create a database of Common Places (e.g. schools, hospitals, shopping centers etc.).
- Create automatic email and/or email to text notifications to alert selected recipients of service request status updates.
- Send Global Announcements to one or more Dispatch Groups. The text of the announcement shows up immediately on all connected users' screens.
- Create predefined messages for use in TDD and SMS calls that can save valuable time.



- Compile a Prior Knowledge database, uploading useful files such as building floor plans or premise information for key locations.
- Create and manage Service Request Categories (e.g. towing and wrecker services, locksmith, medical transporting, etc.) and Providers.
- Mine and export detailed Call data.
- Schedule auto-generation and delivery of DecisionStation reports on a daily, weekly, or monthly basis.

The following screenshots display various parts of the AdminiStation user interface.



CALLWORKS

911 AdminiSTATION

Log Out

Directory

Units / Stations

Incidents

Users

Agencies

Common Places

Notifications

Predefined Messages

Knowledge

Requests

Reports

Advanced

Destinations

Tandem Codes

Entries

Entry Types

Directory Btms

Softphone Btms

Edit

Add

Delete

Dispatch Groups

Search

Clear

Showing results for all dispatch groups

Description	Contacts	Default Contact	Tandem Transfer Codes	Dispatch Group
Bear County 911	9,1-205-555-6001			Shared
Bear County FD	9,1-205-555-8003			Shared
DG1 ON NET	801			Shared
DG2 ON NET	802			Shared
DG3 ON NET	803			Shared
DG4 ON NET	804			Shared
Deer Park PD	9,1-205-555-9002			Shared
Eagle Bluff 911	9,1-205-555-6002			Shared

AdminiStation Directory Tab

CALLWORKS

911 AdminiSTATION

Log Out

Directory

Users

Common Places

Notifications

Predefined Messages

Knowledge

Requests

Reports

Advanced

Report

Edit

Add

Delete

Search

Clear

Export

Run Name	Report	Report Type	Recipients	Last Run Status
9-1-1 Basics	9-1-1 Basics	Previous Day (Daily)	rcarstone@our911.net	Scheduled
9-1-1 Call Answer Time (dG1)	9-1-1 Call Answer Time	Previous Day (Daily)	rcarstone@our911.net	Scheduled
Calls by Call Type	Calls by Call Type	Previous Week (Weekly)	achezzlewit@our911.net	Scheduled

AdminiStation Reports Tab

CALLWORKS 911 AdminiSTATION

Log Out

Directory Users Common Places Notifications Predefined Messages Knowledge Reports Advanced

TTY Edit Add Delete

Message

WHAT IS YOUR PHONE NUMBER Q GA_
 WHAT IS YOUR NAME Q GA_
 WHAT ADDRESS TO SEND HELP Q GA_
 STAY CALM HELP IS ON THE WAY...
 STAY NEXT TO YOUR TTY HD...
 CALL BEING TRANSFERRED TO EMS HD...(RINGING)...
 WHAT IS YOUR HOME ADDRESS Q GA_
 WHERE IS THE EMERGENCY NOW Q GA_

AdminiStation Predefined Messages

CALLWORKS 911 AdminiSTATION

Log Out

Directory Units / Stations Incidents Users Agencies Common Places Notifications Predefined Messages Knowledge Requests Reports Advanced

Edit Add Delete

Username ▲	Dispatch Groups
CS-1	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-11	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-12	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-2	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-21	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-22	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-23	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4
CS-24	dispatchGroup1, dispatchGroup2, dispatchGroup3, dispatchGroup4

AdminiStation Users Tab



2.8.2 DecisionStation

DecisionStation is CallWorks' management information system (MIS), providing access to detailed, exportable call, and user records and reports. In addition to reports, DecisionStation features active call monitoring and call playback.

DecisionStation Feature Highlights:

- **Active Call Monitor** displaying detailed information on current calls including Call Status, Call ID, Trunk ID, managing Dispatch Group and User, Workstation Position, Ring Start Time, Answer Time, ANI data, Location data, Call Class, Type, and more.
- **Thorough, exportable reports:**
 - **9-1-1/Phone System Reports** including 9-1-1 Basics, Calls by Line Type, Calls by Selected Answer Time, Calls by Call Type, Calls per Trunk & Line Type, Calls by Position, 9-1-1 Call Answer Time, Calls by Class of Service, Calls by Employee, Call Summary, Calls by Hour & Day, Calls by Day – (Averages/Totals/Distribution), Calls per Hour (Averages/Totals), Call Queue Time, Call Statistics per Hour, Transferred Calls Statistics, Off-Net Transfers, Agent Overview, and Agent Status by Hour (ACD)
 - **Other Reports** including ALI Errors and User Log In and Out Times
 - **Dashboard** providing access to detail records on Active and Closed Calls, Active Users, Lines, Requests, and more.

The following screenshots display various components of the DecisionStation User Interface.



CALLWORKS

911 DecisionSTATION

Dashboard

DecisionStation > Dashboard

Dashboard

Reports

Active Call Monitor

Active Calls

Closed Calls

Active Incidents

Closed Incidents

Active Users

Lines

Units

Requests

Links

CALL ID	TYPE	STATUS	CREATED ON	USER	DISPATCH GROUPS	PSAP ID	POSITION
1600	Outbound	Ringing	08/09/2016 15:13:28	amiller	dispatchGroup1		16
1565	Inbound	Abandoned	08/09/2016 15:50:20		dispatchGroup1	BELSO	N/A

Logged in as [achezzlewit](#) | [Log out](#)

DecisionStation Dashboard - Active Calls



CALLWORKS

911 DecisionSTATION

Dashboard

DecisionStation > Dashboard

Dashboard

Reports

Active Call Monitor

Active Calls

Closed Calls

Active Incidents

Closed Incidents

Active Users

Lines

Units

Requests

Links

○ 1 Hour

○ 12 Hours

○ 24 Hours

○ 7 Days

○ 30 Days

Start Date

8/14/2016

End Date

Start Time

00:00

End Time

24:00

Dispatch Groups

dispatchGroup1

dispatchGroup11

dispatchGroup12

dispatchGroup2

Search By: Number

Submit

Page 1 of 1 [records 1 - 49 of 49]

ID #	TRUNK ID	TRUNK TYPE	NUMBER	TYPE	STATUS	RING START	ANSWER TIME	DURATION	USER	DISPATCH GROUPS
1558	94	E911	9,555-255-5555	Outbound	Released	08/09/2016 11:49:31	00:00:06	00:08:19	cduplicien	dispatchGroup1 , dispatchGroup10 , dispatchGroup11 , dispatchGroup12 , dispatchGroup13 , dispatchGroup14 , dispatchGroup15 , dispatchGroup2 , dispatchGroup3 , dispatchGroup4 , dispatchGroup5 , dispatchGroup6 , dispatchGroup7 , dispatchGroup8 , dispatchGroup9
1557	94	E911	759-4975	Inbound	Released	08/09/2016 09:28:27	00:00:04	00:00:11	asaputa	dispatchGroup1
1556	94	E911	931-211-1050	Inbound	Released	08/09/2016 08:46:19	00:00:02	00:00:06	asaputa	dispatchGroup1
1555	94	E911	931-759-6606	Inbound	Released	08/09/2016 08:45:54	00:00:05	00:00:09	asaputa	dispatchGroup1

DecisionStation Dashboard - Closed Calls

Spillman CAD - CallWorks 9-1-1 - APX Subscribers

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CallWorks 9-1-1 2-30

CALLWORKS
911 DecisionSTATION

Dashboard

DecisionStation > Dashboard

Dashboard
Reports
Active Call Monitor

Active Calls
Closed Calls
Active Incidents
Closed Incidents
Lines
Units
Requests
Links

● 1 Hour ● 12 Hours ● 24 Hours ● 7 Days ● 30 Days

Start Date

Start Time

Dispatch Groups

madison
main
remote1
remote2

Request Category

Heavy Tow
Light Tow
Medical
Medium

Request Provider

Central Towing Service
First Response Ambulance
Hall Towing Co.
Jones Towing Company

Page: [1]

<< First < Previous Next > Last >>

28 records found

Page 1 of 1 [records 1 - 28]

ID	CATEGORY	PROVIDER	ADDRESS	LAST STATUS	CREATED ON
46	Light Tow	Hall Towing Co.	603 CASHION RD	Accepted	11/15/12 14:00
45	Light Tow	Hall Towing Co.	603 CASHION RD	Accepted	11/15/12 13:43
44	Light Tow	Hall Towing Co.	30 SPRIGGS AVE	Cancelled	11/15/12 13:32
43	Medical	First Response Ambulance Service	2 MAIN ST	Cancelled	11/15/12 13:11
42	Heavy Tow	Central Towing Service	30 SPRIGGS AVE	Pending	11/15/12 11:50
39	Heavy Tow	Jones Towing Company	238 LYNCHBURG HWY	Pending	11/15/12 11:01
38	Heavy Tow	Central Towing Service	238 LYNCHBURG HWY	Pending	11/15/12 10:24
36	Medical	Kam Tow	312 BILL EDDE RD	Accepted	11/14/12 11:23
35	Medical	Life Line Ambulance Inc.	312 BILL EDDE RD	Pending	11/14/12 11:14
34	Medical	First Response Ambulance Service	16 MAIN ST	Accepted	11/14/12 10:38
33	Heavy Tow	Kam Tow	2 MAIN ST	Pending	11/14/12 10:34
32	Light Tow	Hall Towing Co.	312 BILL EDDE RD	Accepted	11/14/12 10:29
31	Light Tow	Scraper Inc.	2564 BUCKEYE LOOP	Accepted	11/13/12 17:10
30	Heavy Tow	Kam Tow		Cancelled	11/13/12 14:37
29	Medical	Kam Tow	2 MAIN ST	Closed	11/12/12 14:09
28	Medical	First Response Ambulance Service	2 MAIN ST	Closed	11/12/12 14:09
25	Medical	Life Line Ambulance Inc.	100 MAIN ST	Closed	11/12/12 13:37
24	Heavy Tow	Jones Towing Company	4 MAIN ST	Closed	11/12/12 13:37
23	Light Tow	Kam Tow		Cancelled	11/12/12 10:37
22	Light Tow	Scraper Inc.		Pending	11/12/12 10:29

DecisionStation Dashboard – Requests

Spillman CAD - CallWorks 9-1-1 - APX Subscribers

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CallWorks 9-1-1 2-31

Call Summary
Test #8 County, AL

Start Date: 2016-08-01 Shift Start: --
End Date: -- Shift End: --
Dispatch Groups: --

Call Type	Calls
9-1-1 Calls	517
Answered 9-1-1 Calls	271
Answered 9-1-1 Text Calls	7
Abandoned 9-1-1 Calls	232
7-Digit Emergency Calls	1
Answered 7-Digit Emergency Calls	0
Abandoned 7-Digit Emergency Calls	1
Admin Calls	1
Answered Admin Calls	0
Abandoned Admin Calls	1
Outbound Calls	281

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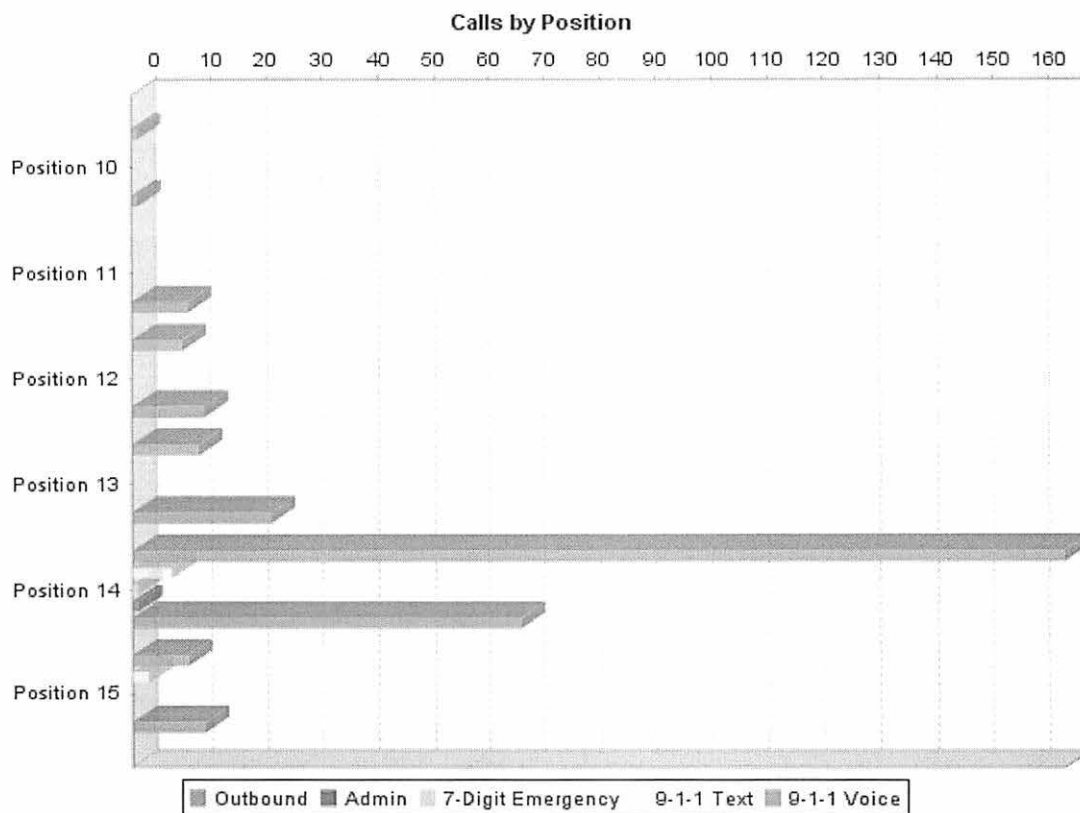
Page 1 of 1

Call Summary Report



Calls by Position Test #8 County, AL

Position	9-1-1 Voice	9-1-1 Text	7-Digit Emergency	Admin	Outbound
10	1	0	0	0	1
11	0	0	0	0	10
12	9	0	0	0	13
13	12	0	0	0	25
14	181	7	1	1	70
15	10	3	0	0	13



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Calls by Position Report



9-1-1 Calls by Class of Service
Test #8 County, AL

Start Date: 2016-08-01 Shift Start: --

End Date: -- Shift End: --

Dispatch Groups: --

Class of Service	Answered Calls	Abandoned Calls	Total Calls	% of Total	% Wireless
BUSN	20	6	26	5.03%	
CNTX	83	25	108	20.89%	
PBXB	8	0	8	1.55%	
RESN	57	24	81	15.67%	
Unknown	244	47	291	56.29%	
VOIP	1	0	1	0.19%	
WPH2	1	1	2	0.39%	0.39%
Total	414	103	517	100.00%	0.39%

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9-1-1 Calls by Class of Service Report



9-1-1 Basics
Test #8 County, AL

Start Date: 2016-08-01 Shift Start: 08:00 User: erobin
End Date: 2016-08-24 Shift End: 16:00
Dispatch Groups: dispatchGroup1

Number of Answered Calls:	6	
Average Answer Time:	00:07.7	MM:SS.s
Average Call Duration:	71:56.0	MM:SS.s

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9-1-1 Basics



The following tables list all available DecisionStation Reports and provides a brief description of each for CallStation.

Phone System Reports

Report	Description
CallWorks 9-1-1 & Phone System Summary	This is a Master Call Report containing the following call reports: 9-1-1 Basics, Calls by Line Type, Calls by Selected Answer Time, Calls by Call Type, Calls per Trunk & Line Type, Calls by Position, 9-1-1 Call Answer Time, and Calls by Class of Service.
9-1-1 Basics (included in CallWorks 9-1-1 and Phone System Summary)	This report includes basic call data such as the total number of E9-1-1 calls answered and the average length of the call for a user- specified time period. The report includes completed 9-1-1 inbound calls.
Calls by Line Type (included in CallWorks 9-1-1 and Phone System Summary)	This report reveals the type of phone line on which calls came in (9-1-1, 7-Digit Emergency, Admin, etc.) and includes both call counts and call statistics (such as the average answer time and total talk time). The report covers both completed and abandoned inbound calls.
Calls by Selected Answer Time (included in CallWorks 9-1-1 and Phone System Summary)	This report allows the user to select an answer time (in seconds) and view the total percentage of calls, organized by call type, that were answered within that amount of time. The report includes 9-1-1, 7-Digit Emergency, and Admin inbound calls.
Calls by Call Type (included in CallWorks 9-1-1 and Phone System Summary)	This report displays detailed information on calls, including the total number of each call type (9-1-1, Admin, 7-Digit Emergency) and the number of those that were inbound, outbound, and internal.
Calls per Trunk & Line Type (included in CallWorks 9-1-1 and Phone System Summary)	This report displays the count of calls that came in on each trunk. The report covers completed 9-1-1, 7-Digit Emergency, and Admin inbound calls and is helpful in tracking the line distribution of calls.
Calls by Position (included in CallWorks 9-1-1 and Phone System Summary)	This report displays the number calls that were answered at each workstation (position). The report covers completed 9-1-1, 7-Digit Emergency, and Admin inbound calls. This report is helpful in viewing call distribution across staffed workstations and may be used as a shift report.
9-1-1 Call Answer Time (included in CallWorks 9-1-1 and Phone System Summary)	This report displays calls by Answer Time. Answer Time is the amount of time (in seconds) between the call beginning to ring and the call being answered. The report covers completed 9-1-1 inbound calls.
Calls by Class of Service (included in CallWorks 9-1-1 and Phone System Summary)	This report displays inbound call counts organized by Class of Service (e.g. BUSN, CNTX, RESD, WRLS, WPH2, VoIP, MOBL, PBXB, etc.) with the total percentage for each class. Only inbound calls are included in the report.



Report	Description
Calls by Employee	This report displays individual users' call-taking activity, organized by Line Type. The report covers completed E9-1-1, 7-Digit Emergency, and Admin inbound calls. For each Line Type, the report displays the number of calls each user answered, the percentage of the total amount of calls of that type were answered by each user, and the average time (in seconds) it took for each user to answer their calls.
Call Summary	This report displays the total number of calls, organized by Line Type, for the requested time period. The report covers 9-1-1, 7-Digit Emergency, and Admin calls, with separate counts for inbound, outbound, and abandoned calls.
Calls by Hour and Day	This report displays total call counts, organized by hour of day and day of week. The report covers all Line Types (9-1-1, 7-Digit Emergency, Admin), and all Call Types (inbound, outbound, and internal) and includes both answered and unanswered inbound calls. This report is helpful in identifying the busiest hours/days in the week and making staffing and scheduling adjustments accordingly.
Call Statistics per Hour	This report reveals the number of inbound calls for each hour of the day over the user-specified time period. The report covers both abandoned and completed inbound 9-1-1 calls. This report is helpful in determining how many of the total calls presented were actually answered.
Transferred Calls Statistics	This report reveals the total number of transferred calls, the average duration of transferred calls, and the transferring and receiving Dispatch Groups.
Agent Status by Hour (ACD)	This report reveals the number of users logged in to the system at each hour of the day. The report displays the amount of time users spent in particular ACD states. ACD states include Ready, Not Ready, On ACD Call, Wrap Up, Holding Call, Unavailable, and Off Hook.
Call Statistics per Hour - Averages	This report displays the average number of inbound and outbound calls grouped by the hour of the day for the specified date range and the specified call queues (for example E9-1-1, 7-Digit Emergency, and Admin).
Call Statistics per Hour - Totals	This report displays the total number of inbound and outbound calls grouped by the hour of the day for the specified date range and the specified call queues (for example E9-1-1, 7-Digit Emergency, and Admin).



Report	Description
Calls by Day – Averages	This report displays the average number of inbound and outbound calls grouped by the day of the week for the specified date range and the specified call queues (for example E9-1-1, 7-Digit Emergency, and Admin).
Calls by Day – Totals	This report displays the total number of inbound and outbound calls grouped by the day of the week for the specified date range and the specified call queues (for example E9-1-1, 7-Digit Emergency, and Admin).
Calls by Day - Distribution	This report displays the distribution of calls by call type over the specified date range. This report includes the total count of all calls as well as the total count of each call type. Additionally, the report includes the percentage of the total count that each call type represents. This report includes both inbound and outbound calls, with sub-counts for answered and abandoned calls.
Call Queue Time	This report displays calls by queue time for inbound calls. Queue Time is the amount of time (in seconds) that a call spent in a call queue before being delivered to a position.
Off-Net Transfers	This report displays detailed information for calls transferred to external (Off-Net) destinations.
Agent Overview	This report displays agent statistics included in the specified date range and specified Dispatch Groups.

Other Reports

Report	Description
ALI Errors	If the ALI provided address is incorrect, users may open a Discrepancy Report and correct the error using the Update Location feature. The correction is recorded in DecisionStation. This report displays the date the correction was made, the user who made the correction, ANI information, the original incorrect ALI location along with the manually updated address, and any user comments.
User Log In and Out Time	This report helps administrators keep track of user activity in the system. The report reveals the date and time a user signed in and out of the system and the amount of time the user spent logged-in.

2.8.3 Status Monitor

The Status Monitor displays real-time statistics for the Dispatch Groups of which a logged-on user is a member, including call counts by status, average call answer time and duration, user status, and more. The Status Monitor component is a configurable option and works well with an optional 60-inch wallboard.



Status Monitor Highlights:

The Status Monitor is divided into three distinct panes:

- **Active Calls (By Status)** – Displays call counts by status for all the Dispatch Groups of which a logged-on user is a member.
- **Dispatch Group Summary** – Displays a user status summary, by Dispatch Group, for the Dispatch Groups of which a logged-on user is a member.
- **Active User Details** – Displays detailed information regarding the active (logged on) users who are members of the Dispatch Groups of which a logged-on user is a member.

ACTIVE CALLS (BY STATUS)					DISPATCH GROUP SUMMARY				
	Ringling	Connected	On Hold	Abandoned		Calls Ringling	Users Ready	Users Not Ready	Users On Calls
E911	2	1	-	1	dispatchGroup7	2	1	2	1
E7D	-	-	-	-	dispatchGroup8	2	1	2	1
ADMIN	-	-	1	-	dispatchGroup9	2	1	2	1
ACTIVE USER DETAILS									
User	Pos	Status	Dispatch Groups						Avg Answer
blimer	5	Not Ready (0:36)	dispatchGroup1, dispatchGroup10, dispatchGroup2, dispatchGroup3, dispatchGroup4, dispatchGroup5						00:00
abell	13	On ACD Call (0:10)	dispatchGroup1, dispatchGroup10, dispatchGroup2, dispatchGroup3, dispatchGroup4, dispatchGroup5						00:16
asap	14	Ready (0:01)	dispatchGroup1, dispatchGroup10, dispatchGroup2, dispatchGroup3, dispatchGroup4, dispatchGroup5						05:47
admin	24	Not Ready (0:36)	dispatchGroup1, dispatchGroup10, dispatchGroup2, dispatchGroup3, dispatchGroup4, dispatchGroup5						00:00

Status Monitor

2.8.4 Administrative Call Management Features

The robust set of options provided by the CallWorks system for managing 9-1-1 calls is also available for administrative call management. Administrative lines are designated and configured during the pre-installation system build. Administrative lines may be tied to Direct Inward Dialing (DID) and/or be added to an Automated Attendant, allowing calls to be automatically and directly routed to the correct destination. Administrative calls may be fully managed from the Polycom or the UI. Administrative calls are easily distinguished in the CallWorks system with the label of “admin” under the type column of the Call Screen Softphone and Line Organizer. Additionally, the Line Organizer features an Admin Tab, which displays detailed information on all designated administrative lines and the call activity on each. All administrative phones provide access to voicemail and caller ID. A Polycom phone may be configured to serve both dispatching and administrative call management from a workstation or to serve administrative use exclusively at a front desk position.

Detailed data on administrative calls are provided in the following DecisionStation Call Reports: Calls by Line Type, Calls by Selected Answer Time, Calls by Call Type, Calls per Trunk and Line Type, Calls by Positions, Calls by Class of Service, Calls by Employee, Call Summary, and Calls by Hour and Day.

2.8.5 SipStation

SipStation is CallWorks' remote VoIP phone only capability. SipStation is an ideal purchasable option for PSAP's that require additional in-house call taking positions or smaller, detached positions/sites. SipStation supplies ALI and management options (i.e. Transfer, Hold/Unhold, Conference, etc.) for E9-1-1 and admin calls.

2.8.6 DispatchStation

The CallWorks DispatchStation solution is a purchasable option which includes Computer Aided Dispatch capabilities allowing for the tracking and management of Incidents and Resources. DispatchStation is a unique, all-in-one application for providing receipt of E9-1-1 calls, full management of call and incident location by the map and dispatch of field resources. Using the industry's only single application design to natively integrate multiple functions, Call Taking and Dispatch are available directly from the Map, supporting traditional 9-1-1, Mapped ALI, CAD and call receipt-to-resolution reporting from a single browser window and seamless workflow.

2.9 FAULT TOLERANCE

Any failure of redundant network links will be transparently handled by the system. In the case of redundant Local Area Network (LAN) link failures, this will occur within milliseconds. For redundant Wide Area Network (WAN) link failures, this will occur with seconds. All components are duplicated within the system. Any component failure will not affect calls traversing non-failed redundant components.

In any legacy E9-1-1 system, failure of a trunk interface card, chassis or gateway will cause all calls active on those particular components to be lost. This is a function of the way that the CAMA trunking system is designed. Therefore, no vendor can accurately and honestly state that in a legacy environment no single equipment failure will ever cause a call to be lost.

The CallWorks system includes several layers of data duplication and backup including real-time data replication and nightly point-in-time backups. All received and generated data including CDR, ALI, Recording, and MIS data is subject to both methods of data redundancy.

In the event of a catastrophic failure requiring complete re-construction of one or more of the servers, the system would be initially restored using the previous night's point in time backup. Subsequently, the rebuilt system would be 'caught-up' to events occurring since the last point-in-time backup through replay of database logs and re-synchronization of replicated block devices.

The CallWorks system is designed to be as reliable as possible. Fault Tolerance is achieved through system design and operation and the network, hardware, operating system, and application level. All call path critical network elements, servers, line/trunk interfaces and software elements are redundant at the Host/Controller and Data Center level. All critical resources are monitored in real-time and numerous classes of faults are handled automatically without human intervention. The system has no single point of failure and has the capability to 'self heal' from numerous types of potential issues.

Specifically, all Servers, Gateways, Switches and Modems are redundant. If one of these types of devices fails, it does not adversely affect the other 'paired' device. Therefore, the system continues in an operational mode and the device can be replaced with a spare without causing an outage of the entire system. Redundancy alone is not sufficient to increase availability substantially.

2.10 SYSTEM EXPANSION CAPABILITIES

The CallWorks CallStation product is designed to be scalable in a practically unlimited way and provides a completely non-blocking environment. The CallWorks solution is built around an IP soft switch using a Host Media Processing (HMP) architecture, with external COTS gateways for legacy interfaces. In this system design, there is no 'chassis' to outgrow and no 'switch matrix' or 'DSP resources' to be exhausted and cause a 'blocking' situation.

The CallWorks solution is designed to allow easy future expansion and is not limited in the number of trunks, answering positions or telephone lines that can be managed. This is possible because the system is designed using completely independent Commercial Off the Shelf (COTS) components connected via Ethernet. If additional trunks or lines are required, additional gateways (and potentially network switches) are added to accommodate them.

If additional positions are required, additional workstations (and potentially network switches) are added as required. The servers are provisioned to support all trunks and all stations, accommodating up to 250 simultaneous calls for 50 users.

The system can be easily upgraded to support an unlimited number of simultaneous users in 50 user increments. The CallWorks architecture supports a Federated model that allows additional redundant controllers to be added, supporting virtually unlimited scalability.

The proposal as priced includes configuration, hardware and cabling to support a 25% growth factor. The system as provisioned is capable of supporting at least a 100% growth factor.

2.11 MIGRATION PLAN

2.11.1 Legacy Speed Dial Directory

CallWorks will work with Customer on a plan to migrate the legacy speed dial directory upon award of this contract should we be the successful respondent.

2.11.2 MIS Administrative Data and Call Records

CallWorks will work with Customer to develop a plan to migrate the legacy MIS Administrative Data and Call Records upon award of this contract should we be the successful respondent.

2.12 LIFECYCLE

The CallWorks solution provides all software releases, including major feature releases, free of charge to customers under a standard maintenance contract. Upgrades are completed by CallWorks support technicians at the Customer's discretion. Typically, customers are updated to the latest version once every two to three months. CallWorks has never had an "end-of-life" to its solution.

Motorola and CallWorks, in conjunction with the customer, will oversee all approved hardware and software upgrades. CallWorks will provide the customer notification of scheduled product updates and/or modifications via a Product Change Notice (PCN), Technical Service Advisory (TSA), or a New Product Bulletin (NPB). The customer determines if the updates or modifications are required. If a product update is deemed required, CallWorks will communicate this to the customer and include

supporting documentation including any applicable test reports. If the customer is in approval, CallWorks agrees to apply the upgrade/fix as needed.

2.13 INTEGRATION OF NEXT GEN 9-1-1

The CallWorks solution business model is based on providing a fully compliant NENA i3 NG9-1-1 solution based on today's standards, while also providing for migration to future standards as they are developed. CallWorks has proposed a standards compliant solution based upon the current NENA i3 recommendations and will ensure future i3 capabilities during the duration of the contract at no additional cost while under a maintenance contract. This is part of our standard contract offering. I3 related upgrades will NOT require complete replacement of major system components and are free of charge as standards migrate.

The CallWorks solution is all-inclusive and includes all of the network equipment necessary to deploy and turn-up the solution. No additional network equipment beyond what is provided by this proposal will be necessary for a deployment supporting 9-1-1 via legacy CAMA or via future i2 or i3 connections.

The CallWorks CallStation platform is compliant with the i3 specification and will support text from any carrier using that standard. These messages appear in a separate tab and are associated with the Command Line Console for managing conversations and typing return messages as may be required. Pre-canned messages are available for a quick response back to the caller. CallWorks also supports co-habitation of third-party web-based Text message applications for pre i3 support. The current version of CallStation has a built-in vendor neutral aggregator and testing.



2.14 STATEMENT OF WORK

The purpose of this General Statement of Work (SOW) is to clarify the responsibilities of CallWorks and Trinity County Sheriff's Department regarding the scope of work, responsibilities, and the product and service deliverables for the delivery of the CallWorks system.

Summary

In an effort to improve Call Taker and Dispatcher work-flow, processing speed, overall efficiency and generally improve public safety, Trinity County Sheriff's Department desires to deploy a Next Generation, state-of-the-art NG9-1-1 public safety solution. To meet these requirements, Trinity County Sheriff's Department has elected to purchase a CallWorks product and service solution.

Project Goals

CallWorks is a technological leader in public safety communications and dispatch systems focused on Next Generation 9-1-1 and dispatch technology. It is the goal of CallWorks to provide the finest, most technologically-advanced Next Generation 9-1-1 telephony, mapping and dispatch products and services to Trinity County Sheriff's Department. Our primary goal is to ensure the successful and timely deployment of products and technical services as described in this SOW.

2.15 TECHNICAL SERVICES

CallWorks technical services are available to meet the needs of our customers; including PSAPs and dispatch agencies. Such services may include installation, project management, training and remote monitoring services among others. The specific professional services to be provided for the project identified in this SOW are to be negotiated and documented in this document by identifying each party's tasks and responsibilities. Regardless of responsibility, CallWorks seeks a quality and timely deployment of the selected solution. This General Statement of Work (SOW) is designed to help Trinity County Sheriff's Department better understand CallWorks' services and the distribution of responsibility of all parties involved.

2.15.1 Contract Award

The customer and CallWorks execute the contract and both parties receive all the necessary documentation.

2.15.2 Contract Administration

After the contract is awarded CallWorks and Trinity County Sheriff's Department assign project resources. The project is then setup in the CallWorks information system and the kick-off meeting is scheduled.

2.15.3 Project Kickoff

Once the contract has been successfully executed and the project resources assigned Motorola and CallWorks will schedule a kickoff meeting with Trinity County Sheriff's Department. The key components of the project kickoff meeting are stated below:

- Review the roles of the project participants to identify communication flows and decision-making authority between project participants.
- Review the overall project scope and objectives with Trinity County Sheriff's Department.
- Review the resource and scheduling requirements with Trinity County Sheriff's Department.
- Develop and review a mutually agreeable project schedule including milestones and/or events.
- Review the teams' interactions and (Motorola, CallWorks, and Trinity County Sheriff's Department), meetings, reports, milestone acceptance, and the Customer's participation in particular phases.

2.15.4 Project Management Services

This service defines CallWorks as the primary point of contact for all facets of project management and coordination. The assigned CallWorks Project Manager assumes the lead role and facilitates all aspects of project management, contingent upon having a primary contact with Trinity County Sheriff's Department. Services include, but are not limited to: complete project scheduling; pooling and allocation of resources; issue tracking; escalation and resolution; overall project reporting; and acting as the primary single point of contact for CallWorks. Additional Project Management Services include necessary site visits. Site visits are normally planned for the kick off meeting, cut over to live operations, and post-cut over reviews, if needed. Visit times may be adjusted, if desired and mutually agreed upon by the CallWorks and Trinity County Sheriff's Department project managers.

2.15.5 Installation Services

This service provides primary system engineering and installation services for all CallWorks systems. Our professionally trained and certified staff will assume the lead technical role for all matters under contract. For larger, more complex projects in which there is a dedicated project manager, the two will work in conjunction with one another to meet all such expectations and requirements.

2.15.6 Training Services

All course prerequisites, if any, must be satisfied prior to attending each class. Classes must be scheduled in the following order: Administrator, Call Taker/Agent, and Supervisor. Students that have attended Administrator Training do not need to attend the Agent or Supervisor classes for the same product. The maximum number of students per class is eight (8). CallWorks sets class durations. Changes to the training schedule must be communicated to CallWorks at least 20 days prior to the start of the first class. Any schedule changes communicated less than 20 days prior to the start of the first class may impact the overall project schedule. Unless otherwise stated, one trainer will provide up to eight (8) hours of instruction per business day during normal business hours. Training facilities must meet minimum CallWorks requirements and should be in place no later than one (1) day prior to the start of the first scheduled class.

2.15.7 Motorola Solutions & CallWorks Responsibilities

Trinity County Sheriff's Department has elected to purchase services from CallWorks. to facilitate these services, CallWorks will perform the following tasks. Tasks include, but are not limited to, those listed below, as applicable to the specific system ordered.

- Assign a Project Manager for the Project
- Complete system design in cooperation with Trinity County Sheriff's Department
- Procure and stage the hardware as defined herein



- Coordinate installation and project time-lines and tasks
- Install all CallWorks provided hardware including servers, racks, AIU's and networking equipment
- Provide configuration information for Trinity County Sheriff's Department workstations (Firefox browser configuration)
- Provide and update the project schedule/plan with input from Trinity County Sheriff's Department provided information related to the schedule as to on-site visits, installs, training and testing
- Inventory, immediately upon receipt, all material and components ordered
- Unpack, place, and install all hardware as required
- Install, correctly terminate, and successfully test all infrastructure cable, and other related communications cable necessary to properly install and operate the contracted system
- Install and secure all equipment racks or contract with CallWorks as required
- Provide for the installing and testing of all site-required cabling, including any additional cabling that may be required for training
- Provide installation of ladder rack, computer relay rack/cabinet installation, category 5 and telephony cable installation and testing, and other such work or activity
- Provide requirements for power, space, network (routers/switches, IP addresses, cabling, LAN, WAN, bandwidth, broadband connectivity), telephony (CAMA, Admin lines), data (phone line info, ring-downs, phone soft-buttons, directories/direct links, TDD messages)
- Notify Trinity County Sheriff's Department when there are issues (installation, training, coordination) which could potentially affect the schedule
- Provide purchased training and identify training facility requirements
- Provide and perform mutually agreeable Acceptance Test Plan
- Provide cut-over and 24-hour post cut support
- Provide Remote Monitoring
- Provide telephone and product support, updates (in support of local technicians) based on the number of years of maintenance purchased

2.15.8 Trinity County Sheriff's Department Responsibilities

- Responsibilities shall include, but are not limited to:
- Provide, on request, information, data, records and documents, and make such decisions in a prompt and timely manner as may be reasonably required by CallWorks to perform under this agreement
- Use reasonable efforts to provide supporting information to aid in the solution of any problems discovered during installation, implementation or post installation phases of this project
- Provide appropriate schedule notification and facility availability for CallWorks on-site services and training
- Notify and coordinate schedule changes with CallWorks, which may require a Change Order (and potentially additional charges) dependent upon the change
- Assume sole responsibility for the accuracy and completeness of Customer-supplied data
- Provide a dedicated 30-amp 110V power outlet for the facilities and appropriate grounding, or as determined by the site survey, for the proper operation of the emergency telephone and computer systems described herein
- Assume full responsibility for mutually approved base map file, including, but not limited to: X / Y coordinates, structure address, street centerlines, ESN boundaries, City boundaries; maintain this file and use it to update the CallWorks system



- Updates to the base map file, performed by personnel designated, will be transferred to the system per CallWorks instructions
- Provide the physical facilities reasonably required for the installation, testing, implementation, training and support of the system provided by CallWorks
- Provide a floor plan outlining where CallWorks provided equipment is to be installed and position numbers for Call Taker, Dispatch, and Supervisor positions
- Ensure the operating environment is fully functional and meets CallWorks minimum operating requirements
- Provide the applicable broadband service for the CallWorks Virtual Private Network (VPN) for remote monitoring, support and troubleshooting connectivity
- Provide for, move, test and make operational or otherwise deliver CAMA trunks, administrative lines and other PSTN connections to the backboard demarcation at least 14 days prior to installation start date
- Provide for, move, test and make operational or otherwise deliver two (2) ALI circuit connections to the backboard demarcation at least 14 days prior to installation start date
- Provide facility specific work and activity, including, but not limited to, construction, core drilling, grounding, and any electrical or conduit needed to support the implementation
- Assist CallWorks in securing any required security clearances, identification tags and other requirements for access to areas within the facility necessary for CallWorks personnel to complete their project responsibilities under this agreement
- Provide the tap to the network clock, if applicable. This includes all interfaces necessary, preferably to provide the name/address of a timeserver on the network
- Document and supply configuration information on the existing CPE
- Make available at the equipment rack, all remote access lines terminated on RJ 11 or RJ 45 jacks or contract with CallWorks as required
- Procure and participate in CallWorks provided training for on-site support technicians; identify a System Administrator(s) who will be responsible for the day-to-day technical operations of the system
- Ensure that or Contract with CallWorks to guarantee Intermediate Distribution Frame (IDF), wall boards and/or interconnect points appear in the immediate area where CallWorks servers are installed
- Provide direct contact and support at the site location
- If not hand delivered by CallWorks or otherwise provided, provide easy access to and preposition to the greatest degree possible all new equipment received from CallWorks prior to CallWorks' arrival on site
- If applicable, submit custom IP and computer naming conventions to CallWorks at least 30 days prior to the scheduled equipment ship date
- Assume responsibility for or contract with CallWorks for the removal of all equipment and cable being replaced by the CallWorks system
- Assume responsibility for all material and services not specifically contracted through CallWorks
- Anticipate and plan for configuration changes and/or fine-tuning to the various CallWorks products installed once the system is placed and in use
- System management and detailed configuration after cutover. Please note that in most cases, within the first two weeks after cutover, it is highly probable that Trinity County Sheriff's Department will want to modify the system's configuration based on experience and use of the system
- Configure foreign network access route to CallStation Web Accessories, for example, AdminiStation or DecisionStation, or other service activities or contract with CallWorks as required



- Provide information needed for all custom work requested that requires a custom SOW. Custom SOWs are required for such items including but not limited to: database conversion, foreign network connections, on-site installation and configuration, or any other service not performed by CallWorks through its factory staging process

2.16 ASSUMPTIONS

All tasks included in this Statement of Work are estimated based on a typical level of effort for tasks of similar projects and are believed appropriate based upon the information provided by Trinity County Sheriff's Department. During the initial project planning phase, each project task will be verified based on the estimated number of man-hours and associated task dependencies. Each of these tasks will be dependent on the appropriate resources being made available by Trinity County Sheriff's Department. If additional hours are identified or required by Trinity County Sheriff's Department in order to complete the project, Trinity County Sheriff's Department Project Manager will send a request to the CallWorks project manager in order to execute a Project Change Request.

2.17 CALLWORKS 9-1-1 WARRANTY AND MAINTENANCE SERVICES

Motorola Solutions has over 85 years of experience supporting mission critical communications for public safety and public service agencies. Motorola's technical and service professionals use a structured approach to life cycle service delivery and provide comprehensive maintenance and support throughout the life of the system. The value of support is measured by system availability, which is optimized through the use of proactive processes, such as preventive maintenance, fault monitoring and active response management. System availability is a function of having in place a support plan delivered by highly skilled support professionals, backed by proven processes, tools, and continuous training.



The Motorola Solutions Service Delivery Team

2.17.1 Account Services Manager

Your Motorola Solutions Account Services Manager provides coordination of support resources to enhance the quality of service delivery and to ensure your satisfaction. The Account Services Manager (ASM) is responsible to oversee the execution of the Warranty and Service Agreement and ensure that Motorola meets its response and restoration cycle time commitments. The ASM will supervise and manage the Motorola Authorized Servicer's functions.

Motorola has proven experience to deliver mission critical network support

- Extensive Experience—Motorola has over 85 years of experience supporting mission critical communications and the Public Safety community.
- Capacity to Respond—Motorola's network of local service centers, repair depots, system support center and parts support enable Motorola to provide quick and effective service delivery.
- Flexibility and Scalability—Motorola's Support Plans are customized to meet individual Customer needs.
- Skills and Process—Motorola uses a well-established, structured, and disciplined approach to provide service delivery. Motorola's team of well-trained and committed people understands the communications technology business.

2.17.2 Motorola Local Service Provider

Motorola's authorized service centers are staffed with trained and qualified technicians. They provide rapid response, repair, restoration, installations, removals, programming, and scheduled preventive maintenance tasks for site standards compliance and network operability. Motorola's authorized service centers are assessed annually for technical and administrative competency.

2.17.3 OnSite Infrastructure Response

Motorola Solutions OnSite Infrastructure Response provides local, trained and qualified technicians who arrive at your location to diagnose and restore your communications network. Following proven response and restore processes, Motorola Dispatch contacts the local authorized service center in your area and dispatches a qualified technician to your site. An automated escalation and case management process ensures that technician site arrival and system restoration comply with contracted response times. The field technician restores the system by performing first level troubleshooting on-site. If the technician is unable to resolve the issue, the case is escalated to the System Support Center or product engineering teams as needed.

2.17.4 Maintenance and Support Program

The CallWorks Help Desk and assistance from the on-site technician will take the lead role in providing the customer with a Single Point of Contact (SPOC) for all monitoring and maintenance issues. CallWorks will also provide oversight and all coordination for the various organizations and its subcontractors required to maintain and monitor the customer.

Monitored Elements

- IP Network – CallWorks will use the combined capabilities of its Network Provider and its own Monitoring and Analysis to sufficiently oversee the network. Both CallWorks and the network provider play critical roles in providing network maintenance and monitoring.
- CPE – CallWorks will monitor and maintain CPE through a joint effort between the Help Desk at CallWorks and the dedicated on-site technician. CallWorks Remote Monitoring will be used to



receive and display alerts from the various CallWorks products, workstations, gateways, network elements and the VoIP soft switch. CallWorks will be the first responder to these alerts based on pre-determined levels of severity. If the alert requires Telco assistance, the CallWorks Help Desk will contact the Telco and a ticket will be initiated. CallWorks will also receive and monitor UPS alarms directly at the CallWorks headquarters.

Remote Monitoring

CallWorks Remote Monitoring uses remote utilities by Hyperic HQ for monitoring, diagnosing, troubleshooting and repairing many of the errors known or unknown to a PSAP. Remote Monitoring is responsible for analyzing, repairing, and running reports in a real-time and remote configuration. Remote Monitoring provides the following services:

- 24 x 7 monitoring of all servers, workstations, LAN components, operating systems, application systems, and any other SNMP/IP compliant device on the network.
- Alarm notification to first level CallWorks support should an alarm threshold be exceeded.
- Remote troubleshooting tools to diagnose hardware and software problems.
- Performance monitoring of network and computer components.
- Ability to remotely control monitored workstations and servers to allow for real-time viewing and the ability to make system changes.



Maintenance

CallWorks Service Team is staffed with highly trained personnel on a 7 x 24 x 365 basis and will respond to troubles relating to components or systems necessary to complete 9-1-1 calls through to the PSAP or for call handling purposes. When reported 9-1-1 system troubles or failures are received, CallWorks immediately begins the repair process of clarifying the report and prioritizing the trouble.

Hardware and Software Upgrades

CallWorks, in conjunction with the customer, will oversee all approved hardware and software upgrades. CallWorks will provide the customer notification of scheduled product updates and/or modifications via a Product Change Notice (PCN), Technical Service Advisory (TSA), or a New Product Bulletin (NPB). The customer determines if the updates or modifications are required. If a product update is deemed required, CallWorks will communicate this to the customer and include supporting documentation including any applicable test reports. If the customer is in approval, CallWorks agrees to apply the upgrade/fix as needed.

Spare Equipment Repair & Replacement Overview

2.17.5 Replacement of Defective CPE

The local field technician, site engineer and/or project manager will call CallWorks Customer Service and report the failure. If a spare component is not on-site, CallWorks will overnight the replacement equipment to the location designated by the field technician, site engineer or project manager.

CallWorks will maintain an inventory of all critical spares locally. In the event a replacement part is needed immediately and not available on-site, the part can be taken from CallWorks Customer Service and then replenished when the new equipment arrives.

As part of the installation process, CallWorks will provide a list of installed components and the associated serial numbers to the customer based on an agreed-upon list of components. Post upgrade, CallWorks will maintain, by PSAP, a serial number database and will update accordingly the database whenever a hardware component is changed. A copy of this database will be made available to the customer upon completion of the contract or upon request by the customer.

2.17.6 Field Repair (Non Hard Drive)

When equipment within a PSAP is found to be defective and in need of replacement, it will be replaced from a spare parts stock inventory base that CallWorks will maintain locally. Please note that there may be certain critical spares that may not be located locally. CallWorks will track and analyze CPE failures at PSAPs that require a replacement. This will allow CallWorks and the customer to accurately judge the levels of inventory that are required to be on hand at all times to support the customer PSAPs. These levels along with frequency of repair will continually be analyzed so that CallWorks will be able to quickly and efficiently correct troubles and provide customer service.

If there is a failure of any component, it could take a minimum of 48 hours to have the replacement equipment packaged and sent to the site. CallWorks will assure the best operation of redundant components and survivability methods until the replacement is received.

2.17.7 Field Repair (Hard Drive)

In the event of a hard drive failure in any Workstation PC, only the hard drive of the affected PC will be replaced. Replacing just the hard drive and re-imaging the drive with the Operating System, Browser and a back-up copy of the workstation involves a minimal number of manual operations by CallWorks and is the least disruptive to the PSAP. The majority of the work can be done away from the dispatch area. It is the intent of CallWorks to make a backup of all workstation and servers whenever a configuration change is made.

2.17.8 Repair of Defective CPE

If a defective component is deemed repairable, the defective equipment will be returned to CallWorks via the standard RMA process. The defective equipment will be repaired or replaced by either CallWorks or the part manufacturer and returned to the customer so that the stock inventory can be replenished.

2.17.9 Local Spare Inventory

CallWorks will maintain a level of spares that is consistent with the needs of repair. Over time, the equipment failure rates vs. amount of spare inventory at the customer will be measured, tracked and adjusted to meet maintenance needs. Through these results, CallWorks will be better able to judge the amount and type of spares needed and the inventory levels will be adjusted accordingly. Established inventories at these part depots may include, but would not be limited to: monitors, keyboards, mice, AIU's, telephones sets, power supplies, Gateways, modems, routers, cables and Ethernet switches.

2.18 CALLWORKS 9-1-1 TRAINING PLAN

2.18.1 CallStation WM Training Syllabus

Role	General Description of Training	Maximum Class Size
System Administrator	1. AdminiStation (Configuration) 2. DecisionStation (MIS) 3. Call Screen Components 4. Map Screen Components 5. Call Management 6. SMS Call Management 7. Polycom Phone	8
Application Administrator	1. AdminiStation (Configuration) 2. DecisionStation (MIS) 3. Call Screen Components 4. Map Screen Components 5. Call Management 6. SMS Call Management 7. Polycom Phone	8
End User	8. Call Screen Components 9. Map Screen Components 10. Call Management 11. SMS Call Management 12. Polycom Phone	8
Manager Supervisor (if different than end user)	N/A	8
Train-the-Trainer	13. Call Screen Components 14. Map Screen Components 15. Call Management 16. SMS Call Management 17. Polycom Phone	8
Other - Explain	N/A	8

2.18.2 End User and Train-the-Trainer

All users receive training on the components and functionality of the main application. Topics covered include:

- Call Screen Components
 - Logging On/Off
 - Softphone
 - Abandoned
 - Line Organizer
 - Directory
 - Call Logs
 - Dial Pad
 - Event
 - Telecom
 - SMS/Text
 - Instant Message
 - Call Status Indicators
 - Call Screen Menus
 - Connection Status Notifications
 - Call Window
 - Request Window
 - Dial Window
 - System Commands
- Map Screen Components
 - Task Bar and Zoom Slider
 - Map Legend (Map Layer Controller)
 - Distance, Location and Scale
 - Map View Zoom
 - Map Icons
 - Uncertainty Circles
- Call Management
 - Answer
 - Release
 - Hold/Unhold
 - Handling Abandoned Calls
 - Transferring Calls
 - Using Tandem Transfers
 - Conferencing Calls
 - Softphone Buttons
 - Directory Buttons
 - Entering Calls
 - Silent Monitor
 - Barge-In
 - Override
 - Deafen/Undeafen
 - Mute/Unmute



- Mapping Calls
- Call Playback
- Reviewing Calls
- Printing Call Details
- Viewing Call Details
- Automatic Call Distribution
- SMS Call Management
 - Answering SMS Calls
 - Active Call Switching
 - Releasing SMS Calls
 - Transferring SMS Calls
 - Reviewing an SMS Call
 - Viewing SMS Call Details
- Polycom Phone

2.18.3 System and Application Administrators

In addition to general system use, system administrators receive training in AdminiStation, CallWorks' system management application and DecisionStation, CallWorks' MIS solution.

Topics covered:

- AdminiStation (System Configuration Management)

System Administrators receive instructions on the configuration and maintenance of the following system components:

- Directory
- Users
- Common Places
- Notifications
- Predefined TDD and SMS Messages
- Knowledge
- Service Request Categories and Providers
- Call Exports
- Schedule Reports
- DecisionStation (MIS)
 - Report Generation
 - Report Export
 - Dashboard – Active/Closed Calls, Active Users, Lines, Requests, Links, Groups, Phone Numbers, Locations, Users, Trunks
 - Access and Download Call Recordings
 - Active Call Monitor
 - Status Monitor



2.19 ACCEPTANCE TEST PLAN

System Testing, Cutover, and ATP Activities

2.19.1 Perform Equipment Testing

- Test individual components of the system to verify compliance to the equipment specifications.
- Repeat any failed test(s) once CallWorks (or the Customer) has completed the corrective action(s).
- Prepare documentation of component tests to be delivered as part of the final documentation package.

2.19.2 Perform Functional Testing

- Verify the operational functionality and features of the individual subsystems and the system supplied by CallWorks, as contracted.
- If any major task as contractually described fails, repeat that particular task after CallWorks determines that corrective action has been taken.
- Document all issues that arise during the acceptance tests.
- Document the results of the acceptance tests and present to the Customer for review.
- Resolve any minor task failures before Final System Acceptance.

2.19.3 Pre-Cutover Acceptance Test Plan

- A mutually agreed upon pre-cutover acceptance test plan will be developed with the customer during the contract design review phase.
- The Pre-Cutover ATP will be executed prior to fully cutting over the new NG9-1-1 system from the legacy system.

2.19.4 Post-Cutover Acceptance Test Plan

- A mutually agreed upon post-cutover acceptance test plan will be developed with the Customer prior to cutover
- Upon successful execution of the system cutover the Post-Cutover ATP will provide details on resolving any cutover ATP checklist items and transition to service.
- Once Post-Cutover ATP is complete, it will be documented and become a part of the overall service manual for the Customer and the service providers.

2.19.5 Cutover

- CallWorks and the Customer develop a mutually agreed upon cutover plan based upon discussions held during the Customer Design Review (CDR).
- During cutover, follow the written plan and implement the defined contingencies, as required.
- Conduct cutover meeting(s) with user group representatives to address both how to mitigate technical and communication problem impact to the users during cutover and during the general operation of the system.



2.20 CALLWORKS 9-1-1 PRICING SUMMARY

CallWorks Pricing Summary	List Price	Discount Price
Total Hardware and Software	\$123,868.00	\$96,431.46
System Spares	\$2,722.00	\$2,068.72
Total Professional Services/Implementation	\$30,248.64	\$28,736.21
Trinity County Sheriff's Department 7.25% Sales Tax	\$9,177.78	\$7,141.26
CallWorks 9-1-1 System Total	\$166,016.42	\$134,377.65

System Maintenance Term Packages (Applicable taxes, not included)		
Total Base System with 7-Year System and Software Support, Hardware Refresh, Extended Warranty and On-Site Support	\$342,454.64	\$238,008.33



SUBSCRIBERS

The following Section 3 relates to the APX Subscriber Offer portion of this proposal.

3.1 APX™ SERIES P25 TWO-WAY RADIOS

The APX P25 two-way radio series (Figure 3-1) redefines safety in communication. APX puts the right device into the hands of the right user. Every feature and function is designed with its users in mind – from the rugged, easy-to-operate design to the loudest, clearest audio. The result is the ability to keep your people and community safer than ever before.



Figure 3-1: APX Series P25 Two-Way Radios

3.1.1 Features of APX Radios

All radios that Motorola offers to the public safety market have specific features that our customers have indicated are critical for first responders and other public safety field personnel.

Motorola's APX P25 multi-band radios deliver exceptional performance by combining advanced voice and data technology, driven by the challenges of mission critical users. They enable instant multi-agency interoperability for mission-critical first responders, in a form that has been designed specifically for Public Safety and Law Enforcement agencies.

The APX radio interfaces with our ASTRO 25 infrastructure technology to provide seamless, high-quality communications that meet and exceed P25 standards.

Motorola's IP-enabled APX radios offer a full array of sophisticated features and progressive technology, and are the most sophisticated interoperable and rugged radios that Motorola manufactures for public safety professionals.

Trunking Support

All Motorola high-performance mobile and portable radios are compatible with the Project 25 Type II standards for analog and digital trunking. They all support conventional analog and digital operation, as well as trunked digital operation in the same radio. In addition, they support Project 25 features for interoperability with systems from both Motorola and other manufacturers. They are ideally suited to situations where personnel need instant interoperability on different systems.

Backwards and Forwards Compatibility

Motorola's current P25 radio portfolio is designed with both backwards and forwards compatibility. The radios in our portfolio have been designed to operate on analog conventional, Project 25 conventional, and Project 25 trunking systems, and can also operate on systems using Motorola Project 16 analog trunking, SMARTNET, and SmartZone technology. These radios will remain compatible with the technology used on your infrastructure, and vice versa, for the foreseeable future.

POP25 Over the Air Programming (OTAP)

Motorola's Programming Over P25 (POP25) solution allows subscriber radios to be programmed over the air via the ASTRO 25 systems while remaining in the field without interruption. POP25 functionality reduces the time, effort, and costs needed to update radio functionality by allowing radios' configuration to be accessed and updated over the air.

Easy Radio Programming

All proposed Motorola radios can be easily programmed using Customer Programming Software (CPS). This easy to use, Windows-based customer programming software enables programmers to use the drag and drop, clone wizard, and programming over IP capabilities. This increases your users' speed and efficiency in updating their radio's programming. As your system changes or expands and your field users' needs change, you can easily add new software or future enhancements.

Superior Audio Quality

Intelligent dual-microphone, adaptive beam forming noise reduction software and the latest AMBE vocoder dynamically adjusts for changing high noise environments

Rugged, Robust Design—Standard with Every Radio

Motorola public safety radios meet applicable Military Specifications 810, C, D, E, F and G. Using MacroBlend housing material, they are designed to survive severe shock and vibration, and exposure to damaging environments such as salt fog, UV radiation, dust, and electrostatic discharge.

Motorola radios are tested and exposed to extreme conditions to simulate years of abuse in the field. Typical environmental tests performed on our radios include temperature shock, temperature cycling, drop, display impact, vibration, blowing rain, dust, salt fog, UV exposure and Electro-Static discharge (ESD). We also perform functional and parametric testing to verify that the radios still work after they are exposed to the environment. Our testing standards used include:

- Military Specification 810 C, D, E, F, and G
- Motorola Internal 12M spec

Motorola's internal 12M specifications are more stringent than industry-standard testing. For example, Military Specifications for a drop test calls for the unit to be dropped onto a plywood surface. Motorola's drop tests utilize a steel landing surface, which increases the severity of the test. It



is Motorola procedure that each test unit should be subjected to every environmental test, rather than using a different unit for each test. This ensures that our radios perform to specification regardless of the amount and type of abuse they receive.

Interoperability in Multiple Frequency Bands

In mission critical situations, agencies from different jurisdictions often operate on different frequency bands – requiring personnel to carry two radios in order to communicate with one another. With the APX portable and mobile radios, agencies can purchase one radio for instant communication over multiple frequency bands. This eliminates the need for field users to carry multiple radios and reduces the amount of equipment that must be maintained and installed.

Project 25 Phase 1 FDMA and Phase 2 TDMA Operation

The proposed APX radios can operate in both Project 25 Phase 1 FDMA and Project 25 Phase 2 TDMA trunking modes. APX radios can be purchased with TDMA trunking operation for the initial deployment, or be upgraded in the future with software for TDMA trunking operation. Once the Project 25 Phase 2 standards have been finalized, Motorola will submit the APX series radio for approval through the official standards approval process—and then make a software upgrade available to users for full compliance with Project 25 Phase 2 TDMA standards.

Using Motorola's unique Dynamic Dual Mode (DDM) capability, APX radios can dynamically switch between FDMA and TDMA without the user having to change channels. This provides interoperability on demand with existing and future networks.

Integrated GPS Capability

The integrated GPS receiver can transmit the outdoor location of an individual or vehicle to map-based location software.

Intelligent Lighting

The APX radios use color alerts to indicate radio mode, potential emergencies, or specific events. Intelligent lighting enables users to see critical information at a glance, regardless of the amount of ambient lighting.

Radio Profiles

Radio profiles enable users to customize their radios' interface to their environments and activities, including the radio's default audio level, lighting and tone alerts. For example, a user in bright sunlight or high-noise environments can increase the lighting or audio level—or if the user is conducting ongoing, covert surveillance, they can create a profile that provides lower lighting with subdued alert tones and audio.

Text Messaging

Text messaging offers both freeform and canned messaging between field users and dispatch operators. This enables selected field users to not only communicate with one another and with dispatch operators via voice transmission, but also through efficient and discreet texts.

Expandable for Future Applications

One of the prime limiters of radio expansion is memory: future applications are expected to use significantly more memory than current applications. To accommodate this future need, each APX radio is equipped with 64 MB of industrial-grade internal memory and a removable memory MicroSD card slot. The removable memory card allows future expandability for growing technology needs. Another major limiter is the ability to add functionality via insertable cards—and we've

included, in each APX, an expansion slot. This allows the incorporation of additional functionality, such as Bluetooth, to APX radios.

3.1.2 APX 4000 Portable Radios

The APX 4000 provides users with a feature-rich portable radio with a unique form factor in a compact and rugged design. The APX 4000 operates on both Project 25 Phase 1 and Phase 2 TDMA trunking systems. The radio also operates on analog and Project 25 conventional systems. The APX 4000 is the smallest and lightest P25 Phase 2 TDMA radio on the market.

The APX 4000 portable can be ordered in two different models; the APX 4000 Model 2 (front display and limited keypad) and a Model 3 (front display with full keypad). The portable can support a variety of software capabilities & features to best meet your user's needs.

The APX 4000 offers the voice and data capabilities with a color display and speaker in a compact, rugged design.

APX 4000 Model 2 Features

- Top-mounted orange display.
- Three programmable side buttons for easy access features.
- Push-to-talk button designed for easy activation.
- Rugged GCAI accessory connector for improved audio accessories.
- Alphanumeric display featuring 3-line x 14-character, 1 line of icons, and 1 line of soft menu.
- 3 x 2 keypad to navigate through menus.
- Cellular-style user interface and color display.
- Easy access emergency button.
- Meets Military Specs 810 (C, D, E, F and G).



APX 4000
Model 2 and Model 3

APX 4000 Model 3 Features

The Model 3 has all the features as the Model 2 with the addition of a 3 x 6 keypad with up to 24 programmable soft keys utilizing the navigational button.

*Due to its unique design the APX 4000 portable radio is compatible with existing APX remote speaker microphones (RSM), display RSM, and existing APX customer programming software (CPS) and programming cables. It is not compatible with public safety microphones (PSM) and supports a different set of batteries and chargers than the APX6000, APX7000 & APX8000 radios.

The APX 4000 portable supports the following APX advanced feature sets.

Advanced Data Capabilities

With Integrated Voice & Data (IV&D), the APX 4000 can be utilized for various applications:

- **Programming over Project 25 (POP25)** – Motorola's POP25 solution allows subscriber radios to be programmed over the air via ASTRO 25 systems, while remaining in the field.
- **Text Messaging** - Text messaging offers a free form or canned messaging solution so that users can efficiently send and receive messages to and from subscribers or dispatch operators.
- **Integrated GPS** – The Integrated GPS receiver can transmit the outdoor location of the portable to a map-based location application.

Technology Rich

The APX 4000 radios are designed with advanced hardware components that allow for the following features:

- **Multiple Protocols for Enhanced Interoperability** – The APX Series radios support Analog, Digital Conventional, P25 Phase 1 FDMA, and P25 Phase 2 TDMA.
- **Seamless Scan** – Seamless scanning of multiple protocols including FDMA and TDMA systems.

Advanced Software Features

The advanced software features listed below allow for easy and efficient usability and configuration of the subscribers:

- **Intelligent Lighting** – Intelligent lighting uses color to notify the user of the radio mode, triggered emergencies, or specific events. Color alerts provide information at a glance.
- **Radio Profiles** – Radios can be configured with multiple user-selected or automated operating behaviors, such as audio level, lighting and tones. Whether on surveillance or working in bright sunlight, the user can customize settings as needed with these radio profiles.
- **Unified Call List** – Consolidates all call lists underneath one unified list. Users can easily access all information associated to a particular contact.

Adaptive Dual-Microphone Noise Reduction – An intelligent dual-microphone noise cancellation implemented to aggressively reduce background noise, source location, or microphone used during the transmission.

3.1.3 APX 6500 Mobile Radio

We've put exceptional flexibility into an advanced mission critical mobile radio that's easy to operate and intuitive to use. The APX 6500 P25 mobile allows users to choose from 4 control heads; mid- and high-power models and multiple installation configurations in an easy-to-install design.

APX 6500 mobiles support multiple configurations to best support installation requirements and user needs.

- **Easy and efficient serviceability** – The high-power mobile's new trunnion design provides secure engagement. It also includes a new handle design that allows the radio to be removed without having to remove the cables.
- **Enhanced Interoperability** – System Compatibility & Supported Operation Modes.



APX 6500 Mobile Radio

The mobiles support the following system and operation modes and capabilities:

- Clear or encrypted APCO Project 16 SMARTNET/SmartZone systems.
- Project 25 Phase 1 FDMA and Phase 2 TDMA trunked systems.
- 3600/9600 systems interoperability.
- 12.5/20/25 kHz bandwidth receiver – analog capable.
- 12.5 kHz bandwidth receiver – digital capable.
- 6.25e TDMA.

The APX 6500 supports up to 870 talkgroups/modes, as well as the following features and functionality:

- Conventional channels.
- Talk-around channels.
- Can support up to 50 trunking systems, and 100 personalities.

- Scan and Priority Scan available.
- Dynamic Regrouping capable.
- Call-Alert Paging and Individual Call.
 - Transmit or Receive by Unit ID or Alias.
 - Features share the Unified Call List.
- Maximum of 1500 aliases.

The APX 6500 supports multiple encryption algorithms, including software based and FIPS approved UCM based solutions.

- ADP/AES/DES/DES-XL/DES-OFB/DVP-XL.
- Multi-Algorithm / Multi-Key Support.
- Over the Air Encryption Key Management OTAR.
- Tactical OTAR and P25 OTAR capability
- 96 Encryption Keys/Radio.
- Hardware and Software Encryption.
 - 40kbit RSA Software Encryption (ADP).
 - Type III/IV Hardware UCM Encryption.
 - FIPS140 Certification with UCM Module.

The APX 6500 uses ASTRO 25 infrastructure's Integrated Voice & Data capabilities to support the following optional data applications:

- Over-the-Air Programming (POP25).
- Integrated GPS for personnel location.
- Text Messaging.

3.2 SUBSCRIBER EQUIPMENT LIST

This section lists the equipment necessary for the proposed solution.

3.2.1 APX 4000 Portable Subscribers

Qty	Model	Description	List Price	List Extended	HGAC Discount Price	HGAC Discount Extended
10	H51KDF9PW6AN	APX 4000 VHF MHZ MODEL 2 PORTABLE	\$1,963.00	\$19,630.00	\$1,472.25	\$14,722.50
10	QA02749AA	ALT: IMPRES LI-ION 2350MAH (PMNN4424)	\$85.00	\$850.00	\$63.75	\$637.50
10	H51KDF9PW6AN-A	APX 4000 VHF MODEL 2 PORTABLE	\$0.00	\$0.00	\$0.00	\$0.00
10	Q811BR	ENH: SOFTWARE P25 CONVENTIONAL	\$650.00	\$6,500.00	\$487.50	\$4,875.00
10	Q806BR	INT: ASTRO DIGITAL CAI OPERATION	\$0.00	\$0.00	\$0.00	\$0.00
10	Q507AD	INT: 12.5KHZ FCC MANDATE	\$0.00	\$0.00	\$0.00	\$0.00
10	H35BY	INT: CONVENTIONAL OPERATION	\$0.00	\$0.00	\$0.00	\$0.00
10	QA04865AA	ADD: TWO KNOB CONFIGURATION	\$0.00	\$0.00	\$0.00	\$0.00
10	H885BK	ENH: 3 YR SFS LITE	\$90.00	\$900.00	\$90.00	\$900.00
10	H842BJ	ADD: SINGLE UNIT PACKAGING	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00782AM	INT: APX GPS ACTIVATION	\$0.00	\$0.00	\$0.00	\$0.00
10	Q667AN	INT: ADVANCED DIGITAL PRIVACY (ADP) SW	\$0.00	\$0.00	\$0.00	\$0.00
10	QA01749AA	INT: SW KEY SUPPLEMENTAL DATA	\$0.00	\$0.00	\$0.00	\$0.00
10	QA01091BD	INT: 4000 NAMEPLATE LABEL	\$0.00	\$0.00	\$0.00	\$0.00
10	QA09013AA	INT: ONLINE USER GUIDE LINK LEAFLET	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00583AH	INT: BLUETOOTH SOFTWARE	\$0.00	\$0.00	\$0.00	\$0.00
10	Q947BH	INT: PACKET DATA (IV&D AND RS232)	\$0.00	\$0.00	\$0.00	\$0.00



10	Q447AJ	INT: NO ALGO PROVIDED	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00894AJ	INT: APX 4000XE GCAI DUSTCOVER	\$0.00	\$0.00	\$0.00	\$0.00
10	QA02850JC	INT: APX 2000/4000 M2 VHF BLK	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00570AD	INT:VHF BAND	\$0.00	\$0.00	\$0.00	\$0.00
10	QA01838AC	INT:VHF GPS ANTENNA (NAR6593A)	\$0.00	\$0.00	\$0.00	\$0.00
10	Q697AJ	INT: BELT CLIP (STD)	\$0.00	\$0.00	\$0.00	\$0.00
10	G133AN	INT:SAFETY DATA SHEET	\$0.00	\$0.00	\$0.00	\$0.00
1	Trade-In Discount	Trade-In Discount			(\$2,500.00)	(\$2,500.00)
1	PMPN4284A	CHARGER DESKTOP MULTI-UNIT IMPRES 2 1 DISPLAY EXT PS 100-240VAC US/NA	\$595.00	\$595.00	\$446.25	\$446.25
1	PMPN4284A	CHARGER DESKTOP MULTI-UNIT IMPRES 2 1 DISPLAY EXT PS 100-240VAC US/NA		\$0.00		\$0.00
1	MOTSUBPROGRAMMIN G	(10) APX 4000 Template and Programming	\$2,872.73	\$2,872.73	\$2,872.73	\$2,872.73
			Ext List Total	\$31,347.73	Ext HGAC Total	\$21,953.98
			Bundle Discount			-\$1,700.01
			Total Before Tax			\$20,253.97
					Trinity County Sheriff's Department 7.25 % Tax	\$1,260.14
					Total APX 4000	\$21,514.11



3.2.2 APX 6500 Mobile Subscribers

Qty	Model	Description	List Price	List Extended	HGAC Discount Price	HGAC Discount Extended
12	M25KTS9PW1AN	APX6500 VHF HIGH POWER	\$2,984.00	\$35,808.00	\$2,238.00	\$26,856.00
12	M25KTS9PW1AN-A	APX6500 ATO VHF HIGH POWER	\$0.00	\$0.00	\$0.00	\$0.00
12	G241AP	ENH: SW ASTRO READY (ANALOG) APEX	\$0.00	\$0.00	\$0.00	\$0.00
12	W12DK	ADD:RF PREAMP APEX	\$66.00	\$792.00	\$49.50	\$594.00
12	G48BD	ENH: CONVENTIONAL OPERATION APX6500	\$500.00	\$6,000.00	\$375.00	\$4,500.00
12	GA00229AE	INT: APX GPS ACTIVATION	\$0.00	\$0.00	\$0.00	\$0.00
12	G507AD	INT: 12.5KHZ FCC MANDATE	\$0.00	\$0.00	\$0.00	\$0.00
12	W947BB	INT: RADIO PACKET DATA	\$0.00	\$0.00	\$0.00	\$0.00
12	GA00226AA	ADD: GPS ANTENNA	\$75.00	\$900.00	\$56.25	\$675.00
12	G629AB	ADD:1/4 WAVE BROADBAND ANT 146-174	\$64.00	\$768.00	\$48.00	\$576.00
12	W22BA	ADD: STD PALM MICROPHONE APEX	\$72.00	\$864.00	\$54.00	\$648.00
12	G442AJ	ADD: APX7500 O5 CONTROL HEAD	\$432.00	\$5,184.00	\$324.00	\$3,888.00
12	G444AE	ADD: APX7500 CONTROL HEAD SOFTWARE	\$0.00	\$0.00	\$0.00	\$0.00
12	B18CR	ADD: AUXILIARY SPKR 7.5 WATT APEX	\$60.00	\$720.00	\$45.00	\$540.00
12	G24AX	ADD: 3 YEAR SERVICE FROM THE START LITE	\$131.00	\$1,572.00	\$131.00	\$1,572.00
12	G628AD	INT: REMOTE MOUNT CABLE 17 FT APEX	\$0.00	\$0.00	\$0.00	\$0.00



12	G213BJ	INT: MOBILE SINGLE PACK BOX	\$0.00	\$0.00	\$0.00	\$0.00
12	QA09013AA	INT: ONLINE USER GUIDE LINK LEAFLET	\$0.00	\$0.00	\$0.00	\$0.00
12	G133AJ	INT: SAFETY DATA SHEET APEX	\$0.00	\$0.00	\$0.00	\$0.00
12	GA00307AB	ADD: VHF HP BAND	\$0.00	\$0.00	\$0.00	\$0.00
12	G655AW	INT: QUICK, HP REMOTE MOUNT O5 CH	\$0.00	\$0.00	\$0.00	\$0.00
12	G886BA	INT: TANAPA APX6500 VHF HP	\$0.00	\$0.00	\$0.00	\$0.00
12	QA01749AA	INT: SW KEY SUPPLEMEN TAL DATA	\$0.00	\$0.00	\$0.00	\$0.00
1	Trade-In Discount	Trade-In Discount			(\$4,800.00)	(\$4,800.00)
1	MOTSUBPROGRAM MING	(12) APX 6500 Template and Programming	\$3,198.18	\$3,198.18	\$3,198.18	\$3,198.18
			Ext List Total	\$55,806.18	Ext HGAC Total	\$38,247.18
			Bundle Discount			\$1,471
			Total Before Tax			
					Trinity County Sheriff's Department 7.25 % Tax	\$2,541.05
					Total APX 6500	\$40,788.23
					Total APX 4000	\$21,514.11
					Total APX 6500	\$40,788.23
					Grand Total APX 4000 and 6500	\$64,125.60

3.3 SUBSCRIBER SERVICE/WARRANTY

Warranty Services will be provided per the Warranty Terms and Conditions outlined in the attached Trinity County Sheriff's Department CSA.



TRINITY COUNTY SHERIFF'S DEPARTMENT PRICING SUMMARYS

Motorola is pleased to provide the following equipment and services to Trinity County Sheriff's Department:

4.1 MOTOROLA SPILLMAN CAD PRICING SUMMARY

Spillman CAD Pricing Summary	Discount Price
Total Software	\$241,227.00
Total Professional Services/Implementation	\$62,220.00
Total Hardware / Third Party	\$177,539.00
Additional 6 Years of Support & Maintenance (no cost for 1 st year)	\$134,390.00
Trinity County Sheriff's Department 7.25% Sales Tax	\$30,360.54
Grand Total	\$649,736.54

4.2 MOTOROLA CALLWORKS 9-1-1 PRICING SUMMARY

CallWorks 9-1-1 Pricing Summary	List Price	Discount Price
Total Hardware and Software	\$123,868.00	\$96,431.46
System Spares	\$2,722.00	\$2,068.72
Total Professional Services/Implementation	\$30,248.64	\$28,736.21
Trinity County Sheriff's Department 7.25% Sales Tax	\$9,177.78	\$7,141.26
7-Year System and Software Support, Hardware Refresh, Extended Warranty and On-Site Support	\$176,438.22	\$103,630.68
Grand Total	\$342,454.64	\$238,008.33

4.3 MOTOROLA APX SUBSCRIBER PRICING SUMMARY

APX 4000 and 6500 Subscribers and Programming Summary	List Price	HGAC Discount Extended
Total APX 4000 Equipment and Programming	\$31,347.73	\$21,953.98
Trinity County Sheriff's Department 7.25% Sales Tax		\$1,383.39
Total APX 6500 Equipment and Programming	\$55,806.18	\$38,247.18
Trinity County Sheriff's Department 7.25% Sales Tax		\$2,541.05
Grand Total	\$87,153.91	\$64,125.60

4.4 MOTOROLA CAD, CALLWORKS AND APX SUBSCRIBER PRICING GRAND TOTAL

Spillman CAD – CallWorks 9-1-1 – APX Subscribers Pricing Summary	Pricing
Spillman CAD Total	\$649,736.54
CallWorks 9-1-1 Total	\$238,008.33
APX Portable and Mobile Subscriber Total	\$64,125.60
Grand Total	\$951,870.47



LEASING OPTIONS

This section lists the Leasing Options for the proposed solution.

5.1 FINANCING TERMS – SPILLMAN CAD – CALLWORKS 9-1-1 – APX SUBSCRIBERS

Financing proposal for: Trinity County, CA
Communications System Financing Proposal

Motorola Solutions Credit Company LLC is pleased to submit the following proposal for the financing of your Motorola CAD 911 solution in accordance with the terms and conditions outlined below:

Transaction Type:	Municipal Lease-Purchase Agreement
Lessor:	Motorola Solutions, Inc. (or its Assignee)
Lessee:	Trinity County, CA
Amount:	\$951,870.47
Down Payment:	\$100,000.00
Balance to Finance:	<u>\$851,870.47</u>
Equipment:	As per the Motorola equipment proposal.
Title:	Title to the equipment will vest with the Lessee.
Insurance:	Lessee will be responsible to insure the equipment as outlined in the lease contract.
Taxes:	Personal property, sales, leasing, use, stamp, or other taxes are for the account of the Lessee.

Option Three

Lease Term:	Seven Years
Payment Frequency:	Annual
Payment Structure:	Arrears
Lease Rate:	3.69%
Lease Factor:	0.172630

Trinity County Sheriff's Department
Spillman CAD - CallWorks 9-1-1 - APX Subscribers

December 5, 2017
Use or disclosure of this proposal is subject
to the restrictions on the cover page.



Motorola Solutions Confidential Restricted

Leasing Options 5-3

Lease Payment: \$140,308.24

**Payment
Commencement:** First payment due one year after
contract execution.

Expiration: This above lease rates and factors are valid for all leases commenced by
2/26/2018

Qualifications: Receipt of a properly executed documentation package.

Lessee qualifies as a political subdivision or agency of the State as defined in the Internal Revenue Code of 1986. The interest portion of the Lease Payments shall be excludable from the Lessor's gross income pursuant to Section 103 of the Internal Revenue Code.

Receipt of a copy of the last years audited financial statements and current year's budget from the Lessee.

This proposal should not be construed as a commitment to finance. It is subject to final Motorola credit committee approval. This quote is based on the general level of interest rates, primarily U.S. Treasury Bills of like term maturity. Any movement in those rates in excess of 10 basis points will result in the revision of this quote.

LESSEE CERTIFIES THAT IT HAS DESIGNATED THIS LEASE AS A QUALIFIED TAX-EXEMPT OBLIGATION IN ACCORDANCE WITH SECTION 285(b)(3) OF THE CODE, THAT IT HAS NOT DESIGNATED MORE THAN \$10,000,000 OF ITS OBLIGATIONS AS QUALIFIED TAX-EXEMPT OBLIGATIONS IN ACCORDANCE

Documentation: Municipal Equipment Lease Purchase Agreement
Opinion of Counsel
Schedule A / Equipment List
Schedule B / Amortization Schedule
8038G
UCC-1
Certificate of Incumbency
Statement of Essential Use/Source of Funds
Evidence of Insurance or Statement of Self Insurance
Resolution from governing body authorizing the execution of the Lease



CONTRACTUAL DOCUMENTATION

COMMUNICATIONS SYSTEM AGREEMENT

Motorola Solutions, Inc. ("Motorola") and Trinity County Sheriff's Department ("Customer") enter into this "Agreement," pursuant to which Customer will purchase and Motorola will sell the System, as described below. Motorola and Customer may be referred to individually as a "Party" and collectively as the "Parties." For good and valuable consideration, the Parties agree as follows:

Section 1 EXHIBITS

The exhibits listed below are incorporated into and made a part of this Agreement. In interpreting this Agreement and resolving any ambiguities, the main body of this Agreement takes precedence over the exhibits (unless otherwise specified in an exhibit) and any inconsistency between the exhibits will be resolved in their listed order.

- Exhibit A "Motorola Software License Agreement"
- Exhibit B Lease Financing Terms and Payment Details
- Exhibit C System Acceptance Certificate
- Exhibit D Additional Services Terms
 - D-1 Maintenance, Support, and Installation Terms
 - D-2 Professional Services Terms
 - D-3 Spillman Maintenance and Support Agreement
- Exhibit E Statement of Work or SOW(s)
- Exhibit F Additional Terms for License and Purchase of Spillman Offerings
- Exhibit G Insurance

Section 2 DEFINITIONS

Capitalized terms used in this Agreement have the following meanings:

"Acceptance Tests" means those tests described in the Acceptance Test Plan.

"Administrative User Credentials" means an account that has total access over the operating system, files, and user accounts and passwords at either the System level or box level. Customer's personnel with access to the Administrative User Credentials may be referred to as the Administrative User.

"Beneficial Use" means when Customer first uses the System or a Subsystem for operational purposes (excluding training or testing).

"Confidential Information" means all information consistent with the fulfillment of this Agreement that is (i) disclosed under this Agreement in oral, written, graphic, machine recognizable, and/or sample form, being clearly designated, labeled or marked as confidential or its equivalent or (ii) obtained by examination, testing or analysis of any hardware, software or any component part thereof provided by discloser to recipient. The nature and existence of this Agreement are considered Confidential Information. Confidential Information that is disclosed orally must be identified as confidential at the time of disclosure and confirmed by the discloser by submitting a written document to the recipient within thirty (30) days after such disclosure. The written document must contain a summary of the Confidential Information disclosed with enough specificity for identification purpose and must be labeled or marked as confidential or its equivalent.



“Contract Price” means the price for the System and Services, excluding applicable sales or similar taxes and freight charges.

“Deliverables” means all written information (such as reports, specifications, designs, plans, drawings, analytics, Solution Data, or other technical or business information) that Motorola prepares for Customer in the performance of the Services and is obligated to provide to Customer under this Agreement. The Deliverables, if any, are more fully described in the Statement of Work.

“Derivative Proprietary Materials” means derivatives of the Proprietary Materials that Motorola may from time to time, including during the course of providing the Services, develop and/or use and/or to which Motorola provides Customer access.

“Effective Date” means that date upon which the last Party executes this Agreement.

“Equipment” means the hardware components of the Solution that Customer purchases from Motorola under this Agreement. Equipment that is part of the System is described in the Equipment List.

“Force Majeure” means an event, circumstance, or act of a third party that is beyond a Party’s reasonable control (e.g., an act of God, an act of the public enemy, an act of a government entity, strikes or other labor disturbances, hurricanes, earthquakes, fires, floods, epidemics, embargoes, war, and riots).

“Motorola Software” means software that Motorola or its affiliated companies owns.

“Non-Motorola Software” means software that a party other than Motorola or its affiliated companies owns.

“Open Source Software” (also called “freeware” or “shareware”) means software with either freely obtainable source code, license for modification, or permission for free distribution.

“Proprietary Materials” means certain software tools and/or other technical materials, including, but not limited to, data, modules, components, designs, utilities, subsets, objects, program listings, models, methodologies, programs, systems, analysis frameworks, leading practices and specifications which Motorola has developed prior to, or independently from, the provision of the Services and/or which Motorola licenses from third parties.

“Proprietary Rights” means the patents, patent applications, inventions, copyrights, trade secrets, trademarks, trade names, mask works, know-how, and other intellectual property rights in and to the Equipment and Software, including those created or produced by Motorola under this Agreement and any corrections, bug fixes, enhancements, updates or modifications to or derivative works from the Software whether made by Motorola or another party.

“Services” means maintenance, support, subscription, or other professional services provided under this Agreement, which may be further described in the applicable SOW.

“Software” (i) means proprietary software in object code format, and adaptations, translations, de-compilations, disassemblies, emulations, or derivative works of such software; (ii) means any modifications, enhancements, new versions and new releases of the software provided by Motorola; and (iii) may contain one or more items of software owned by a third party supplier. The term “Software” does not include any third party software provided under separate license or third party software not licensable under the terms of this Agreement.

“Software Support Policy” (“SwSP”) means the policy set forth at <http://www.motorolasolutions.com/softwarepolicy> describing the specific technical support that will be provided to Customers under the Warranty Period and during any paid maintenance support period for Motorola Software. This policy may be modified from time to time at Motorola’s discretion.

“Solution” means the combination of the System(s) and Services provided by Motorola under this Agreement.

“Solution Data” means Customer data that is transformed, altered, processed, aggregated, correlated or operated on by Motorola, its vendors or other data sources and data that has been manipulated or retrieved using Motorola know-how to produce value-added content that is made available to Customer with the Solution and Services.

“Specifications” means the functionality and performance requirements that are described in the Technical and Implementation Documents.

“Subsystem” means a major part of the System that performs specific functions or operations. Subsystems are described in the Technical and Implementation Documents.

“System” means the Equipment, including incidental hardware and materials, Software, and design, installation and implementation services that are combined together into an integrated system; the System(s) is (are) described in the Technical and Implementation Documents.

“System Acceptance” means the Acceptance Tests have been successfully completed.

“Warranty Period” for System Hardware, Software, or services related to system implementation means one (1) year from the date of System Acceptance or Beneficial Use, whichever occurs first. Warranty Period for professional Services means ninety (90) days from performance of the Service.

Section 3 SCOPE OF AGREEMENT AND TERM

3.1. **SCOPE OF WORK.** Motorola will provide, install and test the System(s), and perform its other contractual responsibilities to provide the Solution, all in accordance with this Agreement. Customer will perform its contractual responsibilities in accordance with this Agreement.

3.2. **CHANGE ORDERS.** Either Party may request changes within the general scope of this Agreement. If a requested change causes an increase or decrease in the cost or time required to perform this Agreement, the Parties will agree to an equitable adjustment of the Contract Price, Performance Schedule, or both, and will reflect the adjustment in a change order. Neither Party is obligated to perform requested changes unless both Parties execute a written change order.

3.3. **TERM.** Unless terminated in accordance with other provisions of this Agreement or extended by mutual agreement of the Parties, the term of this Agreement begins on the Effective Date and continues until the date of Final Project Acceptance, expiration of the Warranty Period, or completion of the Services, whichever occurs last.

3.4. **ADDITIONAL EQUIPMENT OR SOFTWARE.** For three (3) years after the expiration date of the Agreement, Customer may order additional Equipment or Software, if it is then available. Each purchase order must refer to this Agreement, the expiration date of the Agreement, and must specify the pricing and delivery terms. The Parties agree that, notwithstanding expiration of the Agreement, the applicable provisions of this Agreement (except for pricing, delivery, passage of title and risk of loss to Equipment, warranty commencement, and payment terms) will govern the purchase and sale of the additional Equipment or Software. Additional or contrary terms in the purchase order will be inapplicable, unless signed by both parties. Title and risk of loss to the Equipment will pass to Customer upon delivery, warranty will commence upon delivery, and payment is due within thirty (30) days after the invoice date. Motorola will send Customer an invoice as the additional Equipment is shipped or Software is licensed. Alternatively, Customer may register with and place orders through Motorola Online (“MOL”), and this Agreement will be the “Underlying Agreement” for those MOL transactions rather than the MOL On-Line Terms and Conditions of Sale. MOL registration and other information may be found at <https://businessonline.motorolasolutions.com> and the MOL telephone number is (800) 814-0601.

3.6. **MOTOROLA SOFTWARE.** Any Motorola Software, including subsequent releases, is licensed to Customer solely in accordance with the Motorola Software License Agreement in Exhibit A (“Software License Agreement”). Customer hereby accepts and agrees to abide by all of the terms and restrictions of the Software License Agreement.



3.7. **NON-MOTOROLA SOFTWARE.** Any Non-Motorola Software is licensed to Customer in accordance with the standard license, terms, and restrictions of the copyright owner on the Effective Date unless the copyright owner has granted to Motorola the right to sublicense the Non-Motorola Software pursuant to the Software License Agreement, in which case it applies and the copyright owner will have all of Licensor's rights and protections under the Software License Agreement. Motorola makes no representations or warranties of any kind regarding Non-Motorola Software. Non-Motorola Software may include Open Source Software.

3.8. **SUBSTITUTIONS.** At no additional cost to Customer, Motorola may substitute any Equipment, Software, or services to be provided by Motorola, if the substitute meets or exceeds the Specifications and is of equivalent or better quality to the Customer. Any substitution will be reflected in a change order.

3.9. **OPTIONAL EQUIPMENT OR SOFTWARE.** This paragraph applies only if a "Priced Options" exhibit is shown in Section 1, or if the parties amend this Agreement to add a Priced Options exhibit. During the term of the option as stated in the Priced Options exhibit (or if no term is stated, then for one (1) year after the Effective Date), Customer has the right and option to purchase the equipment, software, and related services that are described in the Priced Options exhibit. Customer may exercise this option by giving written notice to Seller which must designate what equipment, software, and related services Customer is selecting (including quantities, if applicable). To the extent they apply, the terms and conditions of this Agreement will govern the transaction; however, the parties acknowledge that certain provisions must be agreed upon, and they agree to negotiate those in good faith promptly after Customer delivers the option exercise notice. Examples of provisions that may need to be negotiated are: specific lists of deliverables, statements of work, acceptance test plans, delivery and implementation schedules, payment terms, maintenance and support provisions, additions to or modifications of the Software License Agreement, hosting terms, and modifications to the acceptance and warranty provisions.

3.10. **SPILLMAN OFFERINGS ADDITIONAL TERMS.** If Customer licenses or purchases Spillman Technologies (a Motorola Solutions Company) product offerings, the Additional Terms for License and Purchase of Spillman Offerings in Exhibit F will apply to such offerings.

Section 4 SERVICES

4.1. If Customer desires and Motorola agrees to continue Services beyond the Term, Customer's issuance and Motorola's acceptance of a purchase order for Services will serve as an automatic extension of the Agreement for purposes of the continuing Services. Only the terms and conditions applicable to the performance of Services will apply to the extended Agreement.

4.2. **MAINTENANCE AND SUPPORT SERVICES.** During the Warranty Period, in addition to warranty services, Motorola will provide maintenance Services for the Equipment and support for the Motorola Software pursuant to the Statement of Work set forth in Exhibit E -1. Support for the Motorola Software will be in accordance with Motorola's established Software Support Policy. Copies of the SwSP can be found at <http://www.motorolasolutions.com/softwarepolicy> and will be sent by mail, email or fax to Customer upon written request. Maintenance Services and support during the Warranty Period are included in the Contract Price. Unless already included in the Contract Price, if Customer wishes to purchase 1) additional maintenance or software support services during the Warranty Period; or 2) continue or expand maintenance, software support, and installation services after the Warranty Period, Motorola will provide the description of and pricing for such services in a separate proposal document. Unless otherwise agreed by the parties in writing, the terms and conditions in this Agreement applicable to maintenance, support, and installation Services and the applicable Statements of Work, and the maintenance proposal (if applicable) will govern the provision of such Services.

To obtain additional maintenance and software support services, Customer will issue a purchase order referring to this Agreement and the separate proposal document. Omission of reference to this Agreement in Customer's purchase order will not affect the applicability of this Agreement. Motorola's proposal may include a cover page entitled "Service Agreement" or "Installation Agreement", as applicable, and other attachments. These cover pages and other attachments are incorporated into this Agreement by this reference.

4.3. **PROFESSIONAL SERVICES.** If Customer purchases professional Services as part of the Solution, the Additional Professional Services Terms in Exhibit D-2 will apply to those services. The Statement of Work will be set forth in Exhibit E-2. Customer may also purchase additional professional services by issuing a purchase order

referencing this Agreement and Motorola's proposal for such additional services.

4.4. **SYSTEM UPGRADE SERVICES.** If Customer purchases SUA or SUA II Services, the applicable provisions of this Agreement (except for passage of title and risk of loss to Equipment, warranty commencement) will govern the implementation of the System Upgrades. Title and risk of loss to the Equipment will pass to Customer upon delivery, and warranty will commence upon delivery. The Statement of Work will be set forth in Exhibit E-4.

4.5. **SPILLMAN OFFERINGS MAINTENANCE AND SUPPORT.** If Customer purchases maintenance and support Services for Spillman Technologies (a Motorola Solutions Company) product offerings, the provision of such maintenance and support Services will be governed solely by the terms and conditions of the Spillman Maintenance and Support Agreement in Exhibit D-3.

4.6. Any information in the form of specifications, drawings, reprints, technical information or otherwise furnished to Customer in providing Services under this Agreement or data viewed, accessed, will remain Motorola's property, will be deemed proprietary, Confidential Information. This Confidential Information will be promptly returned at Motorola's request.

4.7. **TOOLS.** All tools, equipment, dies, gauges, models, drawings or other materials paid for or furnished by Motorola for the purpose of providing Services under this Agreement will be and remain the sole property of Motorola. Customer will safeguard all such property while it is in Customer's custody or control, be liable for any loss or damage to this property, and return it to Motorola upon request. This property will be held by Customer for Motorola's use without charge and may be removed from Customer's premises by Motorola at any time without restriction. Upon termination of the contract for any reason, Customer shall return to Motorola all equipment delivered to Customer.

4.8. **COVENANT NOT TO EMPLOY.** During the term of this Agreement and continuing for a period of two (2) years thereafter, Customer will not hire, engage on contract, solicit the employment of, or recommend employment to any third party of any employee of Motorola or its subcontractors without the prior written authorization of Motorola. This provision applies only to those employees of Motorola or its subcontractors who are responsible for rendering Services under this Agreement. If this provision is found to be overly broad under applicable law, it will be modified as necessary to conform to applicable law.

4.9. **CUSTOMER OBLIGATIONS.** If the Statement of Work contains assumptions that affect the Services or Deliverables, Customer will verify that they are accurate and complete. Any information that Customer provides to Motorola concerning the Services or Deliverables will be accurate and complete in all material respects. Customer will make timely decisions and obtain any required management approvals that are reasonably necessary for Motorola to perform the Services and its other duties under this Agreement. Unless the Statement of Work states the contrary, Motorola may rely upon and is not required to evaluate, confirm, reject, modify, or provide advice concerning any assumptions and Customer-provided information, decisions and approvals described in this paragraph.

4.10. **NON-PRECLUSION.** If, as a result of the Services performed under this Agreement, Motorola recommends that Customer purchase products or other services, nothing in this Agreement precludes Motorola from participating in a future competitive bidding process or otherwise offering or selling the recommended products or other services to Customer. Customer represents that this paragraph does not violate its procurement or other laws, regulations, or policies.

4.11. **ASSUMPTIONS.** If any assumptions or conditions contained in this Agreement or applicable Statement of Work prove to be incorrect or if Customer's obligations are not performed, Motorola's ability to perform under this Agreement may be impacted and changes to the Contract Price, project schedule, Deliverables, or other changes may be necessary.

4.12. **PROPRIETARY MATERIALS.** Customer acknowledges that Motorola may use and/or provide Customer with access to Proprietary Materials and Derivative Proprietary Materials. The Proprietary Materials and the Derivative Proprietary Materials are the sole and exclusive property of Motorola and Motorola retains all right, title and interest in and to the Proprietary Materials and Derivative Proprietary Materials.

4.13. **ADDITIONAL SERVICES.** Any services performed by Motorola outside the scope of this Agreement at the direction of Customer will be considered to be additional Services which are subject to additional charges. Any agreement to perform additional Services will be reflected in a written and executed change order or amendment to this Agreement.

Section 5 PERFORMANCE SCHEDULE

The Parties will perform their respective responsibilities in accordance with the Performance Schedule. By executing this Agreement, Customer authorizes Motorola to proceed with contract performance.

Section 6 CONTRACT PRICE, PAYMENT AND INVOICING

6.1. Customer affirms that a purchase order or notice to proceed is not required for contract performance or for subsequent years of service and that Customer will appropriate funds according to the Payment Schedule. The Customer will pay all invoices as received from Motorola and any changes in scope will be subject to the change order process as described in this Agreement. At the time of execution of this Agreement, the Customer will provide all necessary reference information to include on invoices for payment per this Agreement.

6.2. **CONTRACT PRICE.** The Contract Price in U.S. dollars is \$ 1,097,451. The Contract Price will be paid via the disbursement of the financing proceeds pursuant to the Equipment Lease-Purchase Agreement executed between the parties. If applicable, a pricing summary is included with the Payment Schedule. Motorola has priced the Services, Software, and Equipment as an integrated System. A change in Software or Equipment quantities, or Services, may affect the overall Contract Price, including discounts if applicable. If the Contract Price includes multiple years of recurring Services, at the end of the first year of the Agreement and each year thereafter, a CPI percentage change calculation shall be performed. Should the annual inflation rate increase greater than 5% during the previous year, Motorola shall have the right to increase all future Services prices by the CPI increase amount exceeding 5%. The Midwest Region Consumer Price Index (<http://www.bls.gov/ro5/cpimid.htm>), All items, Not seasonally adjusted shall be used as the measure of CPI for this price adjustment. Measurement will take place once the annual average for the new year has been posted by the Bureau of Labor Statistics.

6.3. **INVOICING AND PAYMENT.** Motorola will submit invoices to Customer according to the Payment Schedule. Except for a payment that is due on the Effective Date, Customer will make payments to Motorola within thirty (30) days after the date of each invoice. Customer will make payments when due in the form of a wire transfer, check, or cashier's check from a U.S. financial institution. Overdue invoices will bear simple interest at the maximum allowable rate. For reference, the Federal Tax Identification Number for Motorola is 36-1115800.

6.4. **FREIGHT, TITLE, AND RISK OF LOSS.** Motorola will pre-pay and add all freight charges to the invoices. Title and risk of loss to the Equipment will pass to Customer upon delivery. Title to Software will not pass to Customer at any time. Motorola will pack and ship all Equipment in accordance with good commercial practices.

6.5. **INVOICING AND SHIPPING ADDRESSES.** Invoices will be sent to the Customer at the following address:

Trinity County Sheriff's Office, 101 Memorial Drive/PO Box 1228
Weaverville, CA 96093

The address which is the ultimate destination where the Equipment will be delivered to Customer is:

Trinity County Sheriff's Office, 101 Memorial Drive/PO Box 1228
Weaverville, CA 96093

The Equipment will be shipped to the Customer at the following address (insert if this information is known):

Trinity County Sheriff's Office, 101 Memorial Drive/PO Box 1228
Weaverville, CA 96093

Customer may change this information by giving written notice to Motorola.



Section 7 SITES AND SITE CONDITIONS

7.1. **ACCESS TO SITES.** In addition to its responsibilities described elsewhere in this Agreement, Customer will provide a designated project manager; all necessary construction and building permits, zoning variances, licenses, and any other approvals that are necessary to develop or use the sites and mounting locations; and access to the worksites or vehicles identified in the Technical and Implementation Documents as reasonably requested by Motorola so that it may perform its duties in accordance with the Performance Schedule and Statement of Work. If the Statement of Work so indicates, Motorola may assist Customer in the local building permit process.

7.2. **SITE CONDITIONS.** Customer will ensure that all work sites it provides will be safe, secure, and in compliance with all applicable industry and OSHA standards. To the extent applicable and unless the Statement of Work states to the contrary, Customer will ensure that these work sites have adequate: physical space; air conditioning and other environmental conditions; adequate and appropriate electrical power outlets, distribution, equipment and connections; and adequate telephone or other communication lines (including modem access and adequate interfacing networking capabilities), all for the installation, use and maintenance of the System. Before installing the Equipment or Software at a work site, Motorola may inspect the work site and advise Customer of any apparent deficiencies or non-conformities with the requirements of this Section. This Agreement is predicated upon normal soil conditions as defined by the version of E.I.A. standard RS-222 in effect on the Effective Date.

7.3. **SITE ISSUES.** If a Party determines that the sites identified in the Technical and Implementation Documents are no longer available or desired, or if subsurface, structural, adverse environmental or latent conditions at any site differ from those indicated in the Technical and Implementation Documents, the Parties will promptly investigate the conditions and will select replacement sites or adjust the installation plans and specifications as necessary. If change in sites or adjustment to the installation plans and specifications causes a change in the cost or time to perform, the Parties will equitably amend the Contract Price, Performance Schedule, or both, by a change order.

Section 8 TRAINING

Any training to be provided by Motorola to Customer will be described in the Statement of Work. Customer will notify Motorola immediately if a date change for a scheduled training program is required. If Motorola incurs additional costs because Customer reschedules a training program less than thirty (30) days before its scheduled start date, Motorola may recover these additional costs.

Section 9 SYSTEM ACCEPTANCE

9.1. **COMMENCEMENT OF ACCEPTANCE TESTING.** Motorola will provide to Customer at least ten (10) days notice before the Acceptance Tests commence. System testing will occur only in accordance with the Acceptance Test Plan.

9.2. **SYSTEM ACCEPTANCE.** System Acceptance will occur upon successful completion of the Acceptance Tests. Upon System Acceptance, the Parties will memorialize this event by promptly executing a System Acceptance Certificate. If the Acceptance Test Plan includes separate tests for individual Subsystems or phases of the System, acceptance of the individual Subsystem or phase will occur upon the successful completion of the Acceptance Tests for the Subsystem or phase, and the Parties will promptly execute an acceptance certificate for the Subsystem or phase. If Customer believes the System has failed the completed Acceptance Tests, Customer will provide to Motorola a written notice that includes the specific details of the failure. If Customer does not provide to Motorola a failure notice within thirty (30) days after completion of the Acceptance Tests, System Acceptance will be deemed to have occurred as of the completion of the Acceptance Tests. Minor omissions or variances in the System that do not materially impair the operation of the System as a whole will not postpone System Acceptance or Subsystem acceptance, but will be corrected according to a mutually agreed schedule.

9.3. **BENEFICIAL USE.** Customer acknowledges that Motorola's ability to perform its implementation and



testing responsibilities may be impeded if Customer begins using the System before System Acceptance. Therefore, Customer will not commence Beneficial Use before System Acceptance without Motorola's prior written authorization, which will not be unreasonably withheld. Motorola is not responsible for System performance deficiencies that occur during unauthorized Beneficial Use. Upon commencement of Beneficial Use, Customer assumes responsibility for the use and operation of the System.

9.4. FINAL PROJECT ACCEPTANCE. Final Project Acceptance will occur after System Acceptance when all deliverables and other work have been completed. When Final Project Acceptance occurs, the parties will promptly memorialize this final event by so indicating on the System Acceptance Certificate.

Section 10 REPRESENTATIONS AND WARRANTIES

10.1. SYSTEM FUNCTIONALITY. Motorola represents that the System will perform in accordance with the Specifications in all material respects. Upon System Acceptance or Beneficial Use, whichever occurs first, this System functionality representation is fulfilled. Motorola is not responsible for System performance deficiencies that are caused by ancillary equipment not furnished by Motorola which is attached to or used in connection with the System or for reasons or parties beyond Motorola's control, such as natural causes; the construction of a building that adversely affects the microwave path reliability or radio frequency (RF) coverage; the addition of frequencies at System sites that cause RF interference or intermodulation; or Customer changes to load usage or configuration outside the Specifications.

10.2. EQUIPMENT WARRANTY. During the Warranty Period, Motorola warrants that the Equipment under normal use and service will be free from material defects in materials and workmanship. If System Acceptance is delayed beyond six (6) months after shipment of the Equipment by events or causes beyond Motorola's control, this warranty expires eighteen (18) months after the shipment of the Equipment.

10.3. SOFTWARE WARRANTY. Except as described in the SwSP and unless otherwise stated in the Software License Agreement, during the Warranty Period, Motorola warrants the Software in accordance with the warranty terms set forth in the Software License Agreement and the provisions of this Section that are applicable to the Software. If System Acceptance is delayed beyond six (6) months after shipment of the Motorola Software by events or causes beyond Motorola's control, this warranty expires eighteen (18) months after the shipment of the Motorola Software. **Nothing in this Warranty provision is intended to conflict or modify the Software Support Policy. In the event of an ambiguity or conflict between the Software Warranty and Software Support Policy, the Software Support Policy governs.** TO THE EXTENT, IF ANY, THAT THERE IS A SEPARATE LICENSE AGREEMENT PACKAGED WITH, OR PROVIDED ELECTRONICALLY WITH, A PARTICULAR PRODUCT THAT BECOMES EFFECTIVE ON AN ACT OF ACCEPTANCE BY THE END USER, THEN THAT AGREEMENT SUPERSEDES THE SOFTWARE LICENSE AGREEMENT AS TO THE END USER OF EACH SUCH PRODUCT.

10.4. EXCLUSIONS TO EQUIPMENT AND SOFTWARE WARRANTIES. These warranties do not apply to: (i) defects or damage resulting from: use of the Equipment or Software in other than its normal, customary, and authorized manner; accident, liquids, neglect, or acts of God; testing, maintenance, disassembly, repair, installation, alteration, modification, or adjustment not provided or authorized in writing by Motorola; Customer's failure to comply with all applicable industry and OSHA standards; (ii) breakage of or damage to antennas unless caused directly by defects in material or workmanship; (iii) Equipment that has had the serial number removed or made illegible; (iv) batteries (because they carry their own separate limited warranty) or consumables; (v) freight costs to ship Equipment to the repair depot; (vi) scratches or other cosmetic damage to Equipment surfaces that does not affect the operation of the Equipment; and (vii) normal or customary wear and tear.

10.5. SERVICE WARRANTY. During the Warranty Period, Motorola warrants that the Services will be provided in a good and workmanlike manner and will conform in all material respects to the applicable Statement of Work. Services will be free of defects in materials and workmanship for a period of ninety (90) days from the date the performance of the Services are completed. Customer acknowledges that the Deliverables may contain recommendations, suggestions or advice from Motorola to Customer (collectively, "recommendations"). Motorola makes no warranties concerning those recommendations, and Customer alone accepts responsibility for choosing whether and how to implement the recommendations and the results to be realized from implementing them.



10.6. **WARRANTY CLAIMS.** To assert a warranty claim, Customer must notify Motorola in writing of the claim before the expiration of the Warranty Period. Upon receipt of this notice, Motorola will investigate the warranty claim. If this investigation confirms a valid Equipment or Software warranty claim, Motorola will (at its option and at no additional charge to Customer) repair the defective Equipment or Motorola Software, replace it with the same or equivalent product, or refund the price of the defective Equipment or Motorola Software. These actions will be the full extent of Motorola's liability for the warranty claim. In the event of a valid Services warranty claim, Customer's sole remedy is to require Motorola to re-perform the non-conforming Service or to refund, on a pro-rata basis, the fees paid for the non-conforming Service. If this investigation indicates the warranty claim is not valid, then Motorola may invoice Customer for responding to the claim on a time and materials basis using Motorola's then current labor rates. Repaired or replaced product is warranted for the balance of the original applicable warranty period. All replaced products or parts will become the property of Motorola.

10.7. **ORIGINAL END USER IS COVERED.** These express limited warranties are extended by Motorola to the original user purchasing the System or Services for commercial, industrial, or governmental use only, and are not assignable or transferable.

10.8. **DISCLAIMER OF OTHER WARRANTIES. THESE WARRANTIES ARE THE COMPLETE WARRANTIES FOR THE EQUIPMENT AND MOTOROLA SOFTWARE PROVIDED UNDER THIS AGREEMENT AND ARE GIVEN IN LIEU OF ALL OTHER WARRANTIES. MOTOROLA DISCLAIMS ALL OTHER WARRANTIES OR CONDITIONS, EXPRESS OR IMPLIED, INCLUDING THE IMPLIED WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT, AND FITNESS FOR A PARTICULAR PURPOSE.**

Section 11 DELAYS

11.1. **FORCE MAJEURE.** Neither Party will be liable for its non-performance or delayed performance if caused by a Force Majeure. A Party that becomes aware of a Force Majeure that will significantly delay performance will notify the other Party promptly (but in no event later than fifteen days) after it discovers the Force Majeure. If a Force Majeure occurs, the Parties will execute a change order to extend the Performance Schedule for a time period that is reasonable under the circumstances.

11.2. **PERFORMANCE SCHEDULE DELAYS CAUSED BY CUSTOMER.** If Customer (including its other contractors) delays the Performance Schedule, it will make the promised payments according to the Payment Schedule as if no delay occurred; and the Parties will execute a change order to extend the Performance Schedule and, if requested, compensate Motorola for all reasonable charges incurred because of the delay. Delay charges may include costs incurred by Motorola or its subcontractors for additional freight, warehousing and handling of Equipment; extension of the warranties; travel; suspending and re-mobilizing the work; additional engineering, project management, and standby time calculated at then current rates; and preparing and implementing an alternative implementation plan.

Section 12 DISPUTES

The Parties will use the following procedure to address any dispute arising under this Agreement (a "Dispute").

12.1. **GOVERNING LAW.** This Agreement will be governed by and construed in accordance with the laws of the State of California

12.2. **NEGOTIATION.** Either Party may initiate the Dispute resolution procedures by sending a notice of Dispute ("Notice of Dispute"). The Parties will attempt to resolve the Dispute promptly through good faith negotiations including 1) timely escalation of the Dispute to executives who have authority to settle the Dispute and who are at a higher level of management than the persons with direct responsibility for the matter and 2) direct communication between the executives. If the Dispute has not been resolved within ten (10) days from the Notice of Dispute, the Parties will proceed to mediation.

12.3. **MEDIATION.** The Parties will choose an independent mediator within thirty (30) days of a notice to mediate from either Party ("Notice of Mediation"). Neither Party may unreasonably withhold consent to the



selection of a mediator. If the Parties are unable to agree upon a mediator, either Party may request that American Arbitration Association nominate a mediator. Each Party will bear its own costs of mediation, but the Parties will share the cost of the mediator equally. Each Party will participate in the mediation in good faith and will be represented at the mediation by a business executive with authority to settle the Dispute.

12.4. LITIGATION, VENUE and JURISDICTION. If a Dispute remains unresolved for sixty (60) days after receipt of the Notice of Mediation, either Party may then submit the Dispute to a court of competent jurisdiction in the County of Trinity. Each Party irrevocably agrees to submit to the exclusive jurisdiction of the courts in such state over any claim or matter arising under or in connection with this Agreement.

12.5. CONFIDENTIALITY. All communications pursuant to subsections 12.2 and 12.3 will be treated as compromise and settlement negotiations for purposes of applicable rules of evidence and any additional confidentiality protections provided by applicable law. The use of these Dispute resolution procedures will not be construed under the doctrines of laches, waiver or estoppel to affect adversely the rights of either Party.

Section 13 DEFAULT AND TERMINATION

13.1. DEFAULT BY A PARTY. If either Party fails to perform a material obligation under this Agreement, the other Party may consider the non-performing Party to be in default (unless a Force Majeure causes the failure) and may assert a default claim by giving the non-performing Party a written and detailed notice of default. Except for a default by Customer for failing to pay any amount when due under this Agreement which must be cured immediately, the defaulting Party will have thirty (30) days after receipt of the notice of default to either cure the default or, if the default is not curable within thirty (30) days, provide a written cure plan. The defaulting Party will begin implementing the cure plan immediately after receipt of notice by the other Party that it approves the plan. If Customer is the defaulting Party, Motorola may stop work on the project until it approves the Customer's cure plan.

13.2. FAILURE TO CURE. If a defaulting Party fails to cure the default as provided above in Section 13.1, unless otherwise agreed in writing, the non-defaulting Party may terminate any unfulfilled portion of this Agreement. In the event of termination for default, the defaulting Party will promptly return to the non-defaulting Party any of its Confidential Information. If Customer is the non-defaulting Party, terminates this Agreement as permitted by this Section, and completes the System through a third Party, Customer may as its exclusive remedy recover from Motorola reasonable costs incurred to complete the System to a capability not exceeding that specified in this Agreement less the unpaid portion of the Contract Price. Customer will mitigate damages and provide Motorola with detailed invoices substantiating the charges. In the event Customer elects to terminate this Agreement for any reason other than default, Customer shall pay Motorola for the conforming Equipment and/or Software delivered and all services performed.

13.3. CONVENIENCE. If the Contract Price includes multiple years of recurring Services, Customer may terminate this Agreement (in whole or part) with respect to such Services at any time. To exercise this right, Customer must provide to Motorola formal written notice at least thirty (30) days in advance of the effective date of the termination. The notice must explicitly state the effective date of the termination and whether the contract termination is in whole or in part, and if in part, which part is being terminated. If Customer exercises this right to terminate for convenience, it will be liable to pay Motorola for (1) the portion of the Contract Price attributable to the Equipment and/or Software delivered, and all services performed, on or before the effective date of the termination; and (2) costs and expenses that Motorola incurs as a result of the termination of the Agreement, including but not limited to costs and expenses associated with cancellation of subcontracts, restocking fees, removal of installation or test equipment, etc. If the portion of the Contract Price and/or the recoverable costs and expenses attributable to the termination of the Agreement are not readily ascertainable, Customer will be liable to pay Motorola for the reasonable value of such Equipment, Software, services, costs and expenses. Notwithstanding the above, Customer shall have no right to terminate this Agreement if Motorola has given Customer a notice of default and such default has not been cured.

13.4. UNEARNED DISCOUNTS. If the Contract Price includes multiple years of recurring Services, and the Customer terminates this Agreement before the end of the Term, for any reason other than Motorola default, then the Customer will pay to Motorola an early termination fee equal to the discount applied to the last three (3) years of service payments for the original Term. Annual discounts for the Term can be found on the Pricing exhibit.



Section 14 INDEMNIFICATION

14.1. GENERAL INDEMNITY BY MOTOROLA. Motorola will indemnify and hold Customer harmless from any and all liability, expense, judgment, suit, cause of action, or demand for personal injury, death, or direct damage to tangible property which may accrue against Customer to the extent it is caused by the negligence of Motorola, its subcontractors, or their employees or agents, while performing their duties under this Agreement, if Customer gives Motorola prompt, written notice of any claim or suit. Customer will cooperate with Motorola in its defense or settlement of the claim or suit. This Section sets forth the full extent of Motorola's general indemnification of Customer from liabilities that are in any way related to Motorola's performance under this Agreement. Notwithstanding, this obligation does not apply if Motorola is entitled to immunity under the NG9-1-1 Act of 2012.

14.2. GENERAL INDEMNITY BY CUSTOMER. Customer will indemnify and hold Motorola harmless from any and all liability, expense, judgment, suit, cause of action, or demand for personal injury, death, or direct damage to tangible property which may accrue against Motorola to the extent it is caused by the negligence of Customer, its other contractors, or their employees or agents, while performing their duties under this Agreement, if Motorola gives Customer prompt, written notice of any claim or suit. Motorola will cooperate with Customer in its defense or settlement of the claim or suit. This Section sets forth the full extent of Customer's general indemnification of Motorola from liabilities that are in any way related to Customer's performance under this Agreement.

14.3. PATENT AND COPYRIGHT INFRINGEMENT.

14.3.1. Motorola will defend at its expense any suit brought against Customer to the extent it is based on a third-party claim alleging that the Equipment manufactured by Motorola or the Motorola Software ("Motorola Product") directly infringes a United States patent or copyright ("Infringement Claim"). Motorola's duties to defend and indemnify are conditioned upon: Customer promptly notifying Motorola in writing of the Infringement Claim; Motorola having sole control of the defense of the suit and all negotiations for its settlement or compromise; and Customer providing to Motorola cooperation and, if requested by Motorola, reasonable assistance in the defense of the Infringement Claim. In addition to Motorola's obligation to defend, and subject to the same conditions, Motorola will pay all damages finally awarded against Customer by a court of competent jurisdiction for an Infringement Claim or agreed to, in writing, by Motorola in settlement of an Infringement Claim.

14.3.2 If an Infringement Claim occurs, or in Motorola's opinion is likely to occur, Motorola may at its option and expense: (a) procure for Customer the right to continue using the Motorola Product; (b) replace or modify the Motorola Product so that it becomes non-infringing while providing functionally equivalent performance; or (c) accept the return of the Motorola Product and grant Customer a credit for the Motorola Product, less a reasonable charge for depreciation. The depreciation amount will be calculated based upon generally accepted accounting standards.

14.3.3 Motorola will have no duty to defend or indemnify for any Infringement Claim that is based upon: (a) the combination of the Motorola Product with any software, apparatus or device not furnished by Motorola; (b) the use of ancillary equipment or software not furnished by Motorola and that is attached to or used in connection with the Motorola Product; (c) Motorola Product designed or manufactured in accordance with Customer's designs, specifications, guidelines or instructions, if the alleged infringement would not have occurred without such designs, specifications, guidelines or instructions; (d) a modification of the Motorola Product by a party other than Motorola; (e) use of the Motorola Product in a manner for which the Motorola Product was not designed or that is inconsistent with the terms of this Agreement; or (f) the failure by Customer to install an enhancement release to the Motorola Software that is intended to correct the claimed infringement. In no event will Motorola's liability resulting from its indemnity obligation to Customer extend in any way to royalties payable on a per use basis or the Customer's revenues, or any royalty basis other than a reasonable royalty based upon revenue derived by Motorola from Customer from sales or license of the infringing Motorola Product.

14.3.4. This Section 14 provides Customer's sole and exclusive remedies and Motorola's entire liability in the event of an Infringement Claim. Customer has no right to recover and Motorola has no obligation to provide any other or further remedies, whether under another provision of this Agreement or any other legal theory or principle, in connection with an Infringement Claim. In addition, the rights and remedies provided in this Section 14 are subject to and limited by the restrictions set forth in Section 15.



Section 15 LIMITATION OF LIABILITY

Except for personal injury or death, Motorola's total liability, whether for breach of contract, warranty, negligence, strict liability in tort, indemnification, or otherwise, will be limited to the direct damages recoverable under law, but not to exceed the price of the Equipment, Software, or Services with respect to which losses or damages are claimed. With respect to annual Services such as maintenance and subscription Services, Motorola's total liability will be limited to the direct damages recoverable under law, but not to exceed the price of twelve (12) months of Services preceding the incident giving rise to the claim. **ALTHOUGH THE PARTIES ACKNOWLEDGE THE POSSIBILITY OF SUCH LOSSES OR DAMAGES, THEY AGREE THAT MOTOROLA WILL NOT BE LIABLE FOR ANY COMMERCIAL LOSS, INCONVENIENCE, LOSS OF USE, LOSS TIME, DATA, GOODWILL, REVENUES, PROFITS OR SAVINGS; OR OTHER SPECIAL, INCIDENTAL, INDIRECT, OR CONSEQUENTIAL DAMAGES IN ANY WAY RELATED TO OR ARISING FROM THIS AGREEMENT, THE SALE OR USE OF THE EQUIPMENT OR SOFTWARE, OR THE PERFORMANCE OF SERVICES BY Motorola PURSUANT TO THIS AGREEMENT.** This limitation of liability provision survives the expiration or termination of the Agreement and applies notwithstanding any contrary provision. No action for contract breach or otherwise relating to the transactions contemplated by this Agreement may be brought more than one (1) year after the accrual of the cause of action, except for money due upon an open account.

Notwithstanding the above, the Parties acknowledge that Motorola shall be classified as a service provider as defined by the Next Generation 9-1-1 Advancement Act of 2012 ("NG9-1-1 Act") and therefore is entitled to the immunity protections granted under the NG9-1-1 Act.

Section 16 CONFIDENTIALITY AND PROPRIETARY RIGHTS

16.1. CONFIDENTIAL INFORMATION.

16.1.1. Each party is a disclosing party ("Discloser") and a receiving party ("Recipient") under this Agreement. All Deliverables will be deemed to be Motorola's Confidential Information. During the term of this Agreement and for a period of three (3) years from the expiration or termination of this Agreement, Recipient will (i) not disclose Confidential Information to any third party; (ii) restrict disclosure of Confidential Information to only those employees (including, but not limited to, employees of any wholly owned subsidiary, a parent company, any other wholly owned subsidiaries of the same parent company), agents or consultants who must be directly involved with the Confidential Information for the purpose and who are bound by confidentiality terms substantially similar to those in this Agreement; (iii) not copy, reproduce, reverse engineer, decompile or disassemble any Confidential Information; (iv) use the same degree of care as for its own information of like importance, but at least use reasonable care, in safeguarding against disclosure of Confidential Information; (v) promptly notify Discloser upon discovery of any unauthorized use or disclosure of the Confidential Information and take reasonable steps to regain possession of the Confidential Information and prevent further unauthorized actions or other breach of this Agreement; and (vi) only use the Confidential Information as needed to fulfill this Agreement.

16.1.2. Recipient is not obligated to maintain as confidential, Confidential Information that Recipient can demonstrate by documentation (i) is now available or becomes available to the public without breach of this agreement; (ii) is explicitly approved for release by written authorization of Discloser; (iii) is lawfully obtained from a third party or parties without a duty of confidentiality; (iv) is known to the Recipient prior to such disclosure; or (v) is independently developed by Recipient without the use of any of Discloser's Confidential Information or any breach of this Agreement.

16.1.3. All Confidential Information remains the property of the Discloser and will not be copied or reproduced without the express written permission of the Discloser, except for copies that are absolutely necessary in order to fulfill this Agreement. Within ten (10) days of receipt of Discloser's written request, Recipient will return all Confidential Information to Discloser along with all copies and portions thereof, or certify in writing that all such Confidential Information has been destroyed. However, Recipient may retain one (1) archival copy of the Confidential Information that it may use only in case of a dispute concerning this Agreement. No license, express or implied, in the Confidential Information is granted other than to use the Confidential Information in the manner and to the extent authorized by this Agreement. The Discloser warrants that it is authorized to disclose any Confidential Information it discloses pursuant to this Agreement.



16.2. **PRESERVATION OF MOTOROLA'S PROPRIETARY RIGHTS.** Motorola, the third party manufacturer of any Equipment, and the copyright owner of any Non-Motorola Software own and retain all of their respective Proprietary Rights in the Equipment and Software, and nothing in this Agreement is intended to restrict their Proprietary Rights. All intellectual property developed, originated, or prepared by Motorola in connection with providing to Customer the Equipment, Software, or related services remain vested exclusively in Motorola, and this Agreement does not grant to Customer any shared development rights of intellectual property. Except as explicitly provided in the Software License Agreement, Motorola does not grant to Customer, either directly or by implication, estoppel, or otherwise, any right, title or interest in Motorola's Proprietary Rights. Customer will not modify, disassemble, peel components, decompile, otherwise reverse engineer or attempt to reverse engineer, derive source code or create derivative works from, adapt, translate, merge with other software, reproduce, distribute, sublicense, sell or export the Software, or permit or encourage any third party to do so. The preceding sentence does not apply to Open Source Software which is governed by the standard license of the copyright owner.

16.3 **VOLUNTARY DISCLOSURE.** Except as required to fulfill its obligations under this Agreement, Motorola will have no obligation to provide Customer with access to its Confidential Information and/or proprietary information. Under no circumstances will Motorola be required to provide any data related to cost and pricing.

Section 17 GENERAL

17.1. **TAXES.** The Contract Price does not include any excise, sales, lease, use, property, or other taxes, assessments or duties, all of which will be paid by Customer except as exempt by law. If Motorola is required to pay any of these taxes, Motorola will send an invoice to Customer and Customer will pay to Motorola the amount of the taxes (including any interest and penalties) within thirty (30) days after the date of the invoice. Customer will be solely responsible for reporting the Equipment for personal property tax purposes, and Motorola will be solely responsible for reporting taxes on its income or net worth.

17.2. **ASSIGNABILITY AND SUBCONTRACTING.** Except as provided herein, neither Party may assign this Agreement or any of its rights or obligations hereunder without the prior written consent of the other Party, which consent will not be unreasonably withheld. Any attempted assignment, delegation, or transfer without the necessary consent will be void. Notwithstanding the foregoing, Motorola may assign this Agreement to any of its affiliates or its right to receive payment without the prior consent of Customer. In addition, in the event Motorola separates one or more of its businesses (each a "Separated Business"), whether by way of a sale, establishment of a joint venture, spin-off or otherwise (each a "Separation Event"), Motorola may, without the prior written consent of the other Party and at no additional cost to Motorola, assign this Agreement such that it will continue to benefit the Separated Business and its affiliates (and Motorola and its affiliates, to the extent applicable) following the Separation Event. Motorola may subcontract any of the work, but subcontracting will not relieve Motorola of its duties under this Agreement.

17.3. **WAIVER.** Failure or delay by either Party to exercise a right or power under this Agreement will not be a waiver of the right or power. For a waiver of a right or power to be effective, it must be in a writing signed by the waiving Party. An effective waiver of a right or power will not be construed as either a future or continuing waiver of that same right or power, or the waiver of any other right or power.

17.4. **SEVERABILITY.** If a court of competent jurisdiction renders any part of this Agreement invalid or unenforceable, that part will be severed and the remainder of this Agreement will continue in full force and effect.

17.5. **INDEPENDENT CONTRACTORS.** Each Party will perform its duties under this Agreement as an independent contractor. The Parties and their personnel will not be considered to be employees or agents of the other Party. Nothing in this Agreement will be interpreted as granting either Party the right or authority to make commitments of any kind for the other. This Agreement will not constitute, create, or be interpreted as a joint venture, partnership or formal business organization of any kind.

17.6. **HEADINGS AND SECTION REFERENCES.** The section headings in this Agreement are inserted only for convenience and are not to be construed as part of this Agreement or as a limitation of the scope of the particular section to which the heading refers. This Agreement will be fairly interpreted in accordance with its terms and conditions and not for or against either Party.

17.7. NOTICES. Notices required under this Agreement to be given by one Party to the other must be in writing and either personally delivered or sent to the address shown below by certified mail, return receipt requested and postage prepaid (or by a recognized courier service, such as Federal Express, UPS, or DHL), or by facsimile with correct answerback received, and will be effective upon receipt:

Motorola Solutions, Inc.
Attn: Bill Vlahandreas
1001 Bayhill Drive, Suite 261
San Bruno, CA 94066
fax: (707)537-7889

Customer
Attn: Christopher Compton
101 Memorial Drive/PO Box 1228
Weaverville, CA 96093
fax: (530)623-8180

17.8. COMPLIANCE WITH APPLICABLE LAWS. Each Party will comply with all applicable federal, state, and local laws, regulations and rules concerning the performance of this Agreement or use of the System. Customer will obtain and comply with all Federal Communications Commission ("FCC") licenses and authorizations required for the installation, operation and use of the System before the scheduled installation of the Equipment. Although Motorola might assist Customer in the preparation of its FCC license applications, neither Motorola nor any of its employees is an agent or representative of Customer in FCC or other matters.

17.9. AUTHORITY TO EXECUTE AGREEMENT. Each Party represents that it has obtained all necessary approvals, consents and authorizations to enter into this Agreement and to perform its duties under this Agreement; the person executing this Agreement on its behalf has the authority to do so; upon execution and delivery of this Agreement by the Parties, it is a valid and binding contract, enforceable in accordance with its terms; and the execution, delivery, and performance of this Agreement does not violate any bylaw, charter, regulation, law or any other governing authority of the Party.

17.10. ADMINISTRATOR LEVEL ACCOUNT ACCESS. If applicable to the type of System purchased by Customer, Motorola will provide Customer with Administrative User Credentials. Customer agrees to only grant access to the Administrative User Credentials to those personnel with the training and experience to correctly use them. Customer is responsible for protecting Administrative User Credentials from disclosure and maintaining Credential validity by, among other things, updating passwords when required. Customer may be asked to provide valid Administrative User Credentials when in contact with Motorola System support personnel. Customer understands that changes made as the Administrative User can significantly impact the performance of the System. Customer agrees that it will be solely responsible for any negative impact on the System or its users by any such changes. System issues occurring as a result of changes made using the Administrative User Credentials may impact Motorola's ability to perform Services or other obligations under the Agreement. In such cases, a revision to the appropriate provisions of the Agreement, including the Statement of Work, may be necessary. To the extent Motorola provides assistance to correct any issues caused by or arising out of the use of or failure to maintain Administrative User Credentials, Motorola will be entitled to bill Customer and Customer will pay Motorola on a time and materials basis for resolving the issue.

17.11 NG9-1-1 ACT PROTECTIONS. Notwithstanding any terms in the Primary Agreement, the Parties acknowledge that Motorola shall be classified as a service provider as defined by the Next Generation 9-1-1 Advancement Act of 2012 ("NG9-1-1 Act") and therefore is entitled to the immunity protections granted under the NG9-1-1 Act.

17.12 FUTURE REGULATORY REQUIREMENTS. The Parties acknowledge and agree that this is an evolving technological area and therefore, laws and regulations regarding Services and use of Solution may change. Changes to existing Services or the Solution required to achieve regulatory compliance may be available for an additional fee. Any required changes may also impact the price for Services.

17.13. SURVIVAL OF TERMS. The following provisions will survive the expiration or termination of this Agreement for any reason: Section 3.6 (Motorola Software); Section 3.7 (Non-Motorola Software); Section 3.10 (Spillman Offerings Additional Terms); if any payment obligations exist, Sections 6.2 and 6.3 (Contract Price and Invoicing and Payment); Subsection 10.8 (Disclaimer of Implied Warranties); Section 12 (Disputes); Section 15 (Limitation of Liability); and Section 16 (Confidentiality and Proprietary Rights); and all of the General provisions in Section 17.



17.14. ENTIRE AGREEMENT. This Agreement, including all Exhibits, constitutes the entire agreement of the Parties regarding the subject matter of the Agreement and supersedes all previous agreements, proposals, and understandings, whether written or oral, relating to this subject matter. This Agreement may be executed in multiple counterparts, and shall have the same legal force and effect as if the Parties had executed it as a single document. The Parties may sign in writing, or by electronic signature, including by email. An electronic signature, or a facsimile copy or computer image, such as a PDF or tiff image, of a signature, shall be treated as and shall have the same effect as an original signature. In addition, an electronic signature, a true and correct facsimile copy or computer image of this Agreement shall be treated as and shall have the same effect as an original signed copy of this document. This Agreement may be amended or modified only by a written instrument signed by authorized representatives of both Parties. The preprinted terms and conditions found on any Customer purchase or purchase order, acknowledgment or other form will not be considered an amendment or modification of this Agreement, even if a representative of each Party signs that document.

17.15 ATTORNEYS FEES. In any action or proceeding brought to enforce any provision of this Agreement or where any provision hereof is validly asserted as a defense, the successful Party will, to the extent permitted by applicable law, be entitled to recover reasonable attorneys fees in addition to any other available remedy.

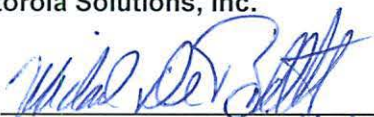
17.16 INSURANCE. During the term of this Agreement, Motorola will provide insurance consistent with the Certificate of Liability Insurance attached as Exhibit G

The Parties hereby enter into this Agreement as of the Effective Date.

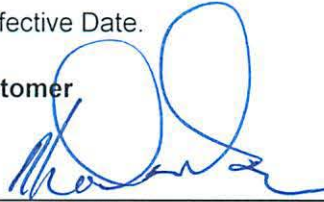
Motorola Solutions, Inc.

Customer

By:



By:



Name: Bill Vlahandreas *Michael DeBenedetto*

Name: Keith Groves

Title: Senior Account Manager *Area Sales Mgr.*

Title: Chairman of the Board

Date: 4/19/18

Date: 3/20/2018



EXHIBIT A

MOTOROLA SOFTWARE LICENSE AGREEMENT

This Exhibit A Motorola Software License Agreement ("Agreement") is between Motorola Solutions, Inc., ("Motorola"), and Trinity County Sheriff's Department ("Licensee" or "Customer").

For good and valuable consideration, the parties agree as follows:

Section 1 DEFINITIONS

1.1 "Designated Products" means products provided by Motorola to Licensee with which or for which the Software and Documentation is licensed for use.

1.2 "Documentation" means product and software documentation that specifies technical and performance features and capabilities, and the user, operation and training manuals for the Software (including all physical or electronic media upon which such information is provided).

1.3 "Open Source Software" means software with either freely obtainable source code, license for modification, or permission for free distribution.

1.4 "Open Source Software License" means the terms or conditions under which the Open Source Software is licensed.

1.5 "Primary Agreement" means the agreement to which this exhibit is attached.

1.6 "Security Vulnerability" means a flaw or weakness in system security procedures, design, implementation, or internal controls that could be exercised (accidentally triggered or intentionally exploited) and result in a security breach such that data is compromised, manipulated or stolen or the system damaged.

1.7 "Software" (i) means proprietary software in object code format, and adaptations, translations, de-compilations, disassemblies, emulations, or derivative works of such software; (ii) means any modifications, enhancements, new versions and new releases of the software provided by Motorola; and (iii) may contain one or more items of software owned by a third party supplier. The term "Software" does not include any third party software provided under separate license or third party software not licensable under the terms of this Agreement.

Section 2 SCOPE

Motorola and Licensee enter into this Agreement in connection with Motorola's delivery of certain proprietary software or products containing embedded or pre-loaded proprietary software, or both. This Agreement contains the terms and conditions of the license Motorola is providing to Licensee, and Licensee's use of the proprietary software and affiliated documentation.

Section 3 GRANT OF LICENSE

3.1. Subject to the provisions of this Agreement and the payment of applicable license fees, Motorola grants to Licensee a personal, limited, non-transferable (except as permitted in Section 7) and non-exclusive license under Motorola's copyrights and Confidential Information (as defined in the Primary Agreement) embodied in the Software to use the Software, in object code form, and the Documentation solely in connection with Licensee's use of the Designated Products. This Agreement does not grant any rights to source code.

3.2. If the Software licensed under this Agreement contains or is derived from Open Source Software, the terms and conditions governing the use of such Open Source Software are in the Open Source Software Licenses of the copyright owner and not this Agreement. If there is a conflict between the terms and conditions of this Agreement and the terms and conditions of the Open Source Software Licenses governing Licensee's use of



the Open Source Software, the terms and conditions of the license grant of the applicable Open Source Software Licenses will take precedence over the license grants in this Agreement. If requested by Licensee, Motorola will use commercially reasonable efforts to: (i) determine whether any Open Source Software is provided under this Agreement; and (ii) identify the Open Source Software (or specify where that license may be found).

Section 4 LIMITATIONS ON USE

4.1. Licensee may use the Software only for Licensee's internal business purposes and only in accordance with the Documentation. Any other use of the Software is strictly prohibited. Without limiting the general nature of these restrictions, Licensee will not make the Software available for use by third parties on a "time sharing," "application service provider," or "service bureau" basis or for any other similar commercial rental or sharing arrangement.

4.2. Licensee will not, and will not allow or enable any third party to: (i) reverse engineer, disassemble, peel components, decompile, reprogram or otherwise reduce the Software or any portion to a human perceptible form or otherwise attempt to recreate the source code; (ii) modify, adapt, create derivative works of, or merge the Software; (iii) copy, reproduce, distribute, lend, or lease the Software or Documentation to any third party, grant any sublicense or other rights in the Software or Documentation to any third party, or take any action that would cause the Software or Documentation to be placed in the public domain; (iv) remove, or in any way alter or obscure, any copyright notice or other notice of Motorola's proprietary rights; (v) provide, copy, transmit, disclose, divulge or make the Software or Documentation available to, or permit the use of the Software by any third party or on any machine except as expressly authorized by this Agreement; or (vi) use, or permit the use of, the Software in a manner that would result in the production of a copy of the Software solely by activating a machine containing the Software. Licensee may make one copy of Software to be used solely for archival, back-up, or disaster recovery purposes; *provided* that Licensee may not operate that copy of the Software at the same time as the original Software is being operated. Licensee may make as many copies of the Documentation as it may reasonably require for the internal use of the Software.

4.3. Unless otherwise authorized by Motorola in writing, Licensee will not, and will not enable or allow any third party to: (i) install a licensed copy of the Software on more than one unit of a Designated Product; or (ii) copy onto or transfer Software installed in one unit of a Designated Product onto one other device. Licensee may temporarily transfer Software installed on a Designated Product to another device if the Designated Product is inoperable or malfunctioning, if Licensee provides written notice to Motorola of the temporary transfer and identifies the device on which the Software is transferred. Temporary transfer of the Software to another device must be discontinued when the original Designated Product is returned to operation and the Software must be removed from the other device. Licensee must provide prompt written notice to Motorola at the time temporary transfer is discontinued.

4.4. Licensee will maintain, during the term of this Agreement and for a period of two years thereafter, accurate records relating to this license grant to verify compliance with this Agreement. Motorola or an independent third party ("Auditor") may inspect Licensee's premises, books and records, upon reasonable prior notice to Licensee, during Licensee's normal business hours and subject to Licensee's facility and security regulations. Motorola is responsible for the payment of all expenses and costs of the Auditor. Any information obtained by Motorola and the Auditor will be kept in strict confidence by Motorola and the Auditor and used solely for the purpose of verifying Licensee's compliance with the terms of this Agreement.

Section 5 OWNERSHIP AND TITLE

Motorola, its licensors, and its suppliers retain all of their proprietary rights in any form in and to the Software and Documentation, including, but not limited to, all rights in patents, patent applications, inventions, copyrights, trademarks, trade secrets, trade names, and other proprietary rights in or relating to the Software and Documentation (including any corrections, bug fixes, enhancements, updates, modifications, adaptations, translations, de-compilations, disassemblies, emulations to or derivative works from the Software or Documentation, whether made by Motorola or another party, or any improvements that result from Motorola's processes or, provision of information services). No rights are granted to Licensee under this Agreement by implication, estoppel or otherwise, except for those rights which are expressly granted to Licensee in this



Agreement. All intellectual property developed, originated, or prepared by Motorola in connection with providing the Software, Designated Products, Documentation or related services, remains vested exclusively in Motorola, and Licensee will not have any shared development or other intellectual property rights.

Section 6 LIMITED WARRANTY; DISCLAIMER OF WARRANTY

6.1. Unless otherwise stated in the Primary Agreement, the commencement date and the term of the Software warranty will be a period of ninety (90) days from Motorola's shipment of the Software (the "Warranty Period"). If Licensee is not in breach of any of its obligations under this Agreement, Motorola warrants that the unmodified Software, when used properly and in accordance with the Documentation and this Agreement, will be free from a reproducible defect that eliminates the functionality or successful operation of a feature critical to the primary functionality or successful operation of the Software. Whether a defect occurs will be determined by Motorola solely with reference to the Documentation. Motorola does not warrant that Licensee's use of the Software or the Designated Products will be uninterrupted, error-free, completely free of Security Vulnerabilities, or that the Software or the Designated Products will meet Licensee's particular requirements. Motorola makes no representations or warranties with respect to any third party software included in the Software. Notwithstanding, any warranty provided by a copyright owner in its standard license terms will flow through to Licensee for third party software provided by Motorola.

6.2 Motorola's sole obligation to Licensee and Licensee's exclusive remedy under this warranty is to use reasonable efforts to remedy any material Software defect covered by this warranty. These efforts will involve replacing the media, attempting to correct significant, demonstrable program or documentation errors or Security Vulnerabilities, or providing a workaround. If Motorola cannot correct the defect or provide a workaround within a reasonable time, then at Motorola's option, Motorola will replace the defective Software with functionally-equivalent Software, license to Licensee Substitute Software which will accomplish the same objective, or terminate the license and refund the Licensee's paid license fee.

6.3. Warranty claims are described in the Primary Agreement.

6.4. The express warranties set forth in this Section 6 are in lieu of, and Motorola disclaims, any and all other warranties (express or implied, oral or written) with respect to the Software or Documentation, including, without limitation, any and all implied warranties of condition, title, non-infringement, merchantability, or fitness for a particular purpose or use by Licensee (whether or not Motorola knows, has reason to know, has been advised, or is otherwise aware of any such purpose or use), whether arising by law, by reason of custom or usage of trade, or by course of dealing. In addition, Motorola disclaims any warranty to any person other than Licensee with respect to the Software or Documentation.

Section 7 TRANSFERS

Licensee will not transfer the Software or Documentation to any third party without Motorola's prior written consent. Motorola's consent may be withheld at its discretion and may be conditioned upon transferee paying all applicable license fees and agreeing to be bound by this Agreement. If the Designated Products are Motorola's radio products and Licensee transfers ownership of the Motorola radio products to a third party, Licensee may assign its right to use the Software (other than CPS and Motorola's FLASHport® software) which is embedded in or furnished for use with the radio products and the related Documentation; *provided* that Licensee transfers all copies of the Software and Documentation to the transferee, and Licensee and the transferee sign a transfer form to be provided by Motorola upon request, obligating the transferee to be bound by this Agreement.

Section 8 TERM AND TERMINATION

8.1 Licensee's right to use the Software and Documentation will begin when the Primary Agreement is signed by both parties and will continue for the life of the Designated Products with which or for which the Software and Documentation have been provided by Motorola, unless Licensee breaches this Agreement, in which case this Agreement and Licensee's right to use the Software and Documentation may be terminated immediately upon notice by Motorola.



8.2 Within thirty (30) days after termination of this Agreement, Licensee must certify in writing to Motorola that all copies of the Software have been removed or deleted from the Designated Products and that all copies of the Software and Documentation have been returned to Motorola or destroyed by Licensee and are no longer in use by Licensee.

8.3 Licensee acknowledges that Motorola made a considerable investment of resources in the development, marketing, and distribution of the Software and Documentation and that Licensee's breach of this Agreement will result in irreparable harm to Motorola for which monetary damages would be inadequate. If Licensee breaches this Agreement, Motorola may terminate this Agreement and be entitled to all available remedies at law or in equity (including immediate injunctive relief and repossession of all non-embedded Software and associated Documentation unless Licensee is a Federal agency of the United States Government).

Section 9 COMMERCIAL COMPUTER SOFTWARE

9.1 *This Section 9 only applies to U.S. Government end users.* The Software, Documentation and updates are commercial items as that term is defined at 48 C.F.R. Part 2.101, consisting of "commercial computer software" and "computer software documentation" as such terms are defined in 48 C.F.R. Part 252.227-7014(a)(1) and 48 C.F.R. Part 252.227-7014(a)(5), and used in 48 C.F.R. Part 12.212 and 48 C.F.R. Part 227.7202, as applicable. Consistent with 48 C.F.R. Part 12.212, 48 C.F.R. Part 252.227-7015, 48 C.F.R. Part 227.7202-1 through 227.7202-4, 48 C.F.R. Part 52.227-19, and other relevant sections of the Code of Federal Regulations, as applicable, the Software, Documentation and Updates are distributed and licensed to U.S. Government end users: (i) only as commercial items, and (ii) with only those rights as are granted to all other end users pursuant to the terms and conditions contained herein.

9.2 If Licensee is licensing Software for end use by the United States Government or a United States Government agency, Licensee may transfer such Software license, but only if: (i) Licensee transfers all copies of such Software and Documentation to such United States Government entity or interim transferee, and (ii) Licensee has first obtained from the transferee (if applicable) and ultimate end user an enforceable end user license agreement containing restrictions substantially identical to the ones contained in this Agreement. Except as stated in the foregoing, Licensee and any transferee(s) authorized by this subsection 9.2 may not otherwise use or transfer or make available any Motorola software to any third party nor permit any party to do so.

Section 10 CONFIDENTIALITY

Licensee acknowledges that the Software and Documentation contain Motorola's valuable proprietary and Confidential Information and are Motorola's trade secrets, and that the provisions in the Primary Agreement concerning Confidential Information apply, except that Licensee shall maintain the confidentiality of the Software and Documentation for so long as they remain in Licensee's possession.

Section 11 LIMITATION OF LIABILITY

The Limitation of Liability provision is described in the Primary Agreement.

Section 12 NOTICES

Notices are described in the Primary Agreement.

Section 13 GENERAL

13.1. **COPYRIGHT NOTICES.** The existence of a copyright notice on the Software will not be construed as an admission or presumption of publication of the Software or public disclosure of any trade secrets associated with the Software.

13.2. **COMPLIANCE WITH LAWS.** Licensee acknowledges that the Software is subject to the laws and regulations of the United States and Licensee will comply with all applicable laws and regulations, including export



laws and regulations of the United States. Licensee will not, without the prior authorization of Motorola and the appropriate governmental authority of the United States, in any form export or re-export, sell or resell, ship or reship, or divert, through direct or indirect means, any item or technical data or direct or indirect products sold or otherwise furnished to any person within any territory for which the United States Government or any of its agencies at the time of the action, requires an export license or other governmental approval. Violation of this provision is a material breach of this Agreement.

13.3. **ASSIGNMENTS AND SUBCONTRACTING.** Motorola may assign its rights or subcontract its obligations under this Agreement, or encumber or sell its rights in any Software, without prior notice to or consent of Licensee.

13.4. **GOVERNING LAW.** This Agreement is governed by the laws of the United States to the extent that they apply and otherwise by the internal substantive laws of the State of California with the venue in Trinity County. The terms of the U.N. Convention on Contracts for the International Sale of Goods do not apply. In the event that the Uniform Computer Information Transaction Act, any version of this Act, or a substantially similar law (collectively "UCITA") becomes applicable to a party's performance under this Agreement, UCITA does not govern any aspect of this Agreement or any license granted under this Agreement, or any of the parties' rights or obligations under this Agreement. The governing law will be that in effect prior to the applicability of UCITA.

13.5. **THIRD PARTY BENEFICIARIES.** This Agreement is entered into solely for the benefit of Motorola and Licensee. No third party has the right to make any claim or assert any right under this Agreement, and no third party is deemed a beneficiary of this Agreement. Notwithstanding the foregoing, any licensor or supplier of third party software included in the Software will be a direct and intended third party beneficiary of this Agreement.

13.6. **SURVIVAL.** Sections 4, 5, 6.4, 7, 8, 9, 10, 11 and 13 survive the termination of this Agreement.

13.7. **ORDER OF PRECEDENCE.** In the event of inconsistencies between this Exhibit and the Primary Agreement, the parties agree that this Exhibit prevails, only with respect to the specific subject matter of this Exhibit, and not the Primary Agreement or any other exhibit as it applies to any other subject matter.

13.8. **SECURITY.** Motorola uses reasonable means in the design and writing of its own Software and the acquisition of third party Software to limit Security Vulnerabilities. While no software can be guaranteed to be free from Security Vulnerabilities, if a Security Vulnerability is discovered, Motorola will take the steps set forth in Section 6 of this Agreement.



EXHIBIT B

LEASE FINANCING TERMS AND PAYMENT DETAILS

Please refer to the document attached entitled Financing Terms





MOTOROLA SOLUTIONS

3/19/2018

Lt. Chris Compton
Trinity County
11 Court Street
Weaverville CA 96093

RE: Municipal Lease # 24315

Dear Lt. Compton:

Enclosed for your review, please find the **Municipal Lease** documentation in connection with the [radio equipment] to be leased from Motorola. The interest rate and payment streams outlined in Equipment Lease-Purchase Agreement #24315 are valid for contracts that are executed and returned to Motorola on or before **March 28, 2018**. After **3/28/18**, the Lessor reserves the option to re-quote and re-price the transaction based on current market interest rates.

Please have the documents executed where indicated and forward the documents to the following address:

Motorola Solutions Credit Company LLC
Attn: Bill Stancik / 44th Floor
500 W. Monroe
Chicago IL 60661

Should you have any questions, please contact me at 847-538-4531.

Thank You,

A handwritten signature in blue ink, appearing to read 'Bill Stancik'.

MOTOROLA SOLUTIONS CREDIT COMPANY LLC
Bill Stancik

LESSEE FACT SHEET

Please help Motorola provide excellent billing service by providing the following information:

1. Complete Billing Address Trinity County
PO Box 1228, Weaverville, CA 96093
E-mail Address: mtreece@trinitycounty.org
Attention: Mary Treece
Phone: (530)623-8110
2. Lessee County Location: Trinity County
3. Federal Tax I.D. Number 94-6000544
4. Purchase Order Number to be referenced on invoice (if necessary) or other "descriptions" that may assist in determining the applicable cost center or department: _____
5. Equipment description that you would like to appear on your invoicing: CAD Replacement

Appropriate Contact for Documentation / System Acceptance Follow-up:

6. Appropriate Contact & Mailing Address Trinity County Sheriff's Office
Attn: Christopher Compton
PO Box 1228
Weaverville, CA 96093
Phone: (530)623-8108
Fax: (530)623-8180
7. Payment remit to address: **Motorola Solutions Credit Company LLC**
P.O. Box 71132
Chicago IL 60694-1132

Thank you

EQUIPMENT LEASE-PURCHASE AGREEMENT

Lease Number: 24315

LESSEE:

Trinity County
11 Court Street
Weaverville CA 96093

LESSOR:

Motorola Solutions, Inc.
500 W. Monroe
Chicago IL 60661

Lessor agrees to lease to Lessee and Lessee agrees to lease from Lessor, the equipment and/or software described in Schedule A attached hereto ("Equipment") in accordance with the following terms and conditions of this Equipment Lease-Purchase Agreement ("Lease").

1. TERM. This Lease will become effective upon the execution hereof by Lessor. The Term of this Lease will commence on date specified in Schedule A attached hereto and unless terminated according to terms hereof or the purchase option, provided in Section 18, is exercised this Lease will continue until the Expiration Date set forth in Schedule B attached hereto ("Lease Term").

2. RENT. Lessee agrees to pay to Lessor or its assignee the Lease Payments (herein so called), including the interest portion, in the amounts specified in Schedule B. The Lease Payments will be payable without notice or demand at the office of the Lessor (or such other place as Lessor or its assignee may from time to time designate in writing), and will commence on the first Lease Payment Date as set forth in Schedule B and thereafter on each of the Lease Payment Dates set forth in Schedule B. Any payments received later than ten (10) days from the due date will bear interest at the highest lawful rate from the due date. Except as specifically provided in Section 5 hereof, the Lease Payments will be absolute and unconditional in all events and will not be subject to any set-off, defense, counterclaim, or recoupment for any reason whatsoever. Lessee reasonably believes that funds can be obtained sufficient to make all Lease Payments during the Lease Term and hereby covenants that a request for appropriation for funds from which the Lease Payments may be made will be requested each fiscal period, including making provisions for such payment to the extent necessary in each budget submitted for the purpose of obtaining funding. It is Lessee's intent to make Lease Payment for the full Lease Term if funds are legally available therefor and in that regard Lessee represents that the Equipment will be used for one or more authorized governmental or proprietary functions essential to its proper, efficient and economic operation.

3. DELIVERY AND ACCEPTANCE. Lessor will cause the Equipment to be delivered to Lessee at the location specified in Schedule A ("Equipment Location"). Lessee will accept the Equipment as soon as it has been delivered and is operational. Lessee will evidence its acceptance of the Equipment by executing and delivering to Lessor a Delivery and Acceptance Certificate in the form provided by Lessor.

Even if Lessee has not executed and delivered to Lessor a Delivery and Acceptance Certificate, if Lessor believes the Equipment has been delivered and is operational, Lessor may require Lessee to notify Lessor in writing (within five (5) days of Lessee's receipt of Lessor's request) whether or not Lessee deems the Equipment (i) to have been delivered and (ii) to be operational, and hence be accepted by Lessee. If Lessee fails to so respond in such five (5) day period, Lessee will be deemed to have accepted the Equipment and be deemed to have acknowledged that the Equipment was delivered and is operational as if Lessee had in fact executed and delivered to Lessor a Delivery and Acceptance Certificate.

4. REPRESENTATIONS AND WARRANTIES. Lessor acknowledges that the Equipment leased hereunder is being manufactured and installed by Lessor pursuant to contract (the "Contract") covering the Equipment. Lessee acknowledges that on or prior to the date of acceptance of the Equipment, Lessor intends to sell and assign Lessor's right, title and interest in and to this Agreement and the Equipment to an assignee ("Assignee"). LESSEE FURTHER ACKNOWLEDGES THAT EXCEPT AS EXPRESSLY SET FORTH IN THE CONTRACT, LESSOR MAKES NO EXPRESS OR IMPLIED WARRANTIES OF ANY NATURE OR KIND WHATSOEVER.

AND AS BETWEEN LESSEE AND THE ASSIGNEE, THE PROPERTY SHALL BE ACCEPTED BY LESSEE "AS IS" AND "WITH ALL FAULTS". LESSEE AGREES TO SETTLE ALL CLAIMS DIRECTLY WITH LESSOR AND WILL NOT ASSERT OR SEEK TO ENFORCE ANY SUCH CLAIMS AGAINST THE ASSIGNEE. NEITHER LESSOR NOR THE ASSIGNEE SHALL BE LIABLE FOR ANY DIRECT, INDIRECT, SPECIAL, INCIDENTAL, OR CONSEQUENTIAL DAMAGES OF ANY CHARACTER AS A RESULT OF THE LEASE OF THE EQUIPMENT, INCLUDING WITHOUT LIMITATION, LOSS OF PROFITS, PROPERTY DAMAGE OR LOST PRODUCTION WHETHER SUFFERED BY LESSEE OR ANY THIRD PARTY.

Lessor is not responsible for, and shall not be liable to Lessee for damages relating to loss of value of the Equipment for any cause or situation (including, without limitation, governmental actions or regulations or actions of other third parties).

5. NON-APPROPRIATION OF FUNDS. Notwithstanding anything contained in this Lease to the contrary, Lessee has the right to not appropriate funds to make Lease Payments required hereunder in any fiscal period and in the event no funds are appropriated or in the event funds appropriated by Lessee's governing body or otherwise available by any lawful means whatsoever in any fiscal period of Lessee for Lease Payments or other amounts due under this Lease are insufficient therefor, this Lease shall terminate on the last day of the fiscal period for which appropriations were received without penalty or expense to Lessee of any kind whatsoever, except as to the portions of Lease Payments or other amounts herein agreed upon for which funds shall have been appropriated and budgeted or are otherwise available. The Lessee will immediately notify the Lessor or its Assignee of such occurrence. In the event of such termination, Lessee agrees to peaceably surrender possession of the Equipment to Lessor or its Assignee on the date of such termination, packed for shipment in accordance with manufacturer specifications and freight prepaid and insured to any location in the continental United States designated by Lessor. Lessor will have all legal and equitable rights and remedies to take possession of the Equipment. Non-appropriation of funds shall not constitute a default hereunder for purposes of Section 16.

6. LESSEE CERTIFICATION. Lessee represents, covenants and warrants that: (i) Lessee is a state or a duly constituted political subdivision or agency of the state of the Equipment Location; (ii) the interest portion of the Lease Payments shall be excludable from Lessor's gross income pursuant to Section 103 of the Internal Revenue Code of 1986, as it may be amended from time to time (the "Code"); (iii) the execution, delivery and performance by the Lessee of this Lease have been duly authorized by all necessary action on the part of the Lessee; (iv) this Lease constitutes a legal, valid and binding obligation of the Lessee enforceable in accordance with its terms; (v) Lessee will comply with the information reporting requirements of Section 149(e) of the Internal Revenue Code of 1986 (the "Code"), and such compliance shall include but not be limited to the execution of information statements requested by Lessor; (vi) Lessee will not do or cause to be done any act which will cause, or by omission of any act allow, the Lease to be an arbitrage bond within the meaning of Section 148(a) of the Code; (vii) Lessee will not do or cause to be done any act which will cause, or by omission of any act allow, this Lease to be a private activity bond within the meaning of Section 141(a) of the Code; (viii) Lessee will not do or cause to be done any act which will cause, or by omission of any act allow, the interest portion of the Lease Payment to be or become includible in gross income for Federal income taxation purposes under the Code; and (ix) Lessee will be the only entity to own, use and operate the Equipment during the Lease Term.

Lessee represents, covenants and warrants that: (i) it will do or cause to be done all things necessary to preserve and keep the Lease in full force and effect, (ii) it has complied with all laws relative to public bidding where necessary, and (iii) it has sufficient appropriations or other funds available to pay all amounts due hereunder for the current fiscal period.

If Lessee breaches the covenant contained in this Section, the interest component of Lease Payments may become includible in gross income of the owner or owners thereof for federal income tax purposes. In such event, notwithstanding anything to the contrary contained in Section 11 of this Agreement, Lessee agrees to pay promptly after any such determination of taxability and on each Lease Payment date thereafter to Lessor an additional amount determined by Lessor to compensate such owner or owners for the loss of such excludibility (including, without limitation, compensation relating to interest expense, penalties or additions to tax), which determination shall be conclusive (absent manifest error). Notwithstanding anything herein to the contrary, any additional amount payable by Lessee pursuant to this Section 6 shall be payable solely from Legally Available Funds.

It is Lessor's and Lessee's intention that this Agreement not constitute a "true" lease for federal income tax purposes and, therefore, it is Lessor's and Lessee's intention that Lessee be considered the owner of the Equipment for federal income tax purposes.

7. TITLE TO EQUIPMENT; SECURITY INTEREST. Upon shipment of the Equipment to Lessee hereunder, title to the Equipment will vest in Lessee subject to any applicable license; provided, however, that (i) in the event of termination of this Lease by Lessee pursuant to Section 5 hereof; (ii) upon the occurrence of an Event of Default hereunder, and as long as such Event of Default is continuing; or (iii) in the event that the purchase option has not been exercised prior to the Expiration Date, title will immediately vest in Lessor or its Assignee, and Lessee shall immediately discontinu use of the Equipment, remove the Equipment from Lessee's computers and other electronic devices and deliver the Equipment to Lessor or its Assignee. In order to secure all of its obligations hereunder, Lessee hereby (i) grants to Lessor a first and prior security interest in any and all right, title and interest of Lessee in the Equipment and in all additions, attachments, accessions, and substitutions thereto, and on any proceeds therefrom; (ii) agrees that this Lease may be filed as a financing statement evidencing such security interest; and (iii) agrees to execute and deliver all financing statements, certificates of title and other instruments necessary or appropriate to evidence such security interest.

8. USE; REPAIRS. Lessee will use the Equipment in a careful manner for the use contemplated by the manufacturer of the Equipment and shall comply with all laws, ordinances, insurance policies, the Contract, any licensing or other agreement, and regulations relating to, and will pay all costs, claims, damages, fees and charges arising out of the possession, use or maintenance of the Equipment. Lessee, at its expense will keep the Equipment in good repair and furnish and/or install all parts, mechanisms, updates, upgrades and devices required therefor.

9. ALTERATIONS. Lessee will not make any alterations, additions or improvements to the Equipment without Lessor's prior written consent unless such alterations, additions or improvements may be readily removed without damage to the Equipment.

10. LOCATION; INSPECTION. The Equipment will not be removed from, [or if the Equipment consists of rolling stock, its permanent base will not be changed from] the Equipment Location without Lessor's prior written consent which will not be unreasonably withheld. Lessor will be entitled to enter upon the Equipment Location or elsewhere during reasonable business hours to inspect the Equipment or observe its use and operation.

11. LIENS AND TAXES. Lessee shall keep the Equipment free and clear of all levies, liens and encumbrances except those created under this Lease. Lessee shall pay, when due, all charges and taxes (local, state and federal) which may now or hereafter be imposed upon the ownership, licensing, leasing, rental, sale, purchase, possession or use of the Equipment, excluding however, all taxes on or measured by Lessor's income. If Lessee fails to pay said charges and taxes when due, Lessor shall have the right, but shall not be obligated, to pay said charges and taxes. If Lessor pays any charges or taxes, Lessee shall reimburse Lessor therefor within ten days of written demand.

12. RISK OF LOSS: DAMAGE; DESTRUCTION. Lessee assumes all risk of loss or damage to the Equipment from any cause whatsoever, and no such loss of or damage to the Equipment nor defect therein nor unfitness or obsolescence thereof shall relieve Lessee of the obligation to make Lease Payments or to perform any other obligation under this Lease. In the event of damage to any item of Equipment, Lessee will immediately place the same in good repair with the proceeds of any insurance recovery applied to the cost of such repair. If Lessor determines that any item of Equipment is lost, stolen, destroyed or damaged beyond repair (an "Event of Loss"), Lessee at the option of Lessor will: either (a) replace the same with like equipment in good repair; or (b) on the next Lease Payment date, pay Lessor the sum of: (i) all amounts then owed by Lessee to Lessor under this Lease, including the Lease payment due on such date; and (ii) an amount equal to all remaining Lease Payments to be paid during the Lease Term as set forth in Schedule B.

In the event that Lessee is obligated to make such payment with respect to less than all of the Equipment, Lessor will provide Lessee with the pro rata amount of the Lease Payment and the Balance Payment (as set forth in Schedule B) to be made by Lessee with respect to that part of the Equipment which has suffered the Event of Loss.

13. INSURANCE. Lessee will, at its expense, maintain at all times during the Lease Term, fire and extended coverage, public liability and property damage insurance with respect to the Equipment in such amounts,

covering such risks, and with such insurers as shall be satisfactory to Lessor, or, with Lessor's prior written consent, Lessee may self-insure against any or all such risks. All insurance covering loss of or damage to the Equipment shall be carried in an amount no less than the amount of the then applicable Balance Payment with respect to such Equipment. The initial amount of insurance required is set forth in Schedule B. Each insurance policy will name Lessee as an insured and Lessor or its Assigns as an additional insured, and will contain a clause requiring the insurer to give Lessor at least thirty (30) days prior written notice of any alteration in the terms of such policy or the cancellation thereof. The proceeds of any such policies will be payable to Lessee and Lessor or its Assigns as their interests may appear. Upon acceptance of the Equipment and upon each insurance renewal date, Lessee will deliver to Lessor a certificate evidencing such insurance. In the event that Lessee has been permitted to self-insure, Lessee will furnish Lessor with a letter or certificate to such effect. In the event of any loss, damage, injury or accident involving the Equipment, Lessee will promptly provide Lessor with written notice thereof and make available to Lessor all information and documentation relating thereto.

14. INDEMNIFICATION. Lessee shall, to the extent permitted by law, indemnify Lessor against, and hold Lessor harmless from, any and all claims, actions, proceedings, expenses, damages or liabilities, including attorneys' fees and court costs, arising in connection with the Equipment, including, but not limited to, its selection, purchase, delivery, licensing, possession, use, operation, rejection, or return and the recovery of claims under insurance policies thereon.

15. ASSIGNMENT. Without Lessor's prior written consent, Lessee will not either (i) assign, transfer, pledge, hypothecate, grant any security interest in or otherwise dispose of this Lease or the Equipment or any interest in this Lease or the Equipment or; (ii) sublet or lend the Equipment or permit it to be used by anyone other than Lessee or Lessee's employees. Lessor may assign its rights, title and interest in and to this Lease, the Equipment and any documents executed with respect to this Lease and/or grant or assign a security interest in this Lease and the Equipment, in whole or in part. Any such assignees shall have all of the rights of Lessor under this Lease. Subject to the foregoing, this Lease inures to the benefit of and is binding upon the heirs, executors, administrators, successors and assigns of the parties hereto.

Lessee covenants and agrees not to assert against the Assignee any claims or defenses by way of abatement, setoff, counterclaim, recoupment or the like which Lessee may have against Lessor. No assignment or reassignment of any Lessor's right, title or interest in this Lease or the Equipment shall be effective unless and until Lessee shall have received a notice of assignment, disclosing the name and address of each such assignee; provided, however, that if such assignment is made to a bank or trust company as paying or escrow agent for holders of certificates of participation in the Lease, it shall thereafter be sufficient that a copy of the agency agreement shall have been deposited with Lessee until Lessee shall have been advised that such agency agreement is no longer in effect. During the Lease Term Lessee shall keep a complete and accurate record of all such assignments in form necessary to comply with Section 149(a) of the Code, and the regulations, proposed or existing, from time to time promulgated thereunder. No further action will be required by Lessor or by Lessee to evidence the assignment, but Lessee will acknowledge such assignments in writing if so requested.

After notice of such assignment, Lessee shall name the Assignee as additional insured and loss payee in any insurance policies obtained or in force. Any Assignee of Lessor may reassign this Lease and its interest in the Equipment and the Lease Payments to any other person who, thereupon, shall be deemed to be Lessor's Assignee hereunder.

16. EVENT OF DEFAULT. The term "Event of Default", as used herein, means the occurrence of any one or more of the following events: (i) Lessee fails to make any Lease Payment (or any other payment) as it becomes due in accordance with the terms of the Lease when funds have been appropriated sufficient for such purpose, and any such failure continues for ten (10) days after the due date thereof; (ii) Lessee fails to perform or observe any other covenant, condition, or agreement to be performed or observed by it hereunder and such failure is not cured within twenty (20) days after written notice thereof by Lessor; (iii) the discovery by Lessor that any statement, representation, or warranty made by Lessee in this Lease or in writing delivered by Lessee pursuant hereto or in connection herewith is false, misleading or erroneous in any material respect; (iv) proceedings under any bankruptcy, insolvency, reorganization or similar legislation shall be instituted against or by Lessee, or a receiver or similar officer shall be appointed for Lessee or any of its property, and such proceedings or appointments shall not be vacated, or fully stayed, within twenty (20) days after the institution or occurrence thereof; or (v) an attachment, levy or execution is threatened or levied upon or against the Equipment.

17. REMEDIES. Upon the occurrence of an Event of Default, and as long as such Event of Default is continuing, Lessor may, at its option, exercise any one or more of the following remedies: (i) by written notice to Lessee, declare all amounts then due under the Lease, and all remaining Lease Payments due during the fiscal period in effect when the default occurs to be immediately due and payable, whereupon the same shall become immediately due and payable; (ii) by written notice to Lessee, request Lessee to (and Lessee agrees that it will), at Lessee's expense, promptly discontinue use of the Equipment, remove the Equipment from all of Lessee's computers and electronic devices, return the Equipment to Lessor in the manner set forth in Section 5 hereof, or Lessor, at its option, may enter upon the premises where the Equipment is located and take immediate possession of and remove the same; (iii) sell or lease the Equipment or sublease it for the account of Lessee, holding Lessee liable for all Lease Payments and other amounts due prior to the effective date of such selling, leasing or subleasing and for the difference between the purchase price, rental and other amounts paid by the purchaser, Lessee or sublessee pursuant to such sale, lease or sublease and the amounts payable by Lessee hereunder; (iv) promptly return the Equipment to Lessor in the manner set forth in Section 5 hereof; and (v) exercise any other right, remedy or privilege which may be available to it under applicable laws of the state of the Equipment Location or any other applicable law or proceed by appropriate court action to enforce the terms of the Lease or to recover damages for the breach of this Lease or to rescind this Lease as to any or all of the Equipment. In addition, Lessee will remain liable for all covenants and indemnities under this Lease and for all legal fees and other costs and expenses, including court costs, incurred by Lessor with respect to the enforcement of any of the remedies listed above or any other remedy available to Lessor.

18. PURCHASE OPTION. Upon thirty (30) days prior written notice from Lessee to Lessor, and provided that no Event of Default has occurred and is continuing, or no event, which with notice or lapse of time, or both could become an Event of Default, then exists, Lessee will have the right to purchase the Equipment on the Lease Payment dates set forth in Schedule B by paying to Lessor, on such date, the Lease Payment then due together with the Balance Payment amount set forth opposite such date. Upon satisfaction by Lessee of such purchase conditions, Lessor will transfer any and all of its right, title and interest in the Equipment to Lessee as is, without warranty, express or implied, except that the Equipment is free and clear of any liens created by Lessor.

19. NOTICES. All notices to be given under this Lease shall be made in writing and mailed by certified mail, return receipt requested, to the other party at its address set forth herein or at such address as the party may provide in writing from time to time. Any such notice shall be deemed to have been received five days subsequent to such mailing.

20. SECTION HEADINGS. All section headings contained herein are for the convenience of reference only and are not intended to define or limit the scope of any provision of this Lease.

21. GOVERNING LAW. This Lease shall be construed in accordance with, and governed by the laws of, the state of the Equipment Location.

22. DELIVERY OF RELATED DOCUMENTS. Lessee will execute or provide, as requested by Lessor, such other documents and information as are reasonably necessary with respect to the transaction contemplated by this Lease.

23. ENTIRE AGREEMENT; WAIVER. This Lease, together with Schedule A Equipment Lease-Purchase Agreement, Schedule B, Evidence of Insurance, Statement of Essential Use/Source of Funds, Certificate of Incumbency, Certified Lessee Resolution (if any), Bank Qualified Statement, Information Return for Tax-Exempt Governmental Obligations and the Delivery and Acceptance Certificate and other attachments hereto, and other documents or instruments executed by Lessee and Lessor in connection herewith, constitutes the entire agreement between the parties with respect to the Lease of the Equipment, and this Lease shall not be modified, amended, altered, or changed except with the written consent of Lessee and Lessor. Any provision of the Lease found to be prohibited by law shall be ineffective to the extent of such prohibition without invalidating the remainder of the Lease.

The waiver by Lessor of any breach by Lessee of any term, covenant or condition hereof shall not operate as a waiver of any subsequent breach thereof.

24. EXECUTION IN COUNTERPARTS. This Lease may be executed in several counterparts, each of which shall be deemed an original and all of which shall constitute but one and the same instrument.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the ____ day of March, 2018.

LESSEE:
Trinity County

LESSOR:
MOTOROLA SOLUTIONS, INC.

By: 
Title: Keith Groves, Chairman

By: _____
Title: Assistant Treasurer

CERTIFICATE OF INCUMBENCY

I, Tina Duong do hereby certify that I am the duly elected or
(Printed Name of Secretary/Clerk)

appointed and acting Secretary or Clerk of the Trinity County, an entity duly organized and existing under the laws of the State of California that I have custody of the records of such entity, and that, as of the date hereof, the individual(s) executing this agreement is/are the duly elected or appointed officer(s) of such entity holding the office(s) below his/her/their respective name(s). I further certify that (i) the signature(s) set forth above his/her/their respective name(s) and title(s) is/are his/her/their true and authentic signature(s) and (ii) such officer(s) have the authority on behalf of such entity to enter into that certain Equipment Lease Purchase Agreement number 24315, between Trinity County and Motorola Solutions, Inc. If the initial insurance requirement on Schedule B exceeds \$1,000,000, attached as part of the Equipment Lease Purchase Agreement is a Certified Lessee Resolution adopted by the governing body of the entity.

IN WITNESS WHEREOF, I have executed this certificate and affixed the seal of Trinity County, hereto this
20 day of March, 2018.

By: 
(Signature of Secretary/Clerk)

SEAL

OPINION OF COUNSEL

With respect to that certain Equipment Lease-Purchase Agreement 24315 by and between Motorola Solutions, Inc. and the Lessee, I am of the opinion that: (i) the Lessee is, within the meaning of Section 103 of the Internal Revenue Code of 1986, a state or a fully constituted political subdivision or agency of the State of the Equipment Location described in Schedule A hereto; (ii) the execution, delivery and performance by the Lessee of the Lease have been duly authorized by all necessary action on the part of the Lessee, (iii) the Lease constitutes a legal, valid and binding obligation of the Lessee enforceable in accordance with its terms; and (iv) Lessee has sufficient monies available to make all payments required to be paid under the Lease during the current fiscal year of the Lease, and such monies have been properly budgeted and appropriated for this purpose in accordance with State law. This opinion may be relied upon by the Lessor and any assignee of the Lessor's rights under the Lease.


Attorney for Trinity County

**SCHEDULE A
EQUIPMENT LEASE-PURCHASE AGREEMENT**

**Schedule A 24315
Lease Number:**

This Equipment Schedule is hereby attached to and made a part of that certain Equipment Lease-Purchase Agreement Number 24315 ("Lease"), between Lessor and Lessee.

Lessor hereby leases to Lessee under and pursuant to the Lease, and Lessee hereby accepts and leases from Lessor under and pursuant to the Lease, subject to and upon the terms and conditions set forth in the Lease and upon the terms set forth below, the following items of Equipment

QUANTITY	DESCRIPTION (Manufacturer, Model, and Serial Nos.)
	Refer to attached Equipment List.
Equipment Location:	

Initial Term: 84 Months

Commencement Date: 3/30/2018

First Payment Due Date: 3/30/2019

7 annual payments as outlined in the attached Schedule B, plus Sales/Use Tax of \$0.00, payable on the Lease Payment Dates set forth in Schedule B.

3.2 SUBSCRIBER EQUIPMENT LIST

This section lists the equipment necessary for the proposed solution.

3.2.1 APX 4000 Portable Subscribers

Qty	Model	Description	List Price	List Extended	HGAC Discount Price	HGAC Discount Extended
10	H51KDF8PW6AN	APX 4000 VHF MHZ MODEL 2 PORTABLE	\$1,963.00	\$19,630.00	\$1,472.25	\$14,722.50
10	QA02749AA	ALT: IMPRES LI-ION 2350MAH (PMNN4424)	\$85.00	\$850.00	\$63.75	\$637.50
10	H51KDF8PW6AN-A	APX 4000 VHF MODEL 2 PORTABLE	\$0.00	\$0.00	\$0.00	\$0.00
10	Q811BR	ENH: SOFTWARE P25 CONVENTIONAL	\$650.00	\$6,500.00	\$487.50	\$4,875.00
10	Q8069R	INT: ASTRO DIGITAL CAI OPERATION	\$0.00	\$0.00	\$0.00	\$0.00
10	Q507AD	INT: 12.5KHZ FCC MANDATE	\$0.00	\$0.00	\$0.00	\$0.00
10	H35BY	INT: CONVENTIONAL OPERATION	\$0.00	\$0.00	\$0.00	\$0.00
10	QA04865AA	ADD: TWO KNOB CONFIGURATION	\$0.00	\$0.00	\$0.00	\$0.00
10	H885BK	ENH: 3 YR SFS LITE	\$90.00	\$900.00	\$90.00	\$900.00
10	H842BJ	ADD: SINGLE UNIT PACKAGING	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00782AM	INT: APX GPS ACTIVATION	\$0.00	\$0.00	\$0.00	\$0.00
10	Q667AN	INT: ADVANCED DIGITAL PRIVACY (ADP) SW	\$0.00	\$0.00	\$0.00	\$0.00
10	QA01749AA	INT: SW KEY SUPPLEMENTAL DATA	\$0.00	\$0.00	\$0.00	\$0.00
10	QA01091BD	INT: 4000 NAMEPLATE LABEL	\$0.00	\$0.00	\$0.00	\$0.00
10	QA09013AA	INT: ONLINE USER GUIDE LINK LEAFLET	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00583AH	INT: BLUETOOTH SOFTWARE	\$0.00	\$0.00	\$0.00	\$0.00
10	Q947BH	INT: PACKET DATA (IV&D AND RS232)	\$0.00	\$0.00	\$0.00	\$0.00



10	Q447AJ	INT: NO ALGO PROVIDED	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00894AJ	INT: APX 4000XE GCAI DUSTCOVER	\$0.00	\$0.00	\$0.00	\$0.00
10	QA02850JC	INT: APX 2000/4000 M2 VHF BLK	\$0.00	\$0.00	\$0.00	\$0.00
10	QA00570AD	INT:VHF BAND	\$0.00	\$0.00	\$0.00	\$0.00
10	QA01838AC	INT:VHF GPS ANTENNA (NAR8593A)	\$0.00	\$0.00	\$0.00	\$0.00
10	Q697AJ	INT: BELT CLIP (STD)	\$0.00	\$0.00	\$0.00	\$0.00
10	G133AN	INT:SAFETY DATA SHEET	\$0.00	\$0.00	\$0.00	\$0.00
1	Trade-In Discount	Trade-In Discount			(\$2,500.00)	(\$2,500.00)
1	PMPN4284A	CHARGER DESKTOP MULTI- UNIT IMPRES 2 1 DISPLAY EXT PS 100-240VAC US/NA	\$595.00	\$595.00	\$446.25	\$446.25
1	PMPN4284A	CHARGER DESKTOP MULTI- UNIT IMPRES 2 1 DISPLAY EXT PS 100-240VAC US/NA		\$0.00		\$0.00
1	MOTSUBPROGRAMMING	(10) APX 4000 Template and Programming	\$2,872.73	\$2,872.73	\$2,872.73	\$2,872.73
Ext List Total			\$31,347.73	Ext HGAC Total	\$21,953.98	
				Trinity County Sheriff's Department 7.25 % Tax	\$1,383.39	
				Total APX 4000	\$23,337.37	

3.2.2 APX 6500 Mobile Subscribers

Qty	Model	Description	List Price	List Extended	HGAC Discount Price	HGAC Discount Extended
12	M25KTS9PW1AN	APX6500 VHF HIGH POWER	\$2,984.00	\$35,808.00	\$2,238.00	\$26,856.00
12	M25KTS9PW1AN-A	APX6500 ATO VHF HIGH POWER	\$0.00	\$0.00	\$0.00	\$0.00
12	G241AP	ENH: SW ASTRO READY (ANALOG) APEX	\$0.00	\$0.00	\$0.00	\$0.00
12	W12DK	ADD:RF PREAMP APEX	\$68.00	\$792.00	\$49.50	\$594.00
12	G488D	ENH: CONVENTIONAL OPERATION APX6500	\$500.00	\$6,000.00	\$375.00	\$4,500.00
12	GA00229AE	INT: APX GPS ACTIVATION	\$0.00	\$0.00	\$0.00	\$0.00
12	G507AD	INT: 12.5KHZ FCC MANDATE	\$0.00	\$0.00	\$0.00	\$0.00
12	W947BB	INT: RADIO PACKET DATA	\$0.00	\$0.00	\$0.00	\$0.00
12	GA00226AA	ADD: GPS ANTENNA	\$75.00	\$900.00	\$56.25	\$675.00
12	G629AB	ADD: 1/4 WAVE BROADBAND ANT 146-174	\$64.00	\$768.00	\$48.00	\$576.00
12	W22BA	ADD: STD PALM MICROPHONE APEX	\$72.00	\$864.00	\$54.00	\$648.00
12	G442AJ	ADD: APX7500 O5 CONTROL HEAD	\$432.00	\$5,184.00	\$324.00	\$3,888.00
12	G444AE	ADD: APX7500 CONTROL HEAD SOFTWARE	\$0.00	\$0.00	\$0.00	\$0.00
12	B18CR	ADD: AUXILIARY SPKR 7.5 WATT APEX	\$60.00	\$720.00	\$45.00	\$540.00
12	G24AX	ADD: 3 YEAR SERVICE FROM THE START LITE	\$131.00	\$1,572.00	\$131.00	\$1,572.00
12	G628AD	INT: REMOTE MOUNT CABLE 17 FT APEX	\$0.00	\$0.00	\$0.00	\$0.00
12	G213BJ	INT: MOBILE SINGLE PACK BOX	\$0.00	\$0.00	\$0.00	\$0.00
12	QA08013AA	INT: ONLINE USER GUIDE LINK LEAFLET	\$0.00	\$0.00	\$0.00	\$0.00

Trinity County Sheriff's Department
Spillman CAD - CalWorks 9-1-1 - APX Subscribers

December 5, 2017
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12	G133AJ	INT: SAFETY DATA SHEET APEX	\$0.00	\$0.00	\$0.00	\$0.00
12	GA00307AB	ADD: VHF HP BAND	\$0.00	\$0.00	\$0.00	\$0.00
12	G655AW	INT: QUICK, HP REMOTE MOUNT O5 CH	\$0.00	\$0.00	\$0.00	\$0.00
12	G886BA	INT: TANAPA APX6500 VHF HP	\$0.00	\$0.00	\$0.00	\$0.00
12	QA01749AA	INT: SW KEY SUPPLEMENTAL DATA	\$0.00	\$0.00	\$0.00	\$0.00
1	Trade-In Discount	Trade-In Discount			(\$4,800.00)	(\$4,800.00)
1	MOTSUBPROGRAMMING	(12) APX 6500 Template and Programming	\$3,198.18	\$3,198.18	\$3,198.18	\$3,198.18
Ext List Total			\$55,806.18	Ext HGAC Total	\$38,247.18	
				Trinity County Sheriff's Department 7.25 % Tax	\$2,541.05	
				Total APX 6500	\$40,788.23	

Total APX 4000	\$23,337.37
Total APX 6500	\$40,788.23
Grand Total APX 4000 and 6500	\$64,125.60

3.3 SUBSCRIBER SERVICE/WARRANTY

Warranty Services will be provided per the Warranty Terms and Conditions outlined in the attached Trinity County Sheriff's Department CSA.

2.5.2 Equipment List

Below is the equipment list that details the end user hardware proposed.

2.5.2.1 Primary PSAP

Qty	Part Number	Description
2	ECX100101	WKS PC, Dual Video, 4G RAM
4	ECX100103	MONITOR, 22WM" FP, BLK
1	ECX100110-HA	ECX Dual Server, HA SA Appliance Assembly, 2U
2	ECX100001-NS	AUDIO INTERFACE UNIT (AIU)
3	ECX100201-1	Polycom VVX410 VoIP Phone
2	ECX100204	Keypad, Genovation 24 Key, Model 683
2	ECX100305-2	Mediant 1000 Chassis (CAMA), M1KB-2AC (Capacity Max- 6 Cards)

Spillman CAD - CallWorks 9-1-1 - APX Subscribers

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CallWorks 9-1-1 2-2

2	ECX100305-3	Mediant 1000 Gateway FXS Card (CAMA), M1KB-VM-4FXS (1 card per 4 Ports)
2	ECX100313	Media Gateway, 4 Port FXO to SIP
2	ECX200001	CALLSTATION License
1	ECX200004	DECISIONSTATION, SITE License
1	ECX200006	ADMINISTATION, SITE License
1	ECX200007	MESSAGEWORKS, SITE License
1	ECX200008	SIPWORKS, I3/IP INTERFACE, PSAP License
1	ECX200019-SS	Ecats IP Interface, State Specific
1	ECX200020	SMS - MSRP TCC Connectivity Lic. (Access License Only)
10	ECX200022	VIRUS PROTECTION, WKS. – Per Pos. / Per Year
1	ECX500001-24CH	CABINET ASSM, 24 RU, COMPLETE
2	ECX500003	SWITCH, CISCO, 24-PORT POE, 10/100/1000
1	ECX500005-1	ROUTER, CISCO, 2 WAN SINGLE 2901 (Remote, 3rd Party)
1	ECX500005-2	ROUTER, CISCO, 3 WAN ENTERPRISE/2911
1	ECX500007	MISC. MAT., CABLES, LOT
2	ECX500008	ALI MODEM, E9-1-1 CSU/DSU
1	ECX500009-1	PRINTER, HP LaserJet Pro M252
1	ECX500017	IP to Serial Dist., 16 port
1	ECX500103	UPS - Smart-UPS X 3000VA

2.5.2.2 Spare Equipment

Qty	Part Number	Spares
1	ECX100001-NS	AUDIO INTERFACE UNIT (AIU)
1	ECX100201-1	Polycom VVX410 VoIP Phone
1	ECX100305-3	Mediant 1000 Gateway FXS Card (CAMA), M1KB-VM-4FXS (1 card per 4 Ports)
1	ECX100313	Media Gateway, 4 Port FXO to SIP

1.4.7 Hardware & Additional Third Party

Hardware / Additional Third Party	Price
Solutions II Server Hardware & Maintenance Quote (see included specs for details)	\$93,549
18 Laptops (see included specs for details)	\$39,554
JMS Data Conversion	\$40,000
Barcode Scanner Evidence Bundle (Quantity 1)	\$2,561
Cisco 891 Router	\$1,200
9-1-1 Etherlite	\$675
Hardware and Additional Third Party Total:	\$177,539

Trinity County (Schedule B)

Compound Period: Annual

Nominal Annual Rate: 3.690%

CASH FLOW DATA

Event	Date	Amount	Number	Period	End Date
1 Lease	3/30/2018	\$ 851,870.47	1		
2 Lease Payment	3/30/2019	\$ 140,308.24	7	Annual	3/30/2025

AMORTIZATION SCHEDULE - Normal Amortization, 360 Day Year

	Date	Lease Payment	Interest	Principal	Balance
Lease	3/30/2018				\$851,870.47
1	3/30/2019	\$ 140,308.24	\$ 31,434.02	\$108,874.22	\$742,996.25
2	3/30/2020	\$ 140,308.24	\$ 27,416.56	\$112,891.68	\$630,104.57
3	3/30/2021	\$ 140,308.24	\$ 23,250.86	\$117,057.38	\$513,047.19
4	3/30/2022	\$ 140,308.24	\$ 18,931.44	\$121,376.80	\$391,670.39
5	3/30/2023	\$ 140,308.24	\$ 14,452.64	\$125,855.60	\$265,814.79
6	3/30/2024	\$ 140,308.24	\$ 9,808.57	\$130,499.67	\$135,315.12
7	3/30/2025	\$ 140,308.24	\$ 4,993.12	\$135,315.12	\$ -
Grand Totals		\$ 982,157.68	\$ 130,287.21	\$851,870.47	

INITIAL INSURANCE REQUIREMENT: \$851,870.47

Except as specifically provided in Section five of the Lease hereof, Lessee agrees to pay to Lessor or its assignee the Lease Payments, including the interest portion, in the amounts and dates specified in the above payment schedule.

CLEAN SHORT FORM SIMPLIFIED LEASE rev 7.28.16

CLEAN SHORT FORM SIMPLIFIED LEASE rev 7.28.16

STATEMENT OF ESSENTIAL USE/SOURCE OF FUNDS

To further understand the essential governmental use intended for the equipment together with an understanding of the sources from which payments will be made, please address the following questions by completing this form or by sending a separate letter:

1. What is the specific use of the equipment? Computer Aided Dispatch (CAD), Jail Management System (JMS), & Records Management System (RMS)

2. Why is the equipment essential to the operation of Trinity County?

As of July 1, 2018 our current system will no longer work.

3. Does the equipment replace existing equipment?

Yes

If so, why is the replacement being made?

As of July 1, 2018 our current system will no longer work.

4. Is there a specific cost justification for the new equipment?

Yes, due to our current system no longer working, as of July 1, 2018.

If yes, please attach outline of justification.

See attached letter from our IT Department.

5. What is the expected source of funds for the payments due under the Lease for the current fiscal year and future fiscal years?

Last year the Sheriff's Office had all county department heads agree to a Communications MOU and with those funds we will be able to pay for this new system and do necessary upgrades and maintenance.

Attached Letter Outline of Justification - Question #4

From: Michael Singleton
Sent: Wednesday, December 20, 2017 3:27 PM
To: Christopher Compton; Bruce Haney
Cc: Mike Rist; David Park
Subject: IT EMail Recommending Eagle Replacement

Chris, here is the email you requested recommending Eagle's replacement.

To All Concerned:

We have received word that the vendor, Eagle, who created, installed, and maintained our Jail Management System (JMS) of the same name (Eagle) is no longer a viable organization. The one person from Eagle with whom we had contact, David Engel, passed away a couple of months ago, as per a phone call from his widow. We have tried to get in touch with anyone else from the organization and have had no response. Several weeks ago, we received confirmation from David Engel's widow that Eagle is no longer in business.

Eagle provided us a license file every year in order to keep the needed JMS modules active. My understanding is that the license files activated the modules from July through June the following year. Consequently as of June 30th of 2018, we will no longer be able to use many of the critical features of the Eagle application. We have also had a number of other technical issues with Eagle that have required vendor support. When those issues recur, they will no longer be able to be addressed. The Sheriff's Office is actively searching for or has chosen another application to implement as a Jail Management System in place of Eagle. It is imperative that we move quickly in getting a replacement system set up so as not to have to risk being without this key component to running the Trinity County jail.

Michael Singleton
Trinity County Information Technology
530-623-1263 Ext. 5

Bank Qualified Statement

LESSEE CERTIFIES THAT IT HAS NOT DESIGNATED THIS LEASE AS A QUALIFIED TAX-EXEMPT OBLIGATION IN ACCORDANCE WITH SECTION 265(b)(3) OF THE CODE AND IF THE LESSEE HAS DESIGNATED THIS LEASE AS A QUALIFIED TAX-EXEMPT OBLIGATION, IT HAS NOT DESIGNATED MORE THAN \$10,000,000 OF ITS OBLIGATIONS AS QUALIFIED TAX-EXEMPT OBLIGATIONS IN ACCORDANCE WITH SUCH SECTION FOR THE CURRENT CALENDAR YEAR AND THAT IT REASONABLY ANTICIPATES THAT THE TOTAL AMOUNT OF TAX-EXEMPT OBLIGATIONS TO BE ISSUED BY LESSEE DURING THE CURRENT CALENDAR YEAR WILL NOT EXCEED \$10,000,000.

CERTIFIED LESSEE RESOLUTION

At a duly called meeting of the Governing Body of the Lessee (as defined in the Lease) held on March 20, 2018, the following resolution was introduced and adopted.

BE IT RESOLVED by the Governing Board of Lessee as follows:

1. Determination of Need. The Governing Body of Lessee has determined that a true and very real need exists for the acquisition of the Equipment or other personal property described in the Lease between Trinity County (Lessee) and Motorola Solutions, Inc. (Lessor).
2. Approval and Authorization. The Governing body of Lessee has determined that the Lease, substantially in the form presented to this meeting, is in the best interests of the Lessee for the acquisition of such Equipment or other personal property, and the Governing Board hereby approves the entering into of the Lease by the Lessee and hereby designates and authorizes the following person(s) referenced in the Lease to execute and deliver the Lease on Lessee's behalf with such changes thereto as such person deems appropriate, and any related documents, including any escrow agreement, necessary to the consummation of the transactions contemplated by the Lease.
3. Adoption of Resolution. The signatures in the Lease from the designated individuals for the Governing Body of the Lessee evidence the adoption by the Governing Body of this Resolution.

Information Return for Tax-Exempt Governmental Obligations

Under Internal Revenue Code section 149(e)

See separate instructions.

Caution: If the issue price is under \$100,000, use Form 8038-GC.

OMB No. 1545-0720

Part I Reporting Authority		If Amended Return, check here <input type="checkbox"/>	
1 Issuer's name Trinity County		2 Issuer's employer identification number (EIN) 94-6000544	
3a Name of person (other than issuer) with whom the IRS may communicate about this return (see instructions)		3b Telephone number of other person shown on 3a 623-2611	
4 Number and street (or P.O. box if mail is not delivered to street address) 11 Court Street	Room/suite	5 Report number (For IRS Use Only) 3	
6 City, town, or post office, state, and ZIP code Weaverville CA 96093		7 Date of issue 3/30/2018	
8 Name of issue Equipment Lease-Purchase Agreement 24315		9 CUSIP number None	
10a Name and title of officer or other employee of the issuer whom the IRS may call for more information (see instructions)		10b Telephone number of officer or other employee shown on 10a	

Part II Type of Issue (enter the issue price). See the instructions and attach schedule.	
11 Education	11
12 Health and hospital	12
13 Transportation	13
14 Public safety	14 851,870.47
15 Environment (including sewage bonds)	15
16 Housing	16
17 Utilities	17
18 Other. Describe <input type="checkbox"/>	18
19 If obligations are TANs or RANs, check only box 19a <input type="checkbox"/>	
If obligations are BANs, check only box 19b <input type="checkbox"/>	
20 If obligations are in the form of a lease or installment sale, check box <input checked="" type="checkbox"/>	

Part III Description of Obligations. Complete for the entire issue for which this form is being filed.				
(a) Final maturity date	(b) Issue price	(c) Stated redemption price at maturity	(d) Weighted average maturity	(e) Yield
21 3/30/2025	\$ 851,870.47	\$ 851,870.47	7 years	3.69 %

Part IV Uses of Proceeds of Bond Issue (including underwriters' discount)	
22 Proceeds used for accrued interest	22
23 Issue price of entire issue (enter amount from line 21, column (b))	23 851,870.47
24 Proceeds used for bond issuance costs (including underwriters' discount)	24
25 Proceeds used for credit enhancement	25
26 Proceeds allocated to reasonably required reserve or replacement fund	26
27 Proceeds used to currently refund prior issues	27
28 Proceeds used to advance refund prior issues	28
29 Total (add lines 24 through 28)	29
30 Nonrefunding proceeds of the issue (subtract line 29 from line 23 and enter amount here)	30 851,870.47

Part V Description of Refunded Bonds. Complete this part only for refunding bonds.	
31 Enter the remaining weighted average maturity of the bonds to be currently refunded	years
32 Enter the remaining weighted average maturity of the bonds to be advance refunded	years
33 Enter the last date on which the refunded bonds will be called (MM/DD/YYYY)	
34 Enter the date(s) the refunded bonds were issued (MM/DD/YYYY)	

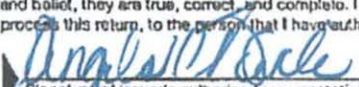
For Paperwork Reduction Act Notice, see separate instructions.

Cat. No. 63773S

Form **8038-G** (Rev. 9-2011)

Part VI Miscellaneous

- 35** Enter the amount of the state volume cap allocated to the issue under section 141(b)(5) **35**
- 36a** Enter the amount of gross proceeds invested or to be invested in a guaranteed investment contract (GIC) (see instructions) **36a**
- b** Enter the final maturity date of the GIC ▶ _____
- c** Enter the name of the GIC provider ▶ _____
- 37** Pooled financings: Enter the amount of the proceeds of this issue that are to be used to make loans to other governmental units **37**
- 38a** If this issue is a loan made from the proceeds of another tax-exempt issue, check box ☐ and enter the following information:
- b** Enter the date of the master pool obligation ▶ _____
- c** Enter the EIN of the issuer of the master pool obligation ▶ _____
- d** Enter the name of the issuer of the master pool obligation ▶ _____
- 39** If the issuer has designated the issue under section 265(b)(3)(B)(i)(II) (small issuer exception), check box ☐ ▶ ☐
- 40** If the issuer has elected to pay a penalty in lieu of arbitrage rebate, check box ☐ ▶ ☐
- 41a** If the issuer has identified a hedge, check here ☐ and enter the following information:
- b** Name of hedge provider ▶ _____
- c** Type of hedge ▶ _____
- d** Term of hedge ▶ _____
- 42** If the issuer has superintegrated the hedge, check box ☐ ▶ ☐
- 43** If the issuer has established written procedures to ensure that all nonqualified bonds of this issue are remediated according to the requirements under the Code and Regulations (see instructions), check box ☐ ▶ ☐
- 44** If the issuer has established written procedures to monitor the requirements of section 148, check box ☐ ▶ ☐
- 45a** If some portion of the proceeds was used to reimburse expenditures, check here ☐ and enter the amount of reimbursement ▶ _____
- b** Enter the date the official intent was adopted ▶ _____

Signature and Consent	Under penalties of perjury, I declare that I have examined this return and accompanying schedules and statements, and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that I consent to the IRS's disclosure of the issuer's return information, as necessary to process this return, to the person that I have authorized above.			
		<u>3/20/18</u>	<u>Angela Bickle</u> Auditor - Controller	
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed PTIN
	Firm's name ▶	Firm's EIN ▶		
	Firm's address ▶	Phone no.		

EQUIPMENT LEASE PURCHASE AGREEMENT DELIVERY AND ACCEPTANCE CERTIFICATE

The undersigned Lessee hereby acknowledges receipt of the Equipment described below ("Equipment") and Lessee hereby accepts the Equipment after full inspection thereof as satisfactory for all purposes of lease Schedule A to the Equipment Lease Purchase Agreement executed by Lessee and Lessor.

Equipment Lease Purchase Agreement No.: 24315

Lease Schedule A No. : 24315

EQUIPMENT INFORMATION

QUANTITY	MODEL NUMBER	EQUIPMENT DESCRIPTION
		Equipment referenced in lease Schedule A# 24315. See Schedule A for a detailed Equipment List.

LESSEE:

Trinity County

By: _____

Date: _____

EXHIBIT D-1

ADDITIONAL MAINTENANCE, SUPPORT, AND INSTALLATION TERMS

1. **SERVICES.** Maintenance, Support, and Installation Services to be provided by Motorola are further described in Exhibit E-1 to the Primary Agreement, other applicable statements of work, or attachments to Motorola's proposal for additional services and will be governed by the terms in the body of the Primary Agreement and the terms set forth in this Exhibit D-1. If there is a conflict between the terms in this Exhibit D-1 and the Primary Agreement, the terms in this Exhibit D-1 will govern. The "Primary Agreement" is the agreement to which this Exhibit D-1 is attached.
2. **PURCHASE ORDER ACCEPTANCE.** Purchase orders for additional, continued, or expanded maintenance, software support, or installation services during the Warranty Period or after the Warranty Period, agreement become binding only when accepted in writing by Motorola.
3. **START DATE.** The "Start Date" for Maintenance, Support, and Installation Services will be indicated in the proposal or a cover page entitled "Service Agreement" or "Installation Agreement", as applicable.
4. **AUTO RENEWAL.** Unless the cover page or SOW specifically states a termination date or one Party notifies the other in writing of its intention to discontinue the services, the terms of this Exhibit D-1 will renew for an additional one (1) year term on every anniversary of the Start Date. At the anniversary date, Motorola may adjust the price of the Services to reflect the renewal rate.
5. **TERMINATION.** Written notice of intent to terminate must be provided thirty (30) days or more prior to the anniversary date. If Motorola provides Services after the termination or expiration of this Exhibit, the terms and conditions in effect at the time of the termination or expiration will apply to those Services and Customer agrees to pay for those services on a time and materials basis at Motorola's then-effective hourly rates.
6. **EQUIPMENT DEFINITION.** For maintenance, support, and installation services, Equipment will be defined to mean the hardware specified in the applicable SOW or attachments to the maintenance, support, or installation proposal.
7. **ADDITIONAL HARDWARE.** If Customer purchases additional hardware from Motorola that becomes part of the System, the additional hardware may be added to this Exhibit and will be billed at the applicable rates after the warranty period for that additional equipment expires. Such hardware will be included in the definition of Equipment.
8. **MAINTENANCE.** Equipment will be maintained at levels set forth in the manufacturer's product manuals and routine procedures that are prescribed by Motorola will be followed. Motorola parts or parts of equal quality will be used for Equipment maintenance.
9. **EQUIPMENT CONDITION.** All Equipment must be in good working order on the Start Date or when additional equipment is added to the Primary Agreement. Upon reasonable request by Motorola, Customer will provide a complete serial and model number list of the Equipment. Customer must promptly notify Motorola in writing when any Equipment is lost, damaged, stolen or taken out of service. Customer's obligation to pay maintenance and support fees for this Equipment will terminate at the end of the month in which Motorola receives the written notice. If Equipment cannot, in Motorola's reasonable opinion, be properly or economically maintained for any reason, Motorola may modify the scope of Services related to that Equipment; remove that Equipment from the Primary Agreement; or increase the price to maintain that Equipment.
10. **EQUIPMENT FAILURE.** Customer must promptly notify Motorola of any Equipment failure. Motorola will respond to Customer's notification in a manner consistent with the level of Service purchased as indicated in this Exhibit and applicable SOW.
11. **INTRINSICALLY SAFE.** Customer must specifically identify any Equipment that is labeled intrinsically safe for use in hazardous environments.



12. EXCLUDED SERVICES.

a) Service excludes the repair or replacement of Equipment that has become defective or damaged from use in other than the normal, customary, intended, and authorized manner; use not in compliance with applicable industry standards; excessive wear and tear; or accident, liquids, power surges, neglect, acts of God or other force majeure events.

b) Unless specifically included in this Exhibit, Service excludes items that are consumed in the normal operation of the Equipment, such as batteries or magnetic tapes.; upgrading or reprogramming Equipment; accessories, belt clips, battery chargers, custom or special products, modified units, or software; and repair or maintenance of any transmission line, antenna, microwave equipment, tower or tower lighting, duplexer, combiner, or multicoupler. Motorola has no obligations for any transmission medium, such as telephone lines, computer networks, the internet or the worldwide web, or for Equipment malfunction caused by the transmission medium.

13. TIME AND PLACE. Service will be provided at the location specified in this Exhibit or the SOW. When Motorola performs maintenance, support, or installation at Customer's location, Customer will provide Motorola, at no charge, a non-hazardous work environment with adequate shelter, heat, light, and power and with full and free access to the Equipment. Waivers of liability from Motorola or its subcontractors will not be imposed as a site access requirement. Customer will provide all information pertaining to the hardware and software elements of any system with which the Equipment is interfacing so that Motorola may perform its Services. Unless otherwise stated in this Exhibit or applicable SOW, the hours of Service will be 8:30 a.m. to 4:30 p.m., local time, excluding weekends and holidays. Unless otherwise stated in this Exhibit or applicable SOW, the price for the Services exclude any charges or expenses associated with helicopter or other unusual access requirements; if these charges or expenses are reasonably incurred by Motorola in rendering the Services, Customer agrees to reimburse Motorola for those charges and expenses.

14. CUSTOMER CONTACT. Customer will provide Motorola with designated points of contact (list of names and phone numbers) that will be available twenty-four (24) hours per day, seven (7) days per week, and an escalation procedure to enable Customer's personnel to maintain contact, as needed, with Motorola.



EXHIBIT D-2

ADDITIONAL PROFESSIONAL SERVICES TERMS

1. **ASSESSMENT OF SYSTEMS AND OPERATIONS.** If Customer is purchasing Services to evaluate or assess networks, systems or operations, Customer acknowledges and agrees that the equipment provided by or used by Motorola to facilitate performance of the Services may impact or disrupt information systems. Except as specifically set forth in this Exhibit D-2, as attached to the Primary Agreement, Motorola disclaims responsibility for costs in connection with any such disruptions of and/or damage to Customer's or a third party's information systems, equipment, voice transmissions, and the data, including, but not limited to, denial of access to a legitimate system user, automatic shut-down of information systems caused by intrusion detection software or hardware, or failure of the information system resulting from the provision or delivery of the Service. Motorola agrees to cooperate with Customer to schedule any such potential damage or disruption around Customer's voice or information technology traffic and use patterns so as to reduce the risk of disruption during working hours. The "Primary Agreement" is the agreement to which this Exhibit D-2 is attached.
2. **NETWORK SECURITY.** If Customer is purchasing network security assessment or network monitoring Services, Customer acknowledges and agrees that Motorola does not guarantee or warrant that it will discover all of customer's system vulnerabilities or inefficiencies. Customer agrees not to represent to third parties that Motorola has provided such guarantee. Motorola disclaims any and all responsibility for any and all loss or costs of any kind associated with vulnerabilities or security events, whether or not they are discovered by Motorola.
3. **APPLICATION DEVELOPMENT.** If Customer purchases software application development as part of the Services, the Deliverables will be licensed in accordance with the Software License Agreement in Exhibit A.



EXHIBIT D-3

SPILLMAN MAINTENANCE AND SUPPORT AGREEMENT

This Exhibit D-3, Spillman Maintenance and Support Agreement ("Agreement"), is between Motorola Solutions, Inc., ("Motorola"), and Trinity County Sheriff's Office ("Customer").

For good and valuable consideration, the parties agree as follows:

Definitions

- 1.1 **"Coverage Hours"** means the hours between 8:00 a.m. and 5:00 p.m., Mountain Time, Monday through Friday, excluding regularly scheduled holidays of Motorola.
- 1.2 **"Documentation"** means all written or electronic user documentation for the Software provided by Motorola to Customer. Documentation does not include Motorola marketing materials.
- 1.3 **"Enhancement"** means any modification or addition that, when made or added to the Software, changes its utility, efficiency, functional capability, or application, but that does not constitute solely an Error Correction. Motorola may designate Enhancements as minor or major, depending on Motorola's assessment of their value and of the function added to the preexisting Software.
- 1.4 **"Error"** means any failure of the Software to conform in all material respects to its functional specifications as published from time to time by Motorola, subject to the exceptions set forth in Section 4.
- 1.5 **"Error Correction"** means either a software modification or addition that, when made or added to the Software, establishes material conformity of the Software to the functional specifications, or a procedure or routine that, when observed in the regular operation of the Software, eliminates the practical adverse effect on Customer of such nonconformity. Error Correction services are subject to the exceptions set forth in Section 4.
- 1.6 **"Primary Agreement"** means the agreement to which this exhibit is attached.
- 1.7 **"Releases"** means new versions of the Software, including all Error Corrections and Enhancements.
- 1.8 **"Response Time"** means six (6) or less Coverage Hours, from the time Customer first notifies Motorola of an Error until Motorola initiates work toward development of an Error Correction.
- 1.9 **"Software"** means the package of Motorola computer program(s), interfaces and/or data, in machine-readable form only, as well as related materials, including Documentation, initially or subsequently licensed by Customer. Software also includes all Utilities, modifications, new Releases and Enhancements. "Software" specifically excludes Third Party Software, except to the extent otherwise expressly stated in this Agreement.
- 1.10 **"Spillman Application Administrator"** means an agent of Customer appointed by Customer, who has been certified on the Software by Motorola, pursuant to the procedures set forth in Section 6 hereof, and is able to communicate effectively with Motorola support personnel in the description and resolution of problems associated with the Software.
- 1.11 **"Support Term"** means the entire period during which Customer is receiving support services for the Software under the terms of this Support Agreement, beginning on the installation date of the Software. Support services are included during the Software's Warranty Period, as defined in Section 6.1 of Exhibit F, which is the "Initial Support Term." Thereafter, the Support Term shall automatically renew for successive periods of one year each, unless and until terminated pursuant to Section 8 hereof. In no event, however, shall the Support Term extend beyond the term of the Software License in Exhibit F.
- 1.12 **"Third Party Software"** means software owned by third parties, whether (i) licensed by the third party to Motorola for distribution to Motorola's customers with the Software, such as mapping software, database software, paging



software or open source software, or (ii) separately acquired by Customer as necessary or appropriate for use in conjunction with the Software, such as word processors, spreadsheets, terminal emulators, etc.

- 1.13 **“Utilities”** means the software utilities and tools provided by Motorola as part of the Software, including Motorola’s XML Query, ODBC interface and implementation code, ctperrl, dbdump, and dbload, as well as any other software utilities provided by Motorola in connection with the Software.

6.1.1.1.1 Section 2: Eligibility For Support

- 2.1 **Support Termination.** Motorola’s obligation to provide the support and maintenance services described in this Support Agreement with respect to the Software may be terminated pursuant to Section 8.2.2 or suspended, at Motorola’s discretion, if at any time during the term of this Support Agreement any of the following requirements are not met:

- 2.1.1 The Software License in Exhibit F must remain valid and in effect at all times;
- 2.1.2 The Software must be operated on a hardware platform, operating system and version approved by Motorola; and
- 2.1.3 Customer must be current on payment of maintenance and support fees.

- 2.2 **SAA Replacement.** Motorola may require Customer to appoint a new Motorola Application Administrator (“SAA”) in order to continue receiving support services or increase Customer’s support fees, if Motorola reasonably determines that the acting SAA does not have the training or experience necessary to communicate effectively with Motorola support personnel.

6.1.1.1.2 Section 3: Scope of Services

During the Support Term, Motorola shall render the following services in support of the Software, during Coverage Hours:

- 3.1 **Support Center.** Motorola shall maintain a Support Services Control Center capable of receiving from the SAA reports of any software irregularities, and requests for assistance in use of the Software.
- 3.2 **Services Staff.** Motorola shall maintain a trained staff capable of rendering support services set forth in this Support Agreement.
- 3.3 **Error Correction.** Motorola shall be responsible for using all reasonable diligence in correcting verifiable and reproducible Errors when reported to Motorola in accordance with Motorola's standard reporting procedures. Motorola shall, after verifying that such an Error is present, initiate work within the Response Time in a diligent manner toward development of an Error Correction. Following completion of the Error Correction, Motorola shall provide the Error Correction through a "temporary fix" consisting of sufficient programming and operating instructions to implement the Error Correction, and Motorola shall include the Error Correction in all subsequent Releases of the Software. Motorola supports two (2) versions back from the most recent release version. However, Motorola may, but is not obligated to, provide Error Corrections for any version of the Software other than the most recent Release.
- 3.4 **Software Releases.** Motorola may, from time to time, issue new Releases of the Software to its Customers generally, containing Error Corrections, minor Enhancements, and, in certain instances, if Motorola so elects, major Enhancements. Motorola reserves the right to require additional license fees for major Enhancements. Motorola shall provide Customer with one copy of each new Release, without additional charge. Motorola shall provide reasonable assistance to help Customer install and operate each new Release, provided that such assistance, if required to be provided at Customer's facility, shall be subject to the supplemental charges set forth in Motorola’s current Fee Schedule.
- 3.5 **Enhancements.** Motorola shall consider and evaluate the development of Enhancements for the specific use of Customer and shall respond to Customer's requests for additional services pertaining to the Software (including, without limitation, data conversion and report-formatting assistance), provided that such assistance, if agreed to be provided, shall be subject to supplemental charges mutually agreed to in writing by Motorola and Customer.



6.1.1.1.3 Section 4: Services Not Covered by this Support Agreement

The services identified in this section are NOT covered by this Support Agreement. Motorola strongly recommends that Customer secure a separate support agreement with third party vendors for all non-Motorola products. Motorola may, in its discretion, provide such services to Customer upon request, for an additional fee as the parties may agree in writing.

- 4.1 **Third Party Products.** Motorola will not provide support for any third party products, including hardware, or support for hardware failure due to the use of any third party products. Motorola may in its discretion provide first-line support for Third Party Software distributed by Motorola; if not, Motorola will refer Customer to the vendor of such software for resolution of support issues.
- 4.2 **Customized Interfaces and Software.** Motorola's standard support does not include support for any custom interfaces or other customized Software developed by Motorola or any third party for Customer. Support and maintenance services for customized Software are subject to an additional support fee, if agreed in writing between the parties. Such support and maintenance services include bug fixes and minor modifications to the custom interface or software. They do NOT include major revisions or rewrites, such as those required to make a custom interface work with a new or upgraded version of the applicable third party software. Custom interfaces and support therefor are specific to the designated version of the applicable third party software or system. Any major changes to such third party software or system will require a new custom quote for Motorola to modify the custom interface to work with the new version of the third party software or system. Motorola's support fees may also differ for the new version of the custom interface.
- 4.3 **Network Failures.** Motorola will not provide support for any network failures or problems including, but not limited to, cabling, communication lines, routers, connectors, and network software.
- 4.4 **Data Recovery.** Motorola's standard support does not include restoration and/or recovery of data files and/or the operating system. Motorola will, upon request of Customer and subject to its then-current fees for such services, use reasonable efforts to assist Customer in recovering lost data.
- 4.5 **Unauthorized Use.** Motorola will not provide support where the problem arises out of any breach of warranty, damages to the Software or its database, data corruption, or support issues, security issues, or performance issues arising out of Customer's or a third party's use of the Utilities or any software not specifically licensed by Motorola to Customer for use in connection with the Software. Any assistance provided by Motorola in resolving such problems shall be charged to Customer on a time and materials basis. Additionally, any unauthorized use of the Utilities or other software in connection with the Software by Customer (or by a third party with Customer's knowledge) may result, at Motorola's sole option, in voidance of warranties, an increase in the annual maintenance and support fees under this Support Agreement, and/or loss of rights to upgrades under this Support Agreement.
- 4.6 **Database Modifications.** Motorola will not provide support for any damages to or problems with the Software or its database, data corruption, support issues, security issues, or performance issues arising from Customer's utilization of the "write" feature of the ODBC interface to write to or modify the database in any way.
- 4.7 **Misuse or Damage.** Motorola will not provide support for Software problems caused by Customer misuse, alteration or damage to the Software or Customer's combining or merging the Software with any hardware or software not supplied by or identified as compatible by Motorola, customizing of programs, accident, neglect, power surge or failure, lightning, operating environment not in conformance with the manufacturer's specifications (for electric power, air quality, humidity or temperature), or Third Party Software or hardware malfunction.
- 4.8 **Operating System.** Motorola is not responsible for supporting, configuring, maintaining, or upgrading the operating system, including, but not limited to, backups, restores, fixes, and patches, or for providing assistance with problems caused by operating system installation, configuration, errors, maintenance or repair, or using incorrect versions of the operating system.
- 4.9 **Onsite Visits.** Onsite service visits to Customer's facility by Motorola are subject to additional charges, as set forth in Section 7.5.



- 4.10 **Printers.** Motorola is not responsible for supporting printers connected to the back of terminals/personal computers (commonly called pass-through printing) or network printers are not supported by Motorola.

6.1.1.1.4 Section 5: Obligations of Customer

- 5.1 **Software Connectivity.** Customer must maintain and provide, at no cost to Motorola, a CJIS-approved broadband internet connection to the server used with the Software, 24 hours per day, 7 days per week, to facilitate remote support utilities enabling Motorola support personnel to connect to and provide assistance with the server used with the Software. Third party connectivity tools, such as client VPN software, which must be installed on Motorola equipment, cannot be required by Customer.
- 5.2 **Customer Representative During Onsite Visits.** Customer's SAA or another authorized representative of Customer must be present when any onsite support is provided. Customer agrees that if such representative is not present when the Motorola representative arrives onsite, the Motorola representative shall notify an appropriate representative of Customer, if feasible, that there is no Customer IT representative present. If Customer's IT representative does not arrive within a reasonable time, no work will be performed and Customer will be charged for Motorola's expenses relating to the visit. If Motorola's on-site support person determines that changes to Customer's system (hardware or software) are required or advisable, it will inform Customer's representative. If such representative is not authorized to make or approve changes to Customer's system, as applicable, Customer will promptly make available such a person.
- 5.3 **English Language.** All communications between Customer and Motorola must be in the English language.
- 5.4 **SAA Assignment.** Customer is responsible for providing one or more qualified Motorola Application Administrators as described in Section 6 hereof. At least one authorized representative, identified to Motorola by Customer in writing with contact information, must be available at all times; however, after-hours availability is required only when and if Customer is requesting after-hours support from Motorola.
- 5.5 **Security.** Customer is responsible for providing all network and server security.
- 5.6 **Error Information.** Customer must provide Motorola with information sufficient for Motorola to duplicate the circumstances under which an Error in the Software became apparent.
- 5.7 **CJIS Compliance.** Customer is responsible for its own adherence to the FBI Criminal Justice Information Services (CJIS) Security Policy, the Health Insurance Portability and Accountability Act of 1996 (HIPAA) (to the extent applicable) and any other applicable security and privacy laws and regulations. Motorola will reasonably cooperate with Customer in connection therewith.

Section 6: SAA and Support Contact Requirements

- 6.1 **Certification.** Customer's designated SAA must be certified by Motorola within one year of the date of Customer's cutover to live operation of the Software ("Go-live"). The designated SAA must meet the following requirements in order to certify at the basic level:
- 6.1.1 Attend and participate in, and successfully pass the final written and practical examinations from the following courses within one hundred twenty (120) days of installation of the Software:
 - i. System Introduction – Inquiry,
 - ii. System Introduction – Data Entry & Modification,
 - iii. Basic System Administration, and
 - iv. General training applicable to the Software used by Customer.
 - 6.1.2 Pass the Basic SAA exam within one year after the agency's Go-live date.
- 6.2 **SAA Training Costs.** Customer will be responsible for the costs of such training, including any course fees, travel, and lodging expenses.



- 6.3 **SAA and Support Contact Information.** Contact information for Customer's SAA(s) and other authorized support contacts must be provided by Customer to Motorola's Technical Services department. Any changes to Customer's SAA and support contacts names and contact information must be promptly provided to Motorola's support department.
- 6.4 **Qualifications.** Each designated SAA and Customer support contact must be qualified to address, or have other support resources to address, without the aid of Motorola, all problems relating to hardware, software, or operating system not directly associated with the Software.

6.1.1.1.5 Section 7: Fees and Charges

- 7.1 **Support Fees.** During the Initial Support Term, support services are included as part of the initial purchase price paid by Customer. Thereafter, Customer shall pay Motorola the applicable support fees or Motorola support invoice, and any other charges or fees described herein. Motorola reserves the right to change its support fee, effective upon no less than 90 days written notice to Customer prior to the end of the current annual period.
- 7.2 **Support Fee Invoices.** Motorola shall invoice Customer for annual Support Fees at the beginning of each contract year. In the event that additional billable work is performed, all billable charges and expenses will be invoiced to Customer at the beginning of the month following the month in which those charges and expenses accrued or were incurred. Customer shall pay the invoiced amounts immediately upon receipt of such invoices. Any amount not paid within thirty (30) days after the invoice date shall bear interest at the rate of eighteen (18) percent per year or the highest rate allowed by applicable law, whichever is less.
- 7.3 **Equipment Fees.** Customer shall be responsible for and agrees to pay the fees and charges incurred for procuring, installing, and maintaining all equipment, telephone lines, modems, communications interfaces, networks, and other products necessary to operate the Software.
- 7.4 **After-Hours Charges.** Customer agrees to pay additional charges according to the Motorola Fee Schedule for all work required by Customer and performed outside of Coverage Hours. These charges are applicable for any work performed outside of the Coverage Hours, REGARDLESS OF THE CAUSE, even if the requested work was reported and/or initiated during normal Coverage Hours.
- 7.5 **Onsite Support** If Customer requests onsite support services, Customer shall reimburse Motorola for all labor, travel, and related expenses incurred by Motorola in providing such support services.
- 7.6 **Additional Fees.** Additional support fees may be required by Motorola if there is a significant increase in Customer's size with respect to use of the Software. An increase in size may arise either out of Customer's internal growth or out of a Host Agency/Shared Agency arrangement as described in Section 1 of Exhibit F, if applicable. Relevant factors include number of employees, number of dispatchers and/or number of jail beds. Payment of such additional Support Fees is due within thirty (30) days of the date of the invoice for such fees. Such fees will be prorated, based upon the date during the contract year the increase in Customer's size occurred. Additionally, Motorola may adjust support fees based on changes in (1) additional licenses or modules purchased by Customer, (2) Customer's hardware, (3) the Coverage Hours selected by Customer, or (4) Customer's violation of the restrictions set forth in Section 4.5 hereof.

6.1.1.1.6 Section 8: Termination

- 8.1 **Automatic Termination.** This Support Agreement shall automatically terminate immediately upon termination of the Software License in Exhibit F for any reason.
- 8.2 **Termination by a Party.** Either party may terminate this Support Agreement as follows:
- 8.2.1 If either Motorola or Customer provides a written notice to the other party, at least 90 days prior to the end of the then-current Support Term, of its intent to terminate this Support Agreement at the end of such Support Term; or
- 8.2.2 Upon 30 days prior written notice, if the other party has materially breached any provision of this Support Agreement and the offending party has not cured such breach within the 30-day notice period.



- 8.3 **Final Invoicing upon Termination.** Following termination of this Support Agreement, Motorola shall immediately invoice Customer for all accrued fees, charges, and reimbursable expenses; and Customer shall pay the invoiced amount immediately upon receipt of such invoice.

Section 9: General

- 9.1 **Incorporation of Additional Terms.** The terms of Section 3.6 (Motorola Software); Section 3.7, (Non-Motorola Software); Section 3.10 (Spillman Offerings Additional Terms); Section 10.8 (Disclaimer of Other Warranties); Section 12 (Disputes); Section 15 (Limitation of Liability); Section 16 (Confidentiality and Proprietary Rights); and all of the General provisions in Section 17 are hereby incorporated into this Agreement by reference. All of the foregoing terms are contained in the Primary Agreement.



EXHIBIT E
STATEMENT OF WORK

This information is the property of Spillman and is provided on a confidential and restricted basis. This information shall not be disclosed outside of Customer organization and shall not be duplicated, used, or disclosed in whole or in part for any reason other than to evaluate this SOW.



E-1 INTRODUCTION AND PURPOSE

Spillman provides comprehensive public safety software for police departments, sheriff's offices, fire departments, communication centers and correctional facilities. Under the guidance and participation of Customer, Spillman will facilitate the delivery and implementation of its integrated software solutions, which includes all purchased products and services in the Purchase and License Agreement.

Together, the integrated software solutions are referred to as the "System."

Spillman is committed to building a lifelong partnership with Customer by providing professional project management assistance through implementation, account management, technical services, and both initial and ongoing training. Spillman will provide Customer with software tools and services to implement a system that provides for the storage, retrieval, retention, manipulation, and viewing of documents, or files pertaining to Customer operations.

This SOW guides the primary activities and responsibilities for the System's implementation. It documents project implementation requirements, identifies each major task within the implementation process, sets expectations for each party, and identifies the criteria by which Spillman and Customer will consider a task complete.

E-2 PROJECT OBJECTIVES

Ongoing objectives of the Public Safety Software Implementation project:

- Provide a comprehensive public safety software solution to facilitate data management
- Provide the software and services necessary to enable interoperability and real-time data sharing
- Provide initial and ongoing system and application administration training to ensure proper setup and the efficient use of software modules
- Facilitate the implementation of data entry standards

Specific SOW objectives:

- Complete the project implementation plan
- Configure, set up, and install the server
- Install and configure core Spillman software modules
- Install and configure the external interfaces
- Provide onsite system setup consultation and system and application administration training
- Perform initial system acceptance
- Provide comprehensive end user training and assistance with code table set up
- Provide Go-live assistance
- Perform final system acceptance



E-3 CHANGE MANAGEMENT PROCEDURES

In the event it is necessary to change this SOW or, if applicable, a Scope of Work document, the following procedure will be used:

- The party requesting the change will issue a Change Request document ("Change Request"). The Change Request will describe the nature of the change, the reason for the change, and the effect of the change, which may include changes to the work product. The Change Request will also include any changes in pricing.
- Either party may initiate a Change Request for any material changes to this SOW and any applicable Scope of Work. The requesting party will review the proposed change with the other party and the parties will negotiate reasonably and in good faith to agree upon the requested change and any changes to the fees or schedule that may result therefrom. Upon the parties' agreement, the appropriate authorized representatives of the parties will sign the Change Request, indicating acceptance of the changes by the parties.
- Upon execution of the Change Request, the Spillman and Customer Project Managers will incorporate the change into the SOW or Scope of Work.

E-4 PROJECT ASSUMPTIONS AND GENERAL RESPONSIBILITIES

Project Assumptions

- The Spillman System will be implemented in a Linux environment.
- Customer network is available and appropriately configured.
- Hardware is available that meets or exceeds Spillman's current hardware recommendations, is patched per Spillman's recommendations, and is appropriately configured.
- A TCP/IP-capable network is available for Spillman Mobile; specifically, a broadband wireless data network (3G or greater) or a similar high speed private network. At a minimum, wireless networks should accommodate average bi-directional data rates of 256 kbit/s (kilobits per second) between the mobile client and the Spillman server.
- Customer obtains State user and terminal ORIs in a timely fashion.
 - State/NCIC (StateLink) interface may not be ready for end user training; a live connection is not necessary for training exercises.
- Third party vendors provide required information for interface configuration.
- This engagement will begin on a mutually acceptable date after Spillman is in receipt of a signed contract from Customer that covers the fees and expenses described therein.
- Customer will provide appropriate technical and management resources to participate in the implementation as identified in the project tasks and responsibilities.

Customer Responsibilities

- Maintain effective communications with the Spillman Project Manager
- Participate in onsite project status meetings
- Respond to issues and concerns as communicated by the Spillman Project Manager
- Provide Spillman with Customer-approved project change requests
- Coordinate required Customer tasks and responsibilities with the Spillman Project Manager
- Manage all third party vendors for which Customer contracts facilitate project activities
- Ensure Customer project team members have the knowledge and expertise to meet required project responsibilities
- Provide onsite and dedicated VPN remote access as required to facilitate installation and Spillman's continued system support
- Install Spillman application client on all computers
- Install Mobile application client on mobile computers
- Provide physical training facilities and supplies (e.g., projector, screen, whiteboard or equivalent) as well as personal computers required for training end users
- Ensure management and end user personnel are scheduled and available for training

Spillman Project Team Responsibilities

- Function as the liaisons with Customer's designated project manager
- Provide Customer with a project management plan, including a cut-over plan for Go-live
- Supply system test plans, setup, administration and configuration documentation, student manuals (training plans), and end user Documentation
- Manage all aspects of the implementation, including project communications
- Participate in the project planning and system setup
- Coordinate and schedule the delivery of all products and services provided by Spillman
- Conduct onsite project status meetings at Customer facility and attend all major project events including project kickoff meeting, system acceptance tests, project team training, and Go-live activities
- Facilitate the submission and approval of Customer change requests
- Provide responses and recommend resolutions to Customer issues
- Facilitate the server configuration and core system installation, and coordinate external interface installation
- Manage all third party vendors contracted by Spillman



E-5 PROJECT TASKS AND RESPONSIBILITIES

This section outlines all project phases, individual tasks, and responsible parties required to meet the goals and objectives of this SOW. Spillman and Customer will perform their respective tasks through a combination of onsite collaboration, coordination via telephone, email communications, and other remote means, as appropriate.

Tasks may or may not be completed in the order in which they appear. Some tasks may be sequential while other tasks may be concurrent with other tasks.

Some tasks will involve 3rd party entities (government agencies, vendors, etc.) to successfully complete this project. Spillman will cooperate and use good faith efforts to work effectively with all 3rd party representatives from other vendors or government agencies as may be necessary to ensure successful Project completion.

Project Planning and Pre-Installation

Task Description

Project Planning will consist of a series of tasks and activities to help prepare the Customer and Spillman for the implementation process:

- **Pre-Implementation Meeting**

Spillman will conduct a Pre-Implementation Meeting (PIM), which includes a project review session and product demonstration. The Project review session will include a detailed discussion of the contract documents, project timelines, goals and objectives, and roles and responsibilities of both parties. The Project review session will be designed to ensure the project managers and key personnel on both sides are familiar with the contract documents and have the same understanding of the overall scope of the project and project approach.

- **Open House**

Upon completion of the PIM, Spillman will conduct an Open House consisting of a general product presentation for end users designed to promote enthusiasm for the upcoming implementation.

- **Workflow and Forms Review Sessions/Project Team Planning Session**

Spillman will schedule and conduct Workflow and Forms Review Sessions with each agency/department to identify paper forms and manual reports that can/will be eliminated by installing the new System, and the changes that will be required in forms that will remain in use after system go-live. This task will also include a detailed discussion/presentation and recommendations on how each agency will/should streamline work processes and adjust current staffing

Project Planning and Pre-Installation

resources to match Software utilization.

Deliverables

Upon completion of Project Planning, Spillman and Customer will:

- Document results of the workflow and forms review for each agency. Spillman will provide recommendations on forms that can potentially be eliminated and/or consolidated for each agency. Spillman will provide recommendations for forms that should remain in use after go-live occurs.
- Identify and document estimated Customer resources and estimated time requirements for Customer-related tasks so the Customer is better prepared to assign the type of resources when necessary to do so and for what duration. This information will be based on Spillman's previous experience in installing similar systems. The goal is to help ensure the Customer is well aware in advance of tasks and resource requirements so as to avoid potential project delays during the implementation process.

Prerequisites

- Signed Agreement

Completion Criteria

This task will be considered complete following the Pre-Implementation Meeting, Open House, and completion of the Workflow and Forms Review Sessions.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Conduct pre-implementation meeting• Conduct product demonstrations• Conduct workflow and forms review	Responsibilities <ul style="list-style-type: none">• Assist with open house (invites, room to conduct meetings and open house, etc...)• Assist with workflow and forms analysis• Assist with project team planning sessions
Required Staff <ul style="list-style-type: none">• Project manager• Trainer• Systems Engineer	Required Staff <ul style="list-style-type: none">• Project manager• Project team members (staff from agencies or departments)



Project Planning and Pre-Installation

Order Hardware

Task Description

The purpose of this task is to order the hardware required for the Spillman system. Customer or Spillman (as specified in the Agreement) will be responsible for procuring the server needed to meet Spillman's hardware specifications, as well as dedicating/procuring servers for the solution's GIS component, HipLink paging module and Compstat Dashboard module. Together, Spillman and Customer will review the purchase order to verify the purchased hardware meets system specifications. Hardware will then be shipped to Customer's location.

If Customer desires a disaster recovery solution, Customer (or a mutually agreed upon third party, as specified in the Agreement) will be responsible for procuring a second server and facilitating the setup of that solution. All costs associated with the setup and testing of the disaster recovery solution will be borne by Customer.

Deliverables

- Hardware recommendations

Prerequisites

- Pre-implementation conference call

Completion Criteria

This task will be complete once the hardware has been ordered.

Spillman

Responsibilities

- Verify hardware order
- Order hardware (per Contract)
- Provide minimum and recommended hardware requirements for all workstations

Customer

Responsibilities

- Order hardware (per Contract)
- Ensure hardware (workstation) upgrades, as needed



Order Hardware

Required Staff

- Project manager
- Installation manager
- Systems engineer

Required Staff

- Project manager
- IT personnel (as needed)
- System administrator



Order Third Party Products

Task Description

Spillman will order third party products as specified in the Agreement. Customer will be responsible for any third party requirements not listed in the Agreement.

Deliverables

- Not applicable

Prerequisites

- Signed agreement

Completion Criteria

This task will be complete once Spillman and Customer have placed all orders for third party products.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Order third party products as specified in the Agreement	Responsibilities <ul style="list-style-type: none">• Order third party products for which Customer is responsible
Required Staff <ul style="list-style-type: none">• Project manager• Systems engineer	Required Staff <ul style="list-style-type: none">• Project manager• System administrator• IT personnel (as needed)

Finalize Project Schedule

Task Description

Prior to signing the Agreement, Spillman and Customer may have developed a preliminary project schedule. During this task, the project managers from both Spillman and Customer, as well as Customer personnel who make decisions regarding resource allocations or scheduling, will meet and review the project schedule. These individuals will make any necessary adjustments based on known changes in resource availability. Spillman's project manager will then update the schedule.

The project schedule will be further updated as necessary over the course of the project. All changes to the schedule will be mutually agreed upon and, if required, documented via the mutually agreed upon change order process. Any schedule changes that occur will be a part of the project status reports provided by Spillman's project manager.

Deliverables

- Final project schedule

Prerequisites

- Not applicable

Completion Criteria

This task will be complete when the parties agree upon the final project schedule; approval shall not be unreasonably withheld or delayed.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Lead Customer through a review of the project schedule• Update the project schedule	Responsibilities <ul style="list-style-type: none">• Ensure personnel who can make resource allocation and scheduling decisions attend Project Schedule review
Required Staff <ul style="list-style-type: none">• Project manager• Training coordinator	Required Staff <ul style="list-style-type: none">• Project manager• System administrator• Department supervisors (as needed, for approving the schedule)

Develop Data Entry Standards

Develop Data Entry Standards

Task Description

Customer is responsible for developing data entry standards and policies to ensure users enter data correctly and in conformity with quality assurance expectations. At the kickoff meeting, Spillman will provide and explain sample data entry standards as a starting point for Customer. Customer will need to revise the sample standards to meet its specific needs. Once standards have been established, Customer will be expected to formalize the policy as standard operating procedure for data entry tasks. Spillman will incorporate the data entry standards into end user training. Therefore, Customer must complete this task prior to end user training. Spillman is not responsible for project delays due to Customer not completing this task in a timely manner.

Deliverables

- Spillman-supplied sample data entry standard
- Final, Customer-defined data entry standards

Completion Criteria

This task will be complete after Customer develops formal data entry standards that Spillman can incorporate into end user training.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Provide sample data entry standards• Explain data entry standards	Responsibilities <ul style="list-style-type: none">• Revise sample standards form to meet Customer's needs• Create formal policies and standard operating procedures to guide data entry tasks
Required Staff <ul style="list-style-type: none">• Project manager• Lead trainer	Required Staff <ul style="list-style-type: none">• Project team

Conduct First Web Based Map Training

Task Description

Customer must prepare its GIS data for the Spillman geofile and then build the Spillman geofile database. Prior to training, Customer will collect current map data for assessment. Spillman will send Customer a document to guide Customer in the collection of this data. A Spillman GIS trainer will assess the current map data and provide feedback on ways to improve the quality of the data for use in the Spillman geofile.

During this time, Spillman's GIS trainer will also instruct Customer's personnel responsible for building the geofile on how to build and update the maps for use in the Spillman applications. After training, Customer is responsible for building the geofile. Spillman will remotely provide additional assistance, as needed.

Deliverables

- Map data collection guide
- GIS modification recommendations
- Remote assistance as needed

Prerequisites

- Existing customer map files

Completion Criteria

This task will be complete after Spillman concludes the onsite map build training.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Provide map data collection guide• Assess current map data• Provide feedback on ways to improve quality of map data• Provide map build training• Provide remote assistance during Customer's map build activities	Responsibilities <ul style="list-style-type: none">• Collect current available map data• Attend map training• Build geofile per Spillman's specifications
Required Staff <ul style="list-style-type: none">• Trainer (GIS)	Required Staff <ul style="list-style-type: none">• System Administrator• GIS Department

Install and Configure Hardware and Operating System

Task Description

After Customer receives the server hardware, Spillman's systems engineer will install the server at Customer site, and install and configure the operating system. The systems engineer will also help Customer configure the GIS server to accommodate Esri® Network Analyst, which is necessary if Customer wants routing and closest unit dispatching capabilities.

Deliverables

- Servers installed and configured

Prerequisites

- Addresses for servers and VPN identified
- Server location, equipment, and supply of power provided

Completion Criteria

This task will be complete when Spillman has installed and configured the Linux server and operating system, conducted initial tests of the equipment, corrected any material problems or deficiencies, and established connectivity to Spillman headquarters.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Install Linux server and operating system at Customer site• Configure database storage space allocation• Guide Customer through network configuration• Conduct initial tests of the equipment and correct any problems or deficiencies• Establish connectivity to Spillman headquarters	Responsibilities <ul style="list-style-type: none">• Facilitate installation of Linux server• Set up disaster recovery solution• Configure network• Assist with establishing connectivity to Spillman headquarters
Required Staff <ul style="list-style-type: none">• Project manager• Systems engineer	Required Staff <ul style="list-style-type: none">• System administrator• IT department

Install Core Spillman Application

Task Description

After installing the servers and configuring the operating system and database storage, Spillman's systems engineer will install the core Spillman application and the Spillman side of interfaces. The systems engineer will configure the database environments and create the initial administrative user accounts.

Spillman will provide Customer with Mobile and Spillman client applications. Customer is responsible for installing the client application on the mobile and desktop computers.

Deliverables

- Installation of Spillman applications, as specified in the Agreement
- Installation of Spillman components of external interfaces
- Installation of Spillman Mobile client application

Prerequisites

- Hardware installed

Completion Criteria

This task will be complete when Spillman has installed the core Spillman applications, created the training user accounts and administrative accounts, initiated the installation of external interfaces, and performed the tests required for end user training and Go-live.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Install core Spillman applications• Configure databases (live and training)• Create administrative user accounts• Create training user accounts• Initiate installation of external interfaces	Responsibilities <ul style="list-style-type: none">• Install Spillman client application on PCs• Install Spillman Mobile client application on mobile computers
Required Staff <ul style="list-style-type: none">• Systems engineer	Required Staff <ul style="list-style-type: none">• IT personnel• System administrator



Configure StateLink/NCIC, E9-1-1, LiveScan and Other External Interfaces

Task Description

Spillman installs the NCIC and E9-1-1 interfaces with configuration parameters set to default values. While most external interfaces require only configuration prior to execution, these interfaces require additional technical and administrative steps for operability.

Spillman will install the State Link and Mobile StateLink NCIC interface. Customer, however, is responsible for obtaining a state connection and obtaining state user and terminal ORIs. Should Customer require assistance, Spillman can help with the process. Together, Spillman and Customer will enter the ORI and terminal information and test the connection.

Spillman will install the E9-1-1 interface. To configure this interface, Spillman will require a sample ANI/ALI data stream from Customer, as well as dispatch terminal IP addresses and a port for connectivity to the ANI/ALI box. After receiving this information and the required connectivity, Spillman will configure the E9-1-1 interface and, together with Customer, will test the connection to verify the correct data stream and format transfers to the CAD screens.

Spillman will also install and test all other external interfaces specified in the Agreement. The development process for other interfaces will include programming, testing, and demonstrating to Customer the successful completion of all included interfaces and software modifications, as set forth in the Agreement.

Deliverables

- Installation, configuration, and testing of StateLink and Mobile State Link StateLink/NCIC, E9-1-1, and LiveScan interfaces

Prerequisites

- Methods of connectivity defined
- Contact information for all third party vendors

Completion Criteria

This task will be complete when Spillman and Customer have tested the StateLink and Mobile StateLink/NCIC, E9-1-1 interface, LiveScan interface, and other external interfaces included in the Agreement and they are installed and working correctly in all material respects.

Configure StateLink/NCIC, E9-1-1, LiveScan and Other External Interfaces

Spillman	Customer
<p>Responsibilities</p> <ul style="list-style-type: none"> • StateLink Interface <ul style="list-style-type: none"> ○ Install StateLink/NCIC interface ○ Work with Customer to enter ORI and terminal information ○ Test StateLink/NCIC interface • E9-1-1 Interface <ul style="list-style-type: none"> ○ Install interface ○ Configure ANI/ALI connection to Spillman ○ Verify data stream/format to CAD screens • Other External Interfaces <ul style="list-style-type: none"> ○ Serve as prime contractor to develop interfaces ○ Test and successfully demonstrate completion to Customer ○ Update interface and system Documentation, as necessary 	<p>Responsibilities</p> <ul style="list-style-type: none"> • StateLink Interface <ul style="list-style-type: none"> ○ Obtain state connection ○ Obtain state user and terminal ORIs ○ Work with Spillman to enter ORI and terminal information ○ Test StateLink and Mobile StateLink State/NCIC interface • E9-1-1 Interface <ul style="list-style-type: none"> ○ Provide ANI/ALI port for connection ○ Provide dispatch computer IP addresses ○ Verify data stream/format to CAD screens
<p>Required Staff</p> <ul style="list-style-type: none"> • Project manager • Systems engineer • Development (programmers) 	<p>Required Staff</p> <ul style="list-style-type: none"> • IT department • Any applicable third party vendors • System administrator



Conduct Project Team Training

Task Description

Spillman will conduct a three-day training course for Customer's project team. Part of this training includes an overview of the purchased application. During the overview, Spillman will demonstrate the functionality of the various modules. As Spillman demonstrates this functionality, Spillman and Customer will jointly verify the project acceptance sign off for the modules purchased. Should Spillman and Customer discover any discrepancies between the demonstrated product and Spillman's proposal, they will mutually agree on the reason for the discrepancy and develop a plan of action to resolve the discrepancy. Spillman will resolve the discrepancy if possible. If an immediate resolution is not possible, Spillman and Customer will agree on, and document, an alternative plan of action (i.e., a workaround by Customer or a Spillman product enhancement in a future release).

Following the project team training, the Spillman project manager and Customer will work on any documented changes that need to be made to the module acceptance testing documents (the "Acceptance Documents"). Customer's project team will review the Acceptance Documents for accuracy. Once Spillman and Customer agree on the accuracy of the Acceptance Documents, the documents will be used as a basis for functional testing and final project acceptance.

Deliverables

- Project team training
- Module acceptance test documents

Prerequisites

- Server installation complete
- Training room set up with server connectivity

Completion Criteria

This task will be complete when the parties have agreed upon the Acceptance Documents.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Project team training (system overview)• Demonstrate Spillman application• Work with Customer to review and modify (as needed) module acceptance tests	Responsibilities <ul style="list-style-type: none">• Provide appropriately equipped training location• Ensure appropriate personnel attend project team training Work with Spillman to review and modify module acceptance tests

Conduct Project Team Training

Required Staff

- Project manger
- Trainer

Required Staff

- Project team
- Trainer

Conduct System Administration Training

Task Description

Spillman will conduct the following system administration training courses:

- Specialist Spillman application administration (3 days)
- Module-specific administration training, as appropriate

System administration training includes training to set up, enter, and administer the operational and administrative code tables. Following training, Customer will be responsible for entering code tables. Customer must enter data before user training begins. Spillman will provide training on user/group setup, including granting system privileges.

Additionally, Customer should have a good draft of its data entry standards. During this training, Spillman will work with Customer to review and finalize the data entry standards. Following training, Customer will be responsible for formalizing data entry standards. This task must be complete before user training begins.

Deliverables

- System administration training per the training plan

Prerequisites

- Spillman application installation
- Project team training
- Customer completion of data entry standards

Completion Criteria

This task will be complete when Spillman has provided the system administration training per the training plan.

Spillman Responsibilities

- System administrator training
- Module administration training
- Code table setup training

Customer Responsibilities

- Provide properly equipped location
- Ensure personnel attend training
- Finalize data entry standards
- Enter code tables

Conduct System Administration Training

Required Staff

- Trainer

Required Staff

- Project manager (as needed)
- Project team
- System administrator
- IT personnel
- Department managers (as needed for code tables decisions)

Conduct Module Acceptance Testing



Conduct Module Acceptance Testing

Task Description

At Customer location, Spillman and Customer will conduct acceptance tests on the installed system. Spillman will provide Customer with its standard acceptance tests for each Spillman application module. Should it desire to do so, Customer can develop additional, mutually agreeable tests and scenarios.

With Spillman's assistance, Customer will conduct functional tests to verify that commands work as intended within mutually developed test scenarios, and that each module and all interfaces, function according to the Acceptance Documents.

In the process of testing the requirements, Customer will also test specific commands to determine whether the command executes the intended function in the manner expected, the command generates the appropriate acknowledgement message, information transfers correctly, and the commands generate the appropriate error messages when input incorrectly.

During module testing, Spillman and Customer will track whether requirements pass or fail a test, classifying requirements that test as a "Failure." If a material Failure is identified, it will be documented and Spillman will begin work to correct the Failure. Once a correction is established, Spillman and Customer will conduct additional testing of that requirement to verify it passes the test.

Deliverables

- Spillman standard functional tests

Prerequisites

- Spillman application installation
- System Administration training

Completion Criteria

This task will be complete when the Spillman application operates in all material respects according to the Acceptance Testing Documents, and Spillman either has remedied all material Failures or has provided a mutually acceptable written explanation of when it will correct the Failures.

Spillman Responsibilities	Customer Responsibilities
<ul style="list-style-type: none">• Provide standard functional tests• Work with Customer to review and agree upon additional tests and scenarios• Conduct module testing with Customer and track results	<ul style="list-style-type: none">• Review standard Spillman functional tests• Create additional tests and scenarios, if desired• Conduct functional testing with Spillman and track results

Conduct Module Acceptance Testing	
<ul style="list-style-type: none"> • Correct any failures following Acceptance Testing plan 	<ul style="list-style-type: none"> • Re-test any corrections made by Spillman
Required Staff <ul style="list-style-type: none"> • Project manger • Trainer 	Required Staff <ul style="list-style-type: none"> • Project manager • Project team • End users (as needed)



Conduct Follow Up Map Training and Final Map Setup Training

Task Description

Spillman GIS trainers will conduct multiple (as needed) training sessions to review the geofile map build and direct the necessary GIS modifications. These trainers will identify areas where the maps could be improved and assist Customer with any issues or problems it is experiencing.

Prior to Go-live, Spillman will conduct a final review session to assess the condition of Customer map data and ensure it is ready for go live.

Deliverables

- GIS professional services (consulting)
- Final map review

Prerequisites

- Spillman application installation
- System administration training
- Significant progress on Customer map build

Completion Criteria

This task will be complete when the final map is prepared and ready for go live.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Provide map build assistance to Customer• Assist with final map review and go live preparation	Responsibilities <ul style="list-style-type: none">• Map build and GIS modifications• Perform final map review
Required Staff <ul style="list-style-type: none">• Trainer (GIS)	Required Staff <ul style="list-style-type: none">• GIS department• System administrator

Conduct End User Training

Task Description

Spillman will conduct end user training per the mutually agreed upon training plan.

Deliverables

- End user training

Prerequisites

- Functional testing completed
- Interfaces installed and configured

Completion Criteria

This task will be complete when Spillman has provided all end user training per the training plan.

Spillman Responsibilities	Customer Responsibilities
<ul style="list-style-type: none">• Provide end user training per the training plan	<ul style="list-style-type: none">• Provide training facilities and equipment• Ensure appropriate personnel attend each training class
Required Staff <ul style="list-style-type: none">• Trainers	<ul style="list-style-type: none">• Required Staff• All employees (end users)

Cutover to Live Operation

Task Description

Spillman trainers will be onsite to assist Customer with cutover to live operation (Go-live).

On the day of cutover to live operation, Spillman will facilitate a Go-live kickoff ensuring all tasks are completed and Customer personnel are prepared for pre and post-cutover roles.

After cutover, Spillman's trainers will assist Customer personnel with initial live database entry, providing guidance and training as needed. The trainers will troubleshoot live database problems that may arise and make minor configuration modifications as Customer makes initial database entries and enacts entire work processes in the live environment.

Spillman's project manager and trainers will hold meetings with Customer project team, as needed, to discuss concerns and issues that arise.

Customer's system administrators, project team, and other "supervisory users" shall be present to provide guidance to Customer personnel needing additional assistance. Customer personnel are free to ask questions. The system administrators, project team, and other supervisory users should report issues and concerns they encounter to Spillman's trainers and project manager, who will incorporate the issues and concerns into daily meetings and one-on-one training.

Deliverables

- Trainers onsite for Go-live

Prerequisites

- Completion of all previous tasks

Completion Criteria

This task will be complete once live operation of the entire System has commenced and the other tasks described above been completed.

Spillman Responsibilities	Customer Responsibilities
<ul style="list-style-type: none">• Facilitate Go-live kickoff meeting (first day of Go-live)• Assist with initial live database entry• Observe operations and troubleshoot live database problems• Make minor modifications as needed• Work one-on-one with individuals	<ul style="list-style-type: none">• Ensure appropriate personnel attend Go-live kickoff meeting• Provide guidance to individuals who need extra assistance• Relay issues and concerns to Spillman

Cutover to Live Operation

Required Staff

- Project manager
- Systems engineer
- Trainers

Required Staff

- Project manager
- All employees (end users)

Perform Site Audit and Analysis

Task Description

Approximately a few weeks following cutover to live operation, a Spillman trainer will be onsite to observe how Customer personnel are using the System. The trainer will be available to answer any follow up questions and provide additional training to enhance user capabilities, showing the users alternative ways to use the System.

Deliverables

- Onsite analysis and training for up to three days

Prerequisites

- Go-live operations

Completion Criteria

This task will be complete after the Spillman trainer has conducted the site audit and analysis.

Spillman	Customer
Responsibilities <ul style="list-style-type: none"> • Answer follow up questions • Show users alternative ways to use the system 	Responsibilities <ul style="list-style-type: none"> • Communicate questions or concerns
Required Staff <ul style="list-style-type: none"> • Trainer 	Required Staff <ul style="list-style-type: none"> • Applicable staff



Obtain Project Acceptance Sign Off

Task Description

Customer will sign off on final system acceptance. The system will be deemed accepted by Customer following the completion of the items in the Acceptance Test Plan.

Deliverables

- Corrections or workarounds to material errors per the Acceptance Test Plan

Prerequisites

- Cutover to live operations

Completion Criteria

This task will be complete when the System has been fully tested in an operational environment and Acceptance has occurred as per the Acceptance Test Plan.

Spillman	Customer
Responsibilities <ul style="list-style-type: none">• Resolve performance and reliability issues per the Acceptance Test Plan	Responsibilities <ul style="list-style-type: none">• Monitor Spillman System• Log errors with appropriate detail
Required Staff <ul style="list-style-type: none">• Project manger	Required Staff <ul style="list-style-type: none">• Project manager• Project team

Major Milestones

- Agreement signing
- Hardware delivery/Core installation
- Project team training/Administration training complete
- Initial acceptance
- Interfaces
- End user training complete
- Go-live complete
- Final acceptance

EXHIBIT F

ADDITIONAL TERMS FOR LICENSE AND PURCHASE OF SPILLMAN OFFERINGS

License and purchase of Spillman offerings will be governed by the terms in the body of the Primary Agreement, the terms of the Software License Agreement in Exhibit A, and the terms set forth in this Exhibit F. If there is a conflict between the terms in this Exhibit F, the Primary Agreement, and Exhibit A, the terms in this Exhibit F will govern. All capitalized terms used and not defined herein shall have the same meanings set forth in the Spillman Maintenance and Support Agreement in Exhibit D-3.

1. **Shared Agency Arrangements.** If Customer and another agency (a "Shared Agency") desire to enter into an arrangement whereby Customer will act as a "Host Agency" and permit the Shared Agency to access the Software through Customer, the Shared Agency and Motorola will execute a Shared Agency Agreement for such arrangement and attach it to this Agreement as an additional exhibit. Customer agrees to be responsible for timely payment of invoices for the Shared Agency's license and services, whether such invoices are to be paid by the Shared Agency or Customer. Customer shall require the Shared Agency to comply with the terms of this Agreement and shall notify Motorola and cooperate as reasonably requested by Motorola in the event of any non-compliance by the Shared Agency.

2. **Support Agreement.** Motorola will provide maintenance and support services to Customer with respect to the Software pursuant to the terms of the Spillman Maintenance and Support Agreement attached as Exhibit D-3 hereto, subject to Customer's payment of the applicable annual support and maintenance fees after the Warranty Period ends

3. Customer Responsibilities.

3.1 **Spillman Application Administrator.** Customer is responsible for designating a Spillman Application Administrator ("SAA") who is qualified to operate the Software on Customer's own equipment, has been certified as set forth in Exhibit D-3 (Maintenance and Support Agreement), and is familiar with the information, calculations, and reports that serve as input and output of the Software.

3.2 **Spillman Support Contacts.** Customer will provide contact information for its SAA and other personnel who are authorized to contact Motorola support to Motorola's support department. Each designated SAA and Customer support contact must be qualified to address, or have other support resources to address, without the aid of Motorola, all problems relating to hardware, software, or operating system not directly associated with the Software.

3.3 **Additional Components.** Other components (hardware and/or Third Party Software) may be required for the use of the Software, including without limitation workstations, personal computers, networks, operating systems, and Internet connectivity. Motorola assumes no responsibility under this Agreement for obtaining and/or supporting such components except as expressly agreed in writing.

3.4 **Data Conversion Services.** Motorola assumes no responsibility under this Agreement for converting Customer's data files for use with the Software, unless listed as a deliverable and detailed in a data conversion scope of work.

3.5 **Improper Use.** Customer shall use reasonable efforts to prevent its employees and independent contractors from making unauthorized copies of the Software, improperly using the Software, or otherwise breaching this Agreement. If Customer discovers any such problems, it will promptly notify Motorola and take commercially reasonable actions to resolve the problem as soon as reasonably possible. Customer is liable for any breach of this Agreement by any employee or agent of Customer.

4. Proprietary Protection and Limitations on Use.

4.1 **Third Party Access and Queries.** Customer may not allow any other agency, entity, or individual to use or have access to the Software in any manner other than inquire-only, unless expressly authorized by



Motorola. Except as specifically authorized by Motorola, queries may be conducted solely for Customer's internal business purposes, and Customer may not query the Software, or permit any third party to query the Software, for a third party's business purposes.

- 4.2 **Competitive Use.** Customer may not utilize or permit a third party to access or utilize any part of the Software (including the Utilities) in any manner that competes, directly or indirectly, with any product or service provided by Motorola. This includes, without limitation, using the Software (or its Utilities) to develop any software, interfaces, or other products that compete with Motorola's products or services, or using interfaces or other products connecting to the database of the Software in connection with a third party's competing product.

5. Utilities; Restrictions on Usage

- 5.1 **Utilities.** Motorola provides certain software Utilities as part of the Software. Motorola may add, modify, or remove Utilities from the Software during the term of this Agreement. The Utilities contain material that is proprietary to Motorola and/or its licensors, and may be used only as permitted by this Agreement.

- 5.2 **Use of Utilities.** Customer is permitted to use the Utilities for read-only operations in connection with the authorized use of the Software, but may not allow third parties to use the Utilities unless an authorized official of Motorola consents in writing. With the exception of ODBC, Customer is NOT permitted to utilize the Utilities or any other software tools to write to Motorola's database in any manner, due to the potential for data corruption and system slowdown or damage. Due to the potential for data corruption and system slowdown or damage, Customer agrees that it does so solely at its own risk.

- 5.3 **Disclaimer.** Motorola permits customers to use the Utilities, but solely at the customers' own risk. Motorola is NOT responsible for any breach of warranty, damages to the Software or its database, data corruption, support issues, security issues or performance issues arising out of Customer's or a third party's use of the Utilities (even if permitted by Motorola) or use of any other software not specifically licensed in this Agreement (including any third party querying or writing to the database).

6. Software Warranty

- 6.1 **Functionality.** By executing this Agreement, Customer acknowledges that it has been given an adequate opportunity to investigate Customer's computer and software needs and that based on its examination of the Software, Customer finds the Software to be satisfactory for Customer's intended uses. Motorola warrants for a period of 12 months (the "Warranty Period"), and for Customer's benefit alone, that the Software conforms in all material respects to the specifications for the current version of the Software provided by Motorola. The Warranty Period will begin upon the earlier of (i) the date of Customer's cutover to live operation of the Software (Go-live); or (ii) twelve (12) months after the Effective Date. This warranty is expressly conditioned on Customer's observance of the operation, security, and data-control procedures set forth in the Documentation included with the Software.

- 6.2 **Limitations.** Motorola is not responsible for obsolescence of the Software that may result from changes in Customer's requirements. The warranty set forth in Section 6.1 shall apply only to the most current version of the Software issued by Motorola. Customer must notify Motorola of any warranty issues or breaches within the Warranty Period; after the end of the Warranty Period, Software errors and defects will be handled under Exhibit D-3 (Maintenance and Support Agreement). Issuance of updates does not result in a renewal or extension of the Warranty Period. Motorola assumes no responsibility for the use of superseded, outdated, or uncorrected versions of the Software. Such warranty also excludes non-



performance issues that result from third party hardware or software malfunction or defect; modification of the Software by any person other than Motorola, or defects or problems that are outside the reasonable control of Motorola. Customer will reimburse Motorola for its reasonable time and expenses for any services provided at Customer's request to remedy excluded non-performance issues. Additionally, Motorola is not responsible for any problems or errors with the Software or Customer's system resulting from use of the ctpertl or dbload Utilities in any manner other than read-only. Customer expressly acknowledges that any use of the "write" or "update" features of these Utilities may damage Customer's database or cause other problems with its system.

6.3 Remedies. As Customer's exclusive remedy for any material defect in the Software for which Motorola is responsible, Motorola shall use reasonable efforts to correct or cure any reproducible defect by issuing corrected instructions, a fix or a workaround. In the event Motorola does not correct or cure such nonconformity or defect after Motorola has had a reasonable opportunity to do so, Motorola's liability shall be limited to the amount paid as the license fee for the defective or non-conforming module of the Software. Motorola shall not be obligated to correct, cure, or otherwise remedy any nonconformity or defect in the Software if Customer has made any changes whatsoever to the Software, if the Software has been misused or damaged in any respect, or if Customer has not reported to Motorola the existence and nature of such nonconformity or defect promptly upon discovery thereof.

6.4. Disclaimer of Other Warranties. The express warranties set forth in this Section 6 are in lieu of, and Motorola disclaims, any and all other warranties (express or implied, oral or written) with respect to the Software or Documentation, including, without limitation, any and all implied warranties of condition, title, non-infringement, merchantability, or fitness for a particular purpose or use by Customer (whether or not Motorola knows, has reason to know, has been advised, or is otherwise aware of any such purpose or use), whether arising by law, by reason of custom or usage of trade, or by course of dealing. In addition, Motorola disclaims any warranty to any person other than Customer with respect to the Software or Documentation.

7. Support Required. Customer is required to continue purchasing support and maintenance services from Motorola throughout the term of this Agreement, as a condition to the license of the Software under this Agreement. This Agreement shall automatically terminate if Customer ceases paying the required fees for maintenance and support of the Software, unless Motorola terminates the Support Agreement without cause.



EXHIBIT G

INSURANCE

INSURANCE: Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees or subcontractors.

Scope and Limit of Insurance

- A. The Contractor shall maintain a **commercial general liability** (CGL) insurance policy [Insurance Services Office Form CG 00 01] covering CGL on an occurrence basis, including products and completed operations, property damage bodily injury and personal & advertising injury with limits in the amount of \$1,000,000, per occurrence and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds under a blanket Additional Insured endorsement on the General Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations.

- B. Contractor shall also provide comprehensive business or commercial **automobile liability** coverage including non-owned and hired automobile liability in the amount of \$1,000,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1), or if Contractor has no owned autos, hired, (Code 8) and non-owned autos (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insured's under a blanket Additional Insured endorsement on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations.

- C. The Contractor shall be required to carry- professional/ malpractice/ errors & omissions coverage in the amount of \$1,000,000 per occurrence or claim, \$2,000,000 aggregate.

The insurer shall supply a Certificate of Insurance and endorsements signed by the insurer evidencing such insurance to County prior to commencement of work. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor's obligation to provide them. Contractor shall provide notice to should the coverage be canceled to the Entity. Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the Entity.

Contractor shall be solely responsible for any deductibles or self-insured retentions under Contractor's insurance policies.

For any claims related to this contract, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 as respects the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers shall be excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation under the insurance, except Professional Liability, which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance..



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
06/13/2017

Holder Identifier : EOC

Certificate No : 570086902373



THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Services Central, Inc. Chicago IL Office 200 East Randolph Chicago IL 60601 USA	CONTACT NAME: PHONE (A/C. No. Ext): (866) 283-7122 FAX (A/C. No.): (800) 363-0105 E-MAIL ADDRESS:
INSURED Motorola Solutions, Inc. Attn: Karen Napier 500 West Monroe Chicago IL 60661 USA	INSURER(S) AFFORDING COVERAGE INSURER A: Liberty Mutual Fire Ins Co NAIC # 23035 INSURER B: Liberty Insurance Corporation 42404 INSURER C: Lloyd's Syndicate No. 4711 AA1120090 INSURER D: INSURER E: INSURER F:

COVERAGES	CERTIFICATE NUMBER: 570086902373	REVISION NUMBER:
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. Limits shown are as requested		

INSR LTR	TYPE OF INSURANCE	ADOL INSD	ISUR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			TB2641005169077	07/01/2017	07/01/2018	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$250,000 MED EXP (Any one person) \$10,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$1,000,000
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY			AS2-641-005169-017	07/01/2017	07/01/2018	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
	UMBRELLA LIAB EXCESS LIAB DED RETENTION						EACH OCCURRENCE AGGREGATE
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/ MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	WA764D005169087 All Other States WC7641005169097 WI	07/01/2017	07/01/2018	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE-EA EMPLOYEE \$1,000,000 E.L. DISEASE-POLICY LIMIT \$1,000,000
C	E&O-MPL-Primary			FSCE01700661	07/01/2017	07/01/2018	Each Claim \$1,000,000 Policy Aggregate \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks & schedule, may be attached if more space is required) Evidence of Coverage
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CERTIFICATE HOLDER Motorola Solutions, Inc. 500 West Monroe Chicago IL 60661 USA	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Aon Risk Services Central, Inc.
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SUBSCRIBER LITERATURE

- APX 4000 Datasheet
- APX 6500 Datasheet





MISSION READY WHEN IT MATTERS MOST

APX™ 4000 PROJECT 25 PORTABLE RADIO

Chemical spill. Catastrophic storm. Power outage. When every minute matters, you must communicate instantly with other agencies and responders. But how do you prepare for a disaster and keep control of operating costs? That's where the APX 4000 P25 portable radio answers the call, expertly and affordably.

The APX 4000 delivers all the benefits of TDMA technology in the smallest P25 capable portable in the industry. Easy to use, tough as nails, a hard value to beat, it seamlessly connects agencies throughout your city for fast, interoperable communications.

TRUSTED APX QUALITY

The APX 4000 leverages the leading attributes of the APX family of P25 TDMA portables. From the 2-microphone design that reduces background noise so you can speak and hear clearly over heavy equipment, diesel engines and sirens to the high-speed RF performance for excellent coverage in challenging environments.

With its easy-to-use interface, color display, intelligent lighting and radio profiles, you get all the power of APX in a compact radio. Plus, you can extend the performance of your radio with a complete portfolio of industry-leading IMPRES™ smart energy and audio accessories.

COMPACT AND UNCOMPROMISING

A compact P25 Phase 2 capable portable, the APX 4000 gets the job done without getting in the way. With two dedicated knobs for volume and channel control, the APX 4000 provides readiness for any type of work setting. And its standard IP67 and MIL-STD certified to withstand dust, heat, shock, drops and water immersion, so you can count on it whenever you need it – at the factory line, power line or fire line.

P25 PERFORMANCE, INSIDE AND OUT

Loaded with key P25 features to increase safety, the APX 4000 features Mission Critical Wireless. This unique Bluetooth® solution provides an encrypted link to a high-performance copiece, GPS for quickly locating personnel outdoors, ALS encryption for improved security, and over-the-air programming to program radios in the field without interrupting voice operation.

IMPROVE RESPONSE AND EXPENSES

The APX 4000 is P25 Phase 2 capable for twice the voice capacity so you can add more users without adding more frequencies or infrastructure. And it's backwards and forwards compatible with all Motorola mission critical radio systems, so you can interoperate with confidence while you improve operating expenses.

POWER UP WITH APX 4000 ACCESSORIES

- Designed, tested and certified for optimum performance with your radio.
- Complete portfolio of remote speaker, microphones, headsets and Mission Critical Wireless Bluetooth® accessories.
- High-powered IMPRES™ batteries that have a slim design to fit the compact radio size.

RADIO MODELS



MODEL 2



MODEL 3

Display	0.9" thermoplastic LCD display 3 lines of text, 4 characters 3 line of icons 1 menu line & 3 menus White backlight	0.9" thermoplastic LCD display 3 lines of text, 4 characters 3 line of icons 1 menu line & 3 menus White backlight
Keypad	Backlight keypad 3 soft keys 4 directional navigation keys Home and Exit buttons	Backlight keypad 3 soft keys 4 directional navigation keys 4x3 keypad Home and Data buttons
Channel Capacity	100	512
Flash-pair Memory	34 MB	34 MB
700/800 MHz (763-870 MHz)	H100CH9PW7AN	H510CH9PW7AN
VHF (136-174 MHz)	H510CH9PW7AN	H510CH9PW7AN
UHF Range 1 (380-470 MHz)	H510CH9PW7AN	H510CH9PW7AN
UHF Range 2 (450-520 MHz)	H510CH9PW7AN	H510CH9PW7AN
900 MHz (896-902, 935-941 MHz)	H510CH9PW7AN	H510CH9PW7AN
Buttons & Switches	Large PTT button • Angles On/Off Volume Control • 10 position two-menus rotary switch* 1 large emergency button • 4 programmable side buttons	

TRANSMITTER CERTIFICATION

700/800 (763-870 MHz)	A7489FT4049
VHF (136-174 MHz)	A7489FT4020
UHF Range 1 (380-470 MHz)	A7489FT4005
UHF Range 2 (450-520 MHz)	A7489FT4010
900 MHz (896-902, 935-941 MHz)	A7489FT4064

FCC EMISSIONS DESIGNATORS

FCC Emissions Designators	H100CH, 15K0F01, 5K0F01D, 5K0F01E, 8K10F01, 20K0F01*
FCC Emissions Designators for 900 MHz	15K0F01, 8K10F01, 8K10F01E, 8K10F01W

POWER SUPPLY

Power Supply	One rechargeable lithium 1900 mAh battery standard, with alternate battery options available
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RECEIVER - TYPICAL PERFORMANCE SPECIFICATIONS

		700/800	VHF	UHF Range 1	UHF Range 2	900 MHz
Frequency Range/Bandwidth	700 MHz 800 MHz	763-870 MHz 896-902 MHz	136-174 MHz	380-470 MHz	450-520 MHz	896-902, 935-941 MHz
Channel Spacing		12.5 kHz	12.5 kHz	12.5 kHz	12.5 kHz	12.5 kHz
Maximum Frequency Separation		Full Bandwidth	Full Bandwidth	Full Bandwidth	Full Bandwidth	Full Bandwidth
Audio Output Power (at Rated)		500mW	500mW	500mW	500mW	500mW
Frequency Stability ¹ (+30°C to +50°C; -25°C Ref.)		±0.00010 %	±0.00010 %	±0.00010 %	±0.00010 %	±0.00010 %
Analog Sensitivity ²	12 dB SINAD	0.250 µV	0.216 µV	0.234 µV	0.234 µV	0.208 µV
Digital Sensitivity ²	1% BER @30 MHz	0.400 µV	0.277 µV	0.207 µV	0.207 µV	0.233 µV
	9% BER	0.750 µV	0.180 µV	0.207 µV	0.207 µV	0.232 µV
Selectivity ³	25 kHz channel 12.5 kHz channel	-75 dB -67 dB	-76 dB -70 dB	-75 dB -67 dB	-76 dB -67 dB	-67 dB
Intermodulation		-75 dB	-79 dB	-77 dB	-77 dB	-75 dB
Spurious Rejection		-76 dB	-80 dB	-80 dB	-80 dB	-80 dB
RF Intermod Noise	20 dB 12.5 kHz	53 dB 47 dB	51 dB 46 dB	53 dB 45 dB	53 dB 45 dB	47 dB
Audio Distortion ⁴		1.00%	1.00%	1.00%	1.00%	1.00%

PORTABLE MILITARY STANDARDS 810 C, D, E, F & G

	MIL-STD 810C		MIL-STD 810D		MIL-STD 810E		MIL-STD 810F		MIL-STD 810G	
	Method	Proc./Cyc.	Method	Proc./Cyc.	Method	Proc./Cyc.	Method	Proc./Cyc.	Method	Proc./Cyc.
Low Pressure	500.1	I	500.2	I	500.3	II	500.4	II	500.5	II
High Temperature	501.1	I, II	501.2	DAI, DVAI	501.3	DAI, DVAI	501.4	DAI, DAIAcc, Hot	501.5	DAI, DVAI
Low Temperature	502.1	I	502.2	(DC), DVC	502.3	(DC), DVAI	502.4	(DC), DVAI	502.5	(DC), DVC
Temperature Shock	503.1		503.2	DAIUS	503.3	DAIUS	503.4	I	503.5	DAI
Solar Radiation	505.1	I	505.2		505.3	I	505.4	I	505.5	DAI
Rain	506.1	I, II	506.2	I, I	506.3	I, II	506.4	I, II	506.5	I, II
Humidity	507.1	I	507.2	I	507.3	I	507.4	I Proc.	507.5	Wagenerated
Salt Fog	508.1	I	508.2	I	508.3		508.4	I Proc.	508.5	I Proc.
Blowing Dust	510.1	I	510.2	I	510.3		510.4	I	510.5	I
Blowing Sand	I Proc.	I Proc.	510.2	I	I, I, I	I	510.4	II	510.5	I
Vibration	514.2	SHOE, Duro-W	514.3	(DC), DC	514.4	(DC), DVC	514.5	SHOE	514.6	SHOE
Shock	516.2	I, II, V	516.3	I, II, VI	516.4	DC, VI	516.5	I, V, VI	516.6	I, V, VI
Shock (Drop)	516.2	II	516.3	IV	516.4	IV	516.5	V	516.6	V

DIMENSIONS OF THE RADIOS WITHOUT BATTERY

	Inches	Millimeters
Length	5.42	137.7
Width Push-to-talk button	2.40	61.4
Finger Push To Talk button	1.41	35.75
Width Top	2.62	66.96
Depth Top	1.84	46.7
Weight of the radios without battery	10.05 oz	285 g

GPS SPECIFICATIONS

Channels	12
Tracking Sensitivity	-159 dBm
Accuracy*	<10 meters (95%)
Cold Start	<40 seconds (90%)
Hot Start	<10 seconds (95%)
Mode of Operation	Autonomous (No-Aided) GPS

ENCRYPTION

Supported Encryption Algorithms	AES, GOST
Encryption Algorithm Capacity	8
Encryption Keys per Radio	Modifiable up to storing 1024 keys. Programmable for 48 Channel Key Reference (CKR) or 16 Physical Identifier (PIR)
Encryption Frame Pre-synch Interval	P2S: 0.1/300 mSec
Encryption Keying	Key Loader
Synchronization	XI – Counter Addressing DFB – Output Feedback
Vector Generator	National Institute of Standards and Technology (NIST) approved random number generator
Encryption Type	Digital
Key Storage	tamper protected volatile or non-volatile memory
Key Presence	Keyboard command and tamper detection
Standards	FIPS 140-2 Level 3; FIPS 157

ENVIRONMENTAL SPECIFICATIONS

Operating Temperature	30°C / +60°C
Storage Temperature	-40°C / +85°C
Humidity	Per MIL-STD
ESD	IEC 601-2 KV
Water and Dust Intrusion	MIL-STD-883C, Delta-I

1. *Microtus agrestis* (L.)
 2. *Microtus pennsylvanicus* (Zett.)
 3. *Microtus pennsylvanicus* (Zett.)
 4. *Microtus pennsylvanicus* (Zett.)
 5. *Microtus pennsylvanicus* (Zett.)
 6. *Microtus pennsylvanicus* (Zett.)
 7. *Microtus pennsylvanicus* (Zett.)
 8. *Microtus pennsylvanicus* (Zett.)
 9. *Microtus pennsylvanicus* (Zett.)
 10. *Microtus pennsylvanicus* (Zett.)

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Motorola Solutions, Inc. 1301 East Algonquin Road Schaumburg, Illinois 60196 U.S.A. 800 367 2346
motorolasolutions.com

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MOTOROLA SOLUTIONS

APX™ 6500

PROJECT 25 MOBILE RADIO

We've put exceptional flexibility into an advanced mission critical mobile radio that's easy to operate and intuitive to use. The APX 6500 P25 mobile allows users to choose from 4 control heads, mid and high power models and multiple installation configurations in an easy to install design. Innovative safety features such as GPS location tracking, intelligent lighting and one-touch controls help to keep first responders safer than ever before.

Focus on the task not the technology, with the hardworking mission critical mobile that turns mission critical into mission complete.



FLEXIBLE PLATFORM

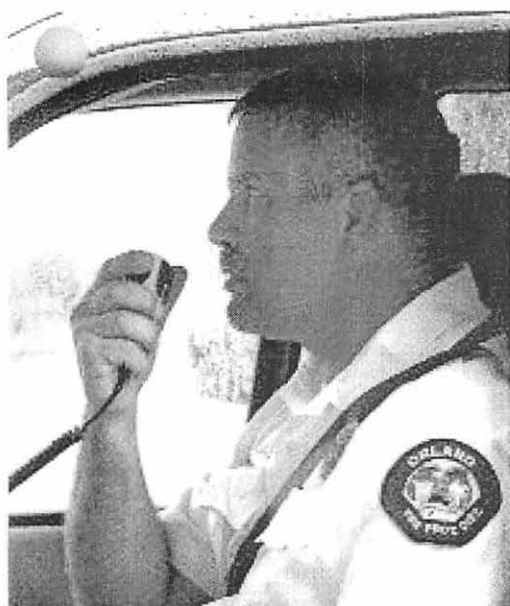
- Interchangeable control heads that best support your operational needs - 02, 03, 05, 07 and 09
- Two transceiver options - high-power and mid-power
- Dual control head support offered on the 02, 05, 07 and 09 control heads

EASY TO INSTALL AND EFFORTLESS TO USE

- Mid-power model fits into any existing XLL footprint, so you can reuse mounting holes and cables
- High-power model trunking design lets you remove the radio without removing the cables
- 12 character RF-ID label helps you track information without uninstalling your radio

CUTTING-EDGE TECHNOLOGY AND ADVANCED FEATURES

- Project 25 Phase 2 technology provides twice the voice capacity
- Integrated GPS lets you locate and track an individual or vehicle
- Advanced features like intelligent lighting, radio profiles and text messaging improve communication and coordination



APX™ 6500 SPECIFICATIONS

FEATURES AND BENEFITS:

Available in 700/800 MHz, VHF, UHF R1 and UHF R2 bands
Channels: 1000*

Industry Standards supported:

- Clear or digital encryption Talked Operation
- Capable of SmartZone™, SmartZone On-Airline, SmartNet™

Analog MDC 1200 and Digital MDC 125

Conventional System Control channels

Narrow and wide bandwidth digital coverage
(6.25KHz/12.5KHz/20KHz/25KHz)

Embedded digital signaling (ASTRO and ASTRO 25)

Integrated Encryption hardware

Software Key

ASTRO 25 Integrated Voice & Data

Intelligent lighting

Integrated GPS/GLONASS for outdoor location tracking

Radio profiles

Choice Call List

Mobile application (M1, M10, M100, M11, M1 and M1)

Ships standard PC4

Utilizes Windows XP Vista and Windows 7 and 8

Customer Programming Software (CPS)™

• Supports USB Communications

• Built-in FLASHport™ support

Re-use of most XTL™ accessories, plus new APX6500 accessories

OPTIONAL FEATURES:

Enhanced Encryption Software Options

Programming user: Project 26, POP25)

Text Messaging

Over the Air Messaging (OTA)

12 channels R10 asset tracking

Tactical UIA/R

Strobe and Light signaling Module

* Optional enhancement: Jackage increases capacity to 500 channels

** CPS version R12.00.00 and greater required after June 2014 with built-in support Windows 7 and 8

TRANSMITTER - TYPICAL PERFORMANCE SPECIFICATIONS

	700 MHz	800 MHz	VHF	UHF Range 1	UHF Range 2
Frequency Range/Bandwidth	714-776 MHz 796-802 MHz	606-674 MHz 154-170 MHz	156-174 MHz	380-420 MHz	430-470 MHz
Channel Spacing	25KHz/5kHz	25KHz/5kHz	25KHz/5kHz	25KHz/5kHz	25KHz/5kHz
Maximum Frequency Separation	Full Bandwidth	Full Bandwidth	Full Bandwidth	Full Bandwidth	Full Bandwidth
Power RF Output Power Adj.*	10-30W	10-30W	10-30W or 25-100W	10-30W or 25-100W	10-30W (20-40W when 10-4W 600-672 MHz) 10-30W (10-40W when 40-470 MHz)
Frequency Stability (+50°C to +50°C, +25°C R-T)	±0.0015%	±0.0015%	±0.002%	±0.002%	±0.002%
Modulation Limiting†	±5 kHz / ±7.5 kHz	±5 kHz / ±4 MHz (IMPSPAC) ±7.5 kHz	±5 kHz / ±20 kHz	±5 kHz / ±20 kHz	±5 kHz / ±20 kHz
Modulation Frequency (E4M) 12.5kHz Digital Channels	±2.8 kHz	±2.8 kHz	±2.8 kHz	±2.8 kHz	±2.8 kHz
Emissions†	Conducted -74 dBm Radiated 20W/40dBm	Conducted -75 dBm Radiated -20 dBm	Conducted -80 dBm Radiated -20 dBm	Conducted -80 dBm Radiated -20 dBm	Conducted -85 dBm Radiated -20 dBm
Audio Response†	-1...+1 dB (100Hz)	-1...+1 dB (100Hz)	-1...+1 dB (100Hz)	-1...+1 dB (100Hz)	-1...+1 dB (100Hz)
1st Harm & Noise 25 kHz 12.5 kHz	-10 dB -10 dB	-60 dB -70 dB	-50 dB -50 dB	-50 dB -50 dB	-50 dB -50 dB
Audio Distortion†	2%	2%	2%	2%	2%

DIMENSIONS

	Inches	Millimeters
Mid Power Radio Transceiver	2.6 x 8.8	101.6 x 223.8 x 223.8
O5 Control Head	2.6 x 7.0	101.6 x 177.8 x 177.8
O2 Control Head	2.2 x 8.2	88.9 x 208.3 x 208.3
O3 Control Head	2.6 x 6.5	101.6 x 165.1 x 165.1
Mid Power Radio Transceiver and O5 Control Head - Dash Mount	2.6 x 8.8	101.6 x 223.8 x 223.8
Mid Power Radio Transceiver and O2 Control Head - Dash Mount	2.2 x 8.2	88.9 x 208.3 x 208.3
Mid Power Radio Transceiver and O3 Control Head - Dash Mount	2.6 x 7.0	101.6 x 177.8 x 177.8
Mid Power Radio Transceiver and Remote Mount	2.2 x 7.0 x 9.8	88.9 x 177.8 x 248.9
High Power Radio Transceiver	2.8 x 11.5 x 8.6	114.3 x 292.7 x 218.4
High Power Radio Transceiver with Handle	3.4 x 11.5 x 8.6	86.1 x 292.7 x 218.4
Mid Power Radio Transceiver and O5 Control Head Weight	6.0 lbs	2.7 kg
Mid Power Radio Transceiver and O2 Control Head Weight	7.2 lbs	3.3 kg
Mid Power Radio Transceiver and O3 Control Head Weight	6.4 lbs	2.9 kg
High Power Radio Transceiver Weight	With Inertia Without Inertia	14.2 lbs 12.1 lbs
		6.4 kg 5.4 kg

APX 6500 CONTROL HEAD PORTFOLIO



02 RUGGED CONTROL HEAD

- Large color display with intelligent lighting
- 3 lines of text 14 characters max / 1 line of icons / 1 line of menus
- Built in 7.5 watt speaker
- Multiple control head configuration (up to 2)
- Multifunction volume/channel knob
- Night/day mode button



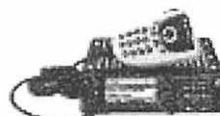
03 HAND HELD CONTROL HEAD

- Large color display with intelligent lighting
- 2 lines of text 14 characters max / 1 line of icons / 1 line of menus
- Integrated full size DTMF keypad
- Hand-held control head with intuitive user interfaces
- Two quick-access side buttons
- Display contrast selector



05 STANDARD CONTROL HEAD

- Tri-color display with intelligent lighting
- 2 lines of text 14 characters max / 1 line of icons / 1 line of menus
- Available with Keypad Microphone
- Multiple control head configuration (up to 2)
- Display contrast selector



07 ENHANCED CONTROL HEAD

- Large color display with intelligent lighting
- 3 lines of text 14 characters max / 1 line of icons / 1 line of menus
- Available with Lighting & Siren Controls or DTMF Keypad
- Multiple control head configuration (up to 2)
- Multifunction volume/channel knob
- Night/day mode button



09 INTEGRATED CONTROL HEAD

- Extra-large full color display with intelligent lighting
- 2 lines of text 14 characters max / 1 line of icons / 1 line of menus
- Integrated full size DTMF keypad
- Large programmable one-touch buttons
- Dedicated siren controls
- Integrated Response Selector
- Night/day mode button

RECEIVER – TYPICAL PERFORMANCE SPECIFICATIONS

	700 MHz	800 MHz	VHF	UHF Range 1			UHF Range 2	
Frequency Range/Channels	364-746 MHz	651-842 MHz	136-174 MHz	350-470 MHz			430-670 MHz	
Channel Spacing	25/12.5 kHz	25/12.5 kHz	25/12.5 kHz	25/12.5 kHz			25/12.5 kHz	
Maximum Frequency Separation	Full Bandwidth	Full Bandwidth	Full Bandwidth	Full Bandwidth			Full Bandwidth	
Audio Output Power at 3% distortion	7.5 W or 15 W**	7.5 W or 15 W**	7.5 W or 15 W**	7.5 W or 15 W**			7.5 W or 15 W**	
Frequency Stability (-30°C to +50°C Ref.)	±0.0 PPM		±0.0 PPM	±0.0 PPM			±0.0 PPM	
Analogue Sensitivity	12 dB SINAD	-121 dBm	-121 dBm	Pre-Amp	Standard	Pre-Amp	Standard	Pre-Amp
Digital Sensitivity	5% BER	-121.5 dBm	-121.5 dBm	-123 dBm	-119 dBm	-123 dBm	-119 dBm	-119 dBm
Intermodulation	25 kHz 12.5 kHz	80 dB 82 dB	80 dB 82 dB	80 dB 82 dB	80 dB 82 dB	80 dB 82 dB	80 dB 82 dB	80 dB 82 dB
Spurious Rejection		90 dB	90 dB	90 dB	90 dB	90 dB	90 dB	90 dB
Audio Distortion at rated		1.20%	1.20%	1.20%	1.20%	1.20%	1.20%	1.20%
FM Hic & Miss	75 kHz 7.5 kHz	50 dB 50 dB	50 dB 50 dB	50 dB 50 dB	50 dB 50 dB	50 dB 50 dB	50 dB 50 dB	50 dB 50 dB
Selectivity*	75 kHz 12.5 kHz 50 kHz	85 dB 75 dB	85 dB 75 dB	85 dB 75 dB	85 dB 75 dB	85 dB 75 dB	85 dB 75 dB	85 dB 75 dB

SIGNALING (ASTRO MODE)

Signaling Rate	9.6 kbps
Digital ID Capacity	10,000,000 Conventional / 48,000 Trunking
Digital Network Access Codes	4,096 network and addresses
ASTM Digital User Group Addresses	4,096 network and addresses
Project 25 – C4 Digital User Group Addresses	65,000 Conventional / 4,096 Trunking
Error Correction Techniques	Conv. BCH, Reed-Solomon codes
Bit Error Rate Control	Stated CSMA; J2539 infrastructure; sourced data status bits embedded in both voice and data transmissions

GPS SPECIFICATIONS

Channels	12
Tracking Sensitivity	-150 dBm
Acquisition**	< 1 minute (95%)
Cold Start	< 60 seconds (95%)
Hot Start	< 10 seconds (95%)
Mode of Operation*	Autonomous (Non-Assisted) GPS

AMENDMENT NO. 1
TO CONTRACT NO. 18-032 BETWEEN
THE COUNTY OF TRINITY
AND
MOTOROLA SOLUTIONS INC.

WHEREAS, an agreement was entered into the 20TH day of MARCH, 2018 by and between the COUNTY OF TRINITY, and MOTOROLA SOLUTIONS INC., to provide, install and test the following systems: SPILLMAN computer aided dispatch, ALLWORKS 9-1-1, jail management system, records management system and Motorola APX two-way radios; and

WHEREAS, the parties wish to change invoicing address; and

WHEREAS, the agreement provides for amendments:

NOW, THEREFORE, the parties hereto agree to the following:

Section 6.5 of the agreement is amended by changing the invoicing address from:

Trinity County Sheriff's Office
101 Memorial drive/PO Box 1228
Weaverville Ca 96093

To:

Trinity County Auditor's Office
11 Court St/PO Box 1230
Weaverville Ca 96093

In all other respects, the terms of the agreement are affirmed.

IN WITNESS WHEREOF, the parties hereby have caused this Amendment No. 1 to be executed on this ____ day of November, 2018.

COUNTY OF TRINITY:

By Richard Kuhns
Richard Kuhns, Psy.D
County Administrative Officer

Date: 12.5.18

CONTRACTOR:

By Michael De Benedetti
Name: Michael De Benedetti
Title: Area Sales Manager

Date: 1/9/19



**ADDENDUM A
TO TRINITY COUNTY, CA
PURCHASE AND LICENSE AGREEMENT
WITH MOTOROLA SOLUTIONS, INC.**



For and in consideration of the mutual promises and agreements contained herein, the Trinity County Sheriff's Office (Trinity), and Motorola Solutions, Inc (Motorola), agree as follows:

1. The parties have previously entered into a contract for certain goods and services for a law enforcement records management system (RMS), housed at the Trinity County Sheriff's Office (101 Memorial Dr, Weaverville, CA 96093) that includes hardware, software and training for same, all described in greater detail in the Purchase and License agreement (agreement).
2. Trinity has elected to surrender its site licenses to the following modules
 - a. ProQA Medical Interface, which was purchased for \$5,423
 - b. California eCitation Form, which was purchased for \$13,388
 - c. Inventory Management module, which was purchased for \$1,957.
3. Trinity has also elected to modify the data conversion, such that White Box Technologies will not convert the data to be inserted into the Spillman Flex database, but will convert it to be placed into a generic SQL database and will provide Trinity with a searching tool and a custom report. The new cost of the data conversion, which was originally purchased for \$40,000, shall be \$14,000, leaving an overpayment of \$26,000.
4. Motorola shall issue Trinity a credit for the sum of the purchase price of the surrendered modules plus the overpayment for the data conversion - \$46,768.
5. A portion of the credit shall be used to purchase the following third party products:
 - a. 12 L-Tron 4910LR Driver's License Barcode Scanners at \$293 each, plus shipping.
 - b. Two Axis Q6055 mugshot cameras, a mount and shipping for \$1,131.
 - c. 20 Garmin 18X GPS devices at \$65 each, plus shipping.
 - d. Two full licenses of Crystal Reports 2016 at \$492 each.
6. An additional portion of the credit shall be used to purchase the following Flex software modules:
 - a. Licenses & Permits for \$4,873.
 - b. Offender Tracking for \$4,920.
7. The remainder of approximately \$30,040, shall be placed in an account that, upon a directive from Trinity, will be applied toward the future purchase of Motorola radios.
8. This Amendment shall be attached to and become a part of the software implementation services agreement effective the last date signed by the parties.
9. All other provisions of the software implementation services agreement, not altered by previous amendment, shall remain unaltered.

Signed and Agreed:

Trinity County

Judy Morris, Chairman, Co Board of Supervisors

5/7/2019

Date

Motorola Solutions, Inc.


Neil Olson, Manager - Project Management

5/11/2019

Date

Approved as to form:


MARGARET E LONG
County Counsel

RISK MANAGEMENT APPROVAL

By: _____
Shelly Nelson
Human Resources/Risk Management Director

Quote and Purchase Addendum

Quoted Date:	August 25, 2020	Quote Number:	200303
Quote Expiration:	Nov 25, 2020	Prepared By:	Tally Gochis

Services Included

- **First-year Maintenance** – For the specific module(s) listed in this document, all upgrades and live phone support services are included for the entire first year.
- **Project Management and Installation** – Motorola Solutions will assign a Flex Project Manager as the agency's single point of contact. This individual will coordinate Motorola's expert installation and training staff as needed to ensure a smooth upgrade transition.

Included in Quote

- California IBR
- Training

Package Quote

\$15,941.75

Payment Terms

*Pre-approved to split up payment over two fiscal years.

Future Maintenance

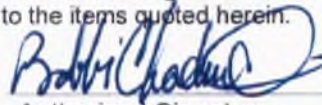
- Future maintenance is estimated for your planning purposes and is not included in this purchase.
- 2nd-year maintenance will begin 12 months from production implementation.

2nd-year Maintenance Total: \$1,806.71

The Customer's signature below constitutes its agreement to purchase the licenses, products and/or services according to the terms quoted by Motorola Solutions within this document. This document shall serve as an addendum to the Purchase Agreement previously entered into between the Customer and Spillman Technologies. The terms and conditions of the Purchase Agreement, as well as the related License Agreement and Support Agreement, shall apply to the items quoted herein.

Trinity County Sheriff's Office
Customer Name

9-15-2020
Date


Authorized Signature

Bobbi Chadwick, Chairman
Print Name and Title

Quote and Purchase Addendum

Quoted Date: April 20, 2023 Quote Number: 1378657
 Quote Expiration: July 15, 2023 Prepared By: Tally Gochis

Services Include

- **Project Management and Installation** – Motorola Solutions will assign a Flex Project Manager as the agency's single point of contact. This individual will coordinate Motorola's expert staff as needed to ensure a smooth upgrade transition.

Included in Quote

One Year Dell, VMware and Veeam Renewals

**Package Quote
\$2,323.06**

*Sales Tax Not Included

Description

Qty	Part #	Contract #	Description	Start Date	End Date
1 Year 24x7 Renewals					
Dell					
1	210-AKWU	76RJ0Q2	PowerEdge R640 Server PS NBD Onsite Service	6/24/2023	6/23/2024
VMware					
1	VS6-ESSL-SUB-C	346798425	SUBSCRIPTION ONLY FOR VMWARE VSPHERE 6 ESSENTIALS KIT	6/29/2023	6/28/2024
Veeam					
1	V-ESSSTD-VS-POPAR-00	01564165	ANNUAL PRODUCTION (24/7) MAINTENANCE RENEWAL (INCLUDES 24/7 UPLIFT)-VEEAM BACKUP ESSENTIALS STANDARD. 2 SOCKET PACK.	6/29/2023	6/28/2024



Payment Terms

- Customer agrees to pay all invoices within thirty (30) business days of invoice date

The Customer's signature below constitutes its agreement to purchase the licenses, products and/or services according to the terms quoted by Motorola Solutions within this document. This document shall serve as an addendum to the Purchase Agreement previously entered into between the Customer and Spillman Technologies. The terms and conditions of the Purchase Agreement, as well as the related License Agreement and Support Agreement, shall apply to the items quoted herein.

Customer affirms that a purchase order or notice to proceed is not required for contract performance or for subsequent years of service, if any, and that sufficient funds have been appropriated in accordance with applicable law. The Customer will pay all invoices as received from Motorola and any changes in scope will be subject to the change order process as described in this Agreement. At the time of execution of this Agreement, the Customer will provide all necessary reference information to include on invoices for payment in accordance with this Agreement.

Trinity County Sheriff
Customer Name

5/19/23
Date

Bill To Address

Jill Cox
Authorized Signature

Jill Cox, Chairman
Print Name and Title

PO Box 11613
Ship To Address

Weaverville, Ca 96093

Tyler Holland
Tyler Holland

Area Sale Man. Soft. Enterprise

5/24/2023

Quote and Purchase Addendum

Quoted Date:	January 24, 2024	Quote Number:	1378657
Quote Expiration:	March 15, 2024	Prepared By:	Tally Gochis

Services Include

- **Project Management and Installation** – Motorola Solutions will assign a Flex Project Manager as the agency's single point of contact. This individual will coordinate Motorola's expert staff as needed to ensure a smooth upgrade transition.

Included in Quote

Server Managed Services – One year renewal
January 1, 2024 - December 31, 2024

Package Quote
\$27,466.00

***Sales Tax Not Included**

Payment Terms

- Customer agrees to pay all invoices within thirty (30) business days of invoice date

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Trinity County Sheriff

Customer Name

Authorized Signature

Date

Print Name and Title

Bill To Address

Ship To Address

Quote and Purchase Addendum

Quoted Date:	January 23, 2024	Quote Number:	1378657
Quote Expiration:	July 15, 2024	Prepared By:	Tally Gochis

Services Include

- **Project Management and Installation** – Motorola Solutions will assign a Flex Project Manager as the agency's single point of contact. This individual will coordinate Motorola's expert staff as needed to ensure a smooth upgrade transition.

Included in Quote

- Dell Hardware Maintenance
- VMware Renewal
- Veeam Renewal

Package Quote
\$2,525.17

*Sales Tax Not Included

Description

<u>Contract #</u>	<u>Description</u>	<u>Start Date</u>	<u>End Date</u>
1 Year 24x7 Renewals			
Dell - Hardware Maintenance			
76RJ0Q2	PowerEdge R640 Server PS NBD Onsite Service	6/24/2024	6/24/2025
VMware			
346798425	SUBSCRIPTION ONLY FOR VMWARE VSPHERE 6 ESSENTIALS KIT	6/29/2024	6/28/2025
Veeam			
03072536	ANNUAL PRODUCTION (24/7) MAINTENANCE RENEWAL (INCLUDES 24/7 UPLIFT)-VEEAM DATA PLATFORM ESSENTIALS STANDARD. 2 SOCKET PACK.	6/29/2024	6/28/2025

Payment Terms

- Customer agrees to pay all invoices within thirty (30) business days of invoice date

The Customer's signature below constitutes its agreement to purchase the licenses, products and/or services according to the terms quoted by Motorola Solutions within this document. This document shall serve as an addendum to the Purchase Agreement previously entered into between the Customer and Spillman Technologies. The terms and conditions of the Purchase Agreement, as well as the related License Agreement and Support Agreement, shall apply to the items quoted herein.

Customer affirms that a purchase order or notice to proceed is not required for contract performance or for subsequent years of service, if any, and that sufficient funds have been appropriated in accordance with applicable law. The Customer will pay all invoices as received from Motorola and any changes in scope will be subject to the change order process as described in this Agreement. At the time of execution of this Agreement, the Customer will provide all necessary reference information to include on invoices for payment in accordance with this Agreement.

Trinity County Sheriff

Customer Name

Authorized Signature

Date

Print Name and Title

Bill To Address

Ship To Address

TRINITY COUNTY

Item Report 2.13

Meeting Date: 2/20/2024

Department:
Sheriff

Contact:
Tim Saxon

Phone:
(530)623-3740

2.13 Agreement: Neste Renewable Solutions US dba Mahoney Environmental Solutions, LLC (24-033)

Requested Action:

Approve an agreement with Neste Renewable Solutions US Inc. dba Mahoney Environmental Solutions LLC (MES), formerly known as Sequential to collect used cooking oil from the Trinity County Sheriff's Office Kitchen.

Fiscal Impact:

Up to \$1,500 per year from the Jail budget.

Summary:

The Trinity County Sheriff's Office has used the services of Sequential since 2017. They were recently bought out by Neste Renewable Solutions US Inc. dba Mahoney Environmental Solutions LLC, (MES).

We would like to continue the use of their services to collect the used cooking oil from the Trinity County Sheriff's Office Kitchen.

Alternatives Including Financial Implications:

Deny the agreement and advise staff.

Departmental Recommendation:

It is the staffs recommendation that the Board approve an agreement with Neste Renewable Solutions US Inc. dba Mahoney Environmental Solutions LLC (MES), formerly known as Sequential to collect used cooking oil from the Trinity County Sheriff's Office Kitchen.

ATTACHMENTS:

Description

Addendum

Exhibit A

County Contract No:
Department:

SERVICES AGREEMENT
BETWEEN
COUNTY OF TRINITY
AND

Neste Renewable Solutions US Inc. dba
Mahoney Environmental Solutions, LLC

THIS AGREEMENT ("Agreement") is made and entered into this 6th day of February, 2024, by and between the County of Trinity ("County"), and Neste Renewable Solutions US Inc. dba Mahoney Environmental Solutions, LLC ("Contractor").

WHEREAS, County desires to retain a person or firm to provide the following services:
To collect used cooking oil from the Trinity County Sheriff's Office Kitchen;

WHEREAS, Contractor warrants that it is qualified and agreeable to render the aforesaid services;

WHEREAS, the parties hereto wish to enter into agreement terms provided by Contractor which are attached hereto as Exhibit A;

WHEREAS, the agreement terms provided by Contractor do not meet the requirements of the County's contracting policy; and

WHEREAS, the parties wish to supersede certain terms provided by Contractor with the below terms.

NOW, THEREFORE, the parties agree to the following:

- I. **MAXIMUM COST TO COUNTY:** Notwithstanding any other provision of this Agreement, in no event will the cost to County for the services to be provided herein exceed the maximum sum of \$1,500.00 per fiscal year, including direct non-salary expenses.
- II. **INSURANCE:** Contractor shall procure and maintain for the duration of the Agreement insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees or subcontractors.

Minimum Scope and Limit of Insurance

- A. The Contractor shall maintain a commercial general liability (CGL) insurance policy (Insurance Services Office Form CG 00 01) covering CGL on an occurrence basis, including products and completed operations, property damage bodily injury and personal & advertising injury with limits in the amount of \$1,000,000, and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the General Liability policy with respect

to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1228
Weaverville, CA 96093

- B. Contractor shall provide comprehensive business or commercial automobile liability coverage including non-owned and hired automobile liability in the amount of \$1,000,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1); or, if Contractor has no owned autos or hired autos, then as broad as ISO Form CA0001 (Code 8); and, if Contractor has non-owned autos, then as broad as ISO Form CA0001 (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1228
Weaverville, CA 96093

Prior the commencement of any work hereunder, the Contractor shall supply a Certificate of Insurance and endorsements signed by the insurer evidencing such insurance as specified above to County. However, failure to obtain and provide the required documents to County prior to the work beginning shall not waive the Contractor's obligation to obtain and provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. Each insurance policy required above shall provide that coverage and shall not be canceled, except with prior written notice to the County.

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

For any claims related to this Agreement, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 with respect to County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers shall be in excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

- III. **WORKER'S COMPENSATION:** The Contractor acknowledges that it is aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code and it certifies that it will comply with such provisions before commencing the performance of the services to be performed under this Agreement and at all times during the performance of the services to be performed hereunder. A copy of the certificates evidencing such insurance with policy limits of at least \$1,000,000 per accident for bodily injury or disease (or, in the alternative, a signed County Workers' Compensation Exemption form) shall be provided to County prior to commencement of work.
- IV. **NONDISCRIMINATORY EMPLOYMENT:** In connection with the execution of this Agreement and the services to be provided hereunder, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, political affiliation, ancestry, marital status or disability. This policy does not require the employment of unqualified persons.
- V. **INTEREST OF PUBLIC OFFICIALS:** No officer, agent or employee of the County during their tenure or for one year thereafter shall have any interest, direct or indirect, in this Agreement or the proceeds thereof.
- VI. **SUBCONTRACTING AND ASSIGNMENT:** The rights, responsibilities and duties established under this Agreement are personal to the Contractor and may not be subcontracted, transferred or assigned without the express prior written consent of the County.
- VII. **LICENSING AND PERMITS:** The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.
- VIII. **TERM OF AGREEMENT:** This Contract shall commence on January 1, 2024 and shall terminate on December 31, 2026, unless sooner terminated in

Neste Renewable Solutions US Inc. dba Mahoney Environmental Solutions, LLC

accordance with the terms hereunder. The term of this agreement shall be automatically renewed for successive periods of 2 years each thereafter unless either party gives written notice of termination to the other at least 45 days prior to the termination of the initial term or a successive renewal term.

- IX. **RELATIONSHIP BETWEEN THE PARTIES:** It is expressly understood that in the performances of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent contractor and not as officers, employees or agents of the County.
- X. **AMENDMENT:** This Contract may be amended or modified only by written agreement of all parties.
- XI. **SEVERABILITY:** If any provision of this Contract is determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Contract shall not be affected thereby. Each provision shall be valid and enforceable to the fullest extent permitted by law.
- XII. **INDEMNIFICATION:** Contractor agrees to indemnify, defend at its own expense, and hold County harmless from any and all liabilities, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from all acts or omissions to act of Contractor or its officers, agents, or employees in rendering services under this contract; excluding, however, such liabilities, claims, losses, damages, or expenses arising from County's sole negligence or willful misconduct.
- XIII. **JURISDICTION AND VENUE:** This Contract and the obligations hereunder shall be construed in accordance with the laws of the State of California. The parties hereto agree that venue for any legal disputes or litigation arising out of this Contract shall be in Trinity County, California.
- XIV. **COMPLIANCE WITH APPLICABLE LAWS:** The Contractor shall comply with any and all federal, state and local laws affecting the services covered by this Contract, including the Health Insurance Portability and Accountability Act..
- XV. **ATTORNEY'S FEES:** If any party hereto employs an attorney for the purpose of enforcing or construing this Contract, or any judgment based on this Contract, in any legal proceeding whatsoever, including insolvency, bankruptcy, arbitration, declaratory relief or other litigation, including appeals or rehearing, the prevailing party shall be entitled to receive from the other party or parties thereto reimbursement for all attorneys' fees and all costs, including but not limited to service of process, filing fees, court and court reporter costs, investigative costs, expert witness fees, and the cost of any bonds, whether taxable or not. If any judgment or final order be issued in that proceeding, said reimbursement shall be specified therein.

XVI. EXHIBITS: All “Exhibits” referred to below or attached to herein are by this reference incorporated into this Contract:

Exhibit Designation	Exhibit Title
Exhibit A	CONTRACT TERMS PROVIDED BY CONTRACTOR
Exhibit B	FEES

For the avoidance of doubt, all of the above provisions in this Agreement shall supersede any analogous provisions in the agreement terms that are attached hereto as Exhibit A.

[signature page to follow]

IN WITNESS WHEREOF, the parties hereunto have executed this Agreement on the date written below.

COUNTY OF TRINITY:

CONTRACTOR:

By _____
Ric Leutwyler, Chairman
Trinity County Board of Supervisors

DocuSigned by:
Tim Zak
By _____
Name: Tim Zak
Title.: Senior Vice President of Sales

Date: _____

Date: 2/2/2024 | 12:40 PM CST

Approved as to form:

By: _____
Margaret E. Long
County Counsel

Risk Management Approval:

By: _____
Laila Cassis, Director
Human Resources/Risk Management

EXHIBIT B

COMPENSATION OR FEES TO BE PAID TO CONTRACTOR

\$0.50 per gallon for a 1,500 gallon tank is \$750.00, two times a year.

712 Essington Rd
Joliet, IL 60435



800.892.9392
www.MahoneyES.com

This UCO Customer Agreement ("**Agreement**") is between Mahoney Environmental Solutions, LLC ("**Mahoney**"), or its affiliate, Sequential Environmental Services, LLC ("**Sequential**", and together with Mahoney, "**MES**") and Trinity County Sheriff's Office ("**Customer**"). The Customer grants MES the exclusive rights to provide collection of all used cooking oil ("**UCO**") generated at the store location identified below, or on addendum 1. UCO is defined as fats and oils originating from commercial or industrial food processing operations, including restaurants, that have been used for cooking or frying that does not contain any other fats, oils, or greases that were not previously used for cooking or frying operations, and EXCLUDES PROHIBITED MATERIALS, defined below.

"**Store Location(s)**": 101 Memorial Drive Weaverville California 96093

Terms and Conditions: MES (or authorized subcontractor) will have exclusive rights to collect UCO during the term of this Agreement. MES will have exclusive ownership rights to all UCO generated at the Store Location(s), with legal title passing to MES when UCO is deposited into the storage container, and MES may place stickers or other notices on the container evidencing such ownership (regardless of who owns the container). MES will collect UCO at scheduled intervals as determined by MES. Customer is responsible for all container contents. MES is not responsible for any spillage of any liquids resulting from emptying contents of containers or stains or damage related thereto. Customer shall use the equipment only for its proper and intended purpose. Only UCO shall be placed in the assigned container. All materials that could affect the characteristics of UCO are prohibited in the UCO container. "**PROHIBITED MATERIALS**" IS DEFINED AS INCLUDING, BUT NOT LIMITED TO, GREASE TRAP AND INTERCEPTOR MATERIAL, LATEX OR NITRILE GLOVES, MOTOR OIL, MINERAL OIL, PLASTIC UTENSILS, AND WASH WATER. Customer agrees not to overload (by weight or volume), move or alter the equipment, nor use it for incineration purposes, and shall be liable to MES for loss or damage in excess of reasonable wear and tear. Customer must load UCO in a manner that allows MES to safely handle and transport UCO without incurring any damage or injury to its' employees, authorized subcontractor, the equipment, or any third party. Customer agrees to protect, indemnify, defend, and hold harmless MES against all claims, damages, suits, penalties, fines and liabilities for the injury or death to persons or loss or damage to property arising out of the Customer's use, operations, or possession of the equipment. **Premises:** Customer shall provide and warrant unobstructed and safe access to MES's equipment location with adequate clearance and shall be sufficient to bear weight of the MES equipment and vehicles reasonably required to perform. MES may not be responsible for damage to any pavement or accompanying subsurface including utility lines for said access, and Customer releases MES from claims for the operations of MES vehicles and equipment on Customer's premises.

Container Options:

☒ **UCO Container:** MES will provide a specialized container for the storage of UCO. This container is the property of MES. Customer will be responsible for its cleanliness and safekeeping. Customer may not authorize third parties to remove equipment. Equipment may only be removed by MES. If Customer permits a third party to remove or damage MES's equipment, Customer shall be liable to MES for the full cost of such damages or loss and shall reimburse MES accordingly.

☐ **Direct Connection and Collection:** MES will provide and be responsible for the Direct Connect tank (and equipment repairs) during the specified warranty period. After the warranty period, Customer is responsible for costs associated with tank and equipment repairs.

☐ **Existing Customer Equipment - Collection Only:** Customer authorizes MES to collect UCO from Customer's existing equipment and tank. Customer's tank and/or equipment shall remain the sole property of Customer, who shall be responsible for cleaning, maintaining, and keeping in good condition. MES is not responsible or liable for any damages or costs associated with Customer's existing equipment.

Shipping Manifest: Customer delegates MES, or its authorized subcontractor, as the responsible party to sign inedible kitchen grease ("**IKG**") manifests, where required by law, as the agent or representative of the above-named company. By this delegation MES will be responsible for the proper manifesting of all IKG collected at my facility at each time of collection.

Program Options: Rebates, if any, are payable based on volume yield of material processed by MES, or its authorized subcontractor. MES has the right to apply any rebate amounts to an outstanding balance the Customer owes under this Agreement, or any other MES agreement. Any fees, payments, rebates, and settlement charges must be paid within thirty days of the applicable invoice. This is a legally binding agreement. By signing below, Customer agrees to rates listed below and is subject to the terms and conditions. MES reserves the right to cease rebates on cooking oil if the Jacobsen Index for yellow grease drops below \$0.30 per pound.

☐ **Flat Rate** charge of: _____ per pickup / container.

☒ **No Charge Basic:** UCO collected will be recorded by volume & yield, and accounted for on a monthly basis.

☐ **Market Value Premier:** Collection Cost \$ _____. Rebates are based on the collection cost and the market value of recovered pounds as determined by the prior month's average market price for yellow grease as set forth in the applicable Jacobson Price Guide, less freight. Annual minimum volume of 3,000 pounds are required. The collection cost is subject to change during the term of this Agreement based on collection and processing costs. Any collection cost changes will be reflected in Customer's statement.

☐ **Other:** _____

Terms, Termination & Liquidated Damages: This Agreement begins on the Customer signature date specified below and continues for 24 consecutive months (the "**Term**"). This Agreement automatically renews for successive terms on the annual signature date specified below unless the Customer or MES provides written notification to terminate this Agreement at least 30 days prior to the Term renewal date. Breach of this Agreement will result in assessment of a recovery fee against the Customer for cost of removal of MES's equipment (in an amount not less than \$750.00 for each equipment removed) and other damages including the value of UCO (\$0.10 per gross pound of the estimated volume that MES would have collected during the remainder of the current Term, based on historical collections).

All material collected by MES is processed and recycled in compliance with the Environmental Protection Agency

712 Essington Rd
Joliet, IL 60435



800.892.9392
www.MahoneyES.com

Supplier Code of Conduct: MES is a member of the Neste corporate family. Neste Supplier Code of Conduct (the "Code", available at (https://www.neste.com/sites/neste.com/files/new_supplier_code_of_conduct_english.pdf) forms an integral part of this Agreement, and Customer shall comply with the Code at any time during the term of this Agreement. Customer is referred to as "supplier" and MES as "Neste" in the Code. Customer hereby acknowledges that it has now or earlier, as the case may be, had access to or received a copy of the Code and that it has read it through with utmost care and accepted it binding on itself as an integral part of this Agreement.

Anti-Corruption; Anti-Bribery: Each party represents and warrants that: (a) it and its affiliates will comply with the applicable anti-corruption and anti-money laundering laws in connection with the performance of the Agreement and throughout the course of the Agreement and that it and its affiliates have adequate policies and procedures in place to ensure compliance with the appropriate business ethics and applicable anti-corruption laws; (b) at the date of the entering into force of the Agreement itself, its directors, officers or employees have not offered, promised, given, authorized, solicited or accepted any undue payment or other advantage of any kind in any way connected with the Agreement and that it has taken reasonable measures to prevent subcontractors, agents or any other third parties, subject to its control or determining influence from doing so; (c) in the event of any violation of this section, the harmed party may, at its sole discretion, terminate the Agreement at any time with immediate effect and without any liability to the other party without prejudice to all its rights and remedies.

Compliance with Applicable Law: Each party shall at all times be in material compliance with all federal, state, and local laws, ordinances, regulations, and orders that are applicable to the business and to this Agreement and its performance hereunder, and shall at all times comply in all respects with all federal, state, and local laws, ordinances, regulations, and orders relating to human and labor rights, occupational health, safety, and security, and the environment (including Environmental Protection Agency regulations) that are applicable to the business and to this Agreement and its performance hereunder. Without limiting the generality of the foregoing, each party shall at all times, at its own expense, obtain and maintain all certifications, credentials, authorizations, licenses, and permits materially necessary to conduct that portion of its business relating to the exercise of its rights and the performance of its obligations under this Agreement.

Assignment: MES may assign this Agreement to another entity by giving the other party 30-days advance written notice of the assignment except that an assignment or transfer by Customer, including by merger or operation of law, to a new owner of the Location(s) that is not an affiliate of Customer shall require MES's consent, which consent shall not be withheld unless MES reasonably determines that the proposed transferee is less creditworthy than Customer. Failure to assign this Agreement during an ownership transfer is a Customer breach.

Governing Law; Jurisdiction: This Agreement shall be governed by the internal substantive law of the State of Illinois. MES and Customer specifically consent to the nonexclusive jurisdiction of the state and federal courts located in Cook, DuPage, or Will County, Illinois for the resolution of any dispute related to or arising out of this Agreement, and each waives any claim that any such court is an inconvenient or improper forum.

Customer: Signed by:

Tim Saxon

90355312BB324AD...

Signature

1/31/2024 | 1:01 PM CST

Date

Tim Saxon

Name of Customer Representative

Sheriff

Title

jlynn@trinitycounty.org

Customer Email Address

MES: Signed by:

Dan Bledsaw

80CD0BF7BF22498...

Signature

2/2/2024 | 1:23 PM CST

Date

Dan Bledsaw

Name of (MES) Representative

Regional Account Manager

Title

TRINITY COUNTY

Item Report 3.1

Meeting Date: 2/20/2024

Department:
Solid Waste

Contact:
Diane Rader

Phone:
530.623.1326

3.1 Public Hearing and Resolution: Setting Solid Waste Parcel Fees FY 2024/2025

Requested Action:

Conduct a public hearing to consider adopting a resolution which establishes a schedule of fees for waste disposal and provides for appropriate exemptions and credits for the 2024-2025 annual solid waste parcel fee billing.

Fiscal Impact:

No impact to the General Fund. Estimated revenue of \$900,000 to the Solid Waste Enterprise Fund.

Discussion:

The parcel fees, billed annually, produce revenue that provides the means for Solid Waste to perform post closure maintenance of the Weaverville Landfill, and maintenance of the transfer sites within the county in accordance with local, state, and federal regulatory requirements. Rejecting the resolution would prevent Solid Waste from billing the parcel fee, causing a loss of revenue in the amount of \$900,000 to the Solid Waste Enterprise Fund.

Alternatives Including Financial Implications:

Do not conduct a public hearing and provide direction to staff.

Departmental Recommendation:

It is staff's recommendation that the Board conduct a public hearing to adopt a resolution establishing the schedule of fees and providing for appropriate exemptions and credits for the 2024-2025 annual solid waste parcel fee billing.

ATTACHMENTS:

Description
Govt Code
Legal ad request
Resolution

GOVERNMENT CODE - GOV

TITLE 3. GOVERNMENT OF COUNTIES [23000 - 33205]

(Title 3 added by Stats. 1947, Ch. 424.)

DIVISION 2. OFFICERS [24000 - 28085]

(Division 2 added by Stats. 1947, Ch. 424.)

PART 2. BOARD OF SUPERVISORS [25000 - 26490]

(Part 2 added by Stats. 1947, Ch. 424.)

CHAPTER 8. Health and Safety [25800 - 25846]

(Chapter 8 added by Stats. 1947, Ch. 424.)

ARTICLE 2. Disposal Facilities [25820 - 25832]

(Article 2 added by Stats. 1947, Ch. 424.)

25830.

(a) On or before the first day of July of each calendar year, the board of supervisors of any county may, by resolution or ordinance, establish a schedule of fees to be imposed on land within the unincorporated area of the county and incorporated areas of the county where cities do not provide their own waste disposal sites, revenue from the fees to be used for the acquisition, operation, and maintenance of county waste disposal sites and for financing waste collection, processing, reclamation, and disposal services, where those services are provided. In establishing the schedule of fees, the board of supervisors shall classify the land based upon the various uses to which the land is put, the volume of waste occurring from the different land uses and any other factors that the board determines would reasonably relate the waste disposal fee to the land upon which it would be imposed. Fees imposed within the incorporated and unincorporated areas shall be uniform. Prior to imposing fees within an incorporated area, the board of supervisors shall obtain the consent of the legislative body of the city to impose the fees.

(b) The board shall set a reasonable fee for each category established and divide the land according to categories and ownership; provided, however, that the board shall establish categories of land for which:

(1) No services are provided and no fee required.

(2) Services are provided and no fee required.

(c) The board shall determine eligibility for inclusion in these categories, upon application, on a case-by-case basis. The board shall impose the appropriate fee upon each division of land and provide for the billing and collection of the fees. The fees may be established, billed, and collected on a monthly or yearly basis, and may be billed and collected by the county tax collector as part of the regular county tax billing system.

(Amended by Stats. 1992, Ch. 269, Sec. 1. Effective July 20, 1992.)

GOVERNMENT CODE - GOV

TITLE 3. GOVERNMENT OF COUNTIES [23000 - 33205]

(Title 3 added by Stats. 1947, Ch. 424.)

DIVISION 2. OFFICERS [24000 - 28085]

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(Chapter 8 added by Stats. 1947, Ch. 424.)

ARTICLE 2. Disposal Facilities [25820 - 25832]

(Article 2 added by Stats. 1947, Ch. 424.)

25831.

Any fees authorized pursuant to Section 25830, or pursuant to Section 40059 of the Public Resources Code, that remain unpaid for a period of 60 or more days after the date upon which they were billed may be collected thereafter by the county as provided in this section.

(a) At least once a year, the board of supervisors shall cause to be prepared a report of delinquent fees. The board shall fix a time, date, and place for hearing the report and any objections or protests to the report.

(b) The board shall cause notice of the hearing to be mailed to the landowners listed on the report not less than 10 days prior to the date of the hearing.

(c) At the hearing, the board shall hear any objections or protests of landowners liable to be assessed for delinquent fees. The board may make revisions or corrections to the report as it deems just, after which, by resolution, the report shall be confirmed.

(d) The delinquent fees set forth in the report as confirmed, or the list prepared pursuant to subdivision (e), shall constitute special assessments against the respective parcels of land and are a lien on the property for the amount of the delinquent fees. A certified copy of the confirmed report, or the list prepared pursuant to subdivision (e), shall be filed with the county auditor for the amounts of the respective assessments against the respective parcels of land as they appear on the current assessment roll. The lien created attaches upon recordation, in the office of the county recorder of the county in which the property is situated, of a certified copy of the resolution of confirmation or the list prepared pursuant to subdivision (e). The assessment may be collected at the same time and in the same manner as ordinary county ad valorem property taxes are collected and shall be subject to the same penalties and the same procedure and sale in case of delinquency as provided for those taxes. All laws applicable to the levy, collection, and enforcement of county ad valorem property taxes shall be applicable to the assessment, except that if any real property to which the lien would attach has been transferred or conveyed to a bona fide purchaser for value, or if a lien of a bona fide encumbrancer for value has been created and attaches thereon, prior to the date on which the first installment of the taxes would become delinquent, then the lien that would otherwise be imposed by this section shall not attach to the real property and the delinquent fees, as confirmed, relating to the property shall be transferred to the unsecured roll for collection.

(e) The requirements of subdivisions (a), (b), and (c) may be waived only if the county has adopted an alternative administrative procedure that allows property owners to appeal the solid waste fee and property owners are notified of their right to appeal. A list of delinquent fees shall be prepared showing the assessments of each respective parcel and shall be filed with the auditor.

(Amended by Stats. 2005, Ch. 564, Sec. 2. Effective January 1, 2006.)



TRINITY COUNTY

SOLID WASTE DEPARTMENT
P.O. Box 2700 / 173 Tom Bell Road
Weaverville, California 96093-2700
Ph: 530.623.1326 / Fax: 530.623.5015

DATE: February 2, 2024
BY EMAIL TO: Trinity Journal (tjads@trinityjournal.com)

FROM: Rebecca Barber

SUBJECT: PLEASE PUBLISH THE FOLLOWING LEGAL AD

Please publish the following legal ad in the Journal on February 7, 2024, and February 14, 2024.

Notice of Public Hearing

The annual resolution adopting solid waste parcel fees will be heard by the Board of Supervisors at their regularly scheduled meeting on **February 20, 2024** at 9:00 AM or as soon thereafter as may be heard in the Board chambers of the Weaverville Library. Anyone interested in reviewing the resolution or fee schedule may contact the Trinity County Solid Waste Department at 173 Tom Bell Rd, Weaverville, 623-1326 or the Administrative office at the Court House, 11 Court St. Weaverville.

RESOLUTION NO. 2024-XXX
A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
ESTABLISHING A SCHEDULE OF FEES
AND PROVIDING FOR APPROPRIATE EXEMPTIONS AND CREDITS FOR A COUNTY
WASTE DISPOSAL SYSTEM

WHEREAS, the Board of Supervisors of the County of Trinity, State of California finds, determines, orders, and hereby declares that:

1. Pursuant to section 25830 of the Government Code of the State of California, the Board of Supervisors hereby classifies land within the unincorporated area of the County of Trinity, provides for appropriate exemptions and credits, and establishes a schedule of fees for a waste disposal system. The revenue from such fees is to be used for the post closure maintenance of the County landfill, operation and maintenance of County transfer sites and other non-disposal facilities.
2. There are certain expenses associated with providing a solid waste disposal system to county property owners. The law mandates some of these expenses, others are costs inherent in operating this public service. Each property owner in Trinity County is expected to share these costs on a basis commensurate with the benefit conferred, based on the number of units deemed appropriate, given the size and nature of the residence or business enterprise. A fee of one hundred dollars (\$100) per unit is hereby adopted to provide the revenues necessary to provide the infrastructure for a solid waste disposal system for the county.
3. The gate fee for disposal of waste is established by Board Ordinance and is updated periodically. The amount of such fee shall be determined by the Director of Solid Waste, based on the cost of funding daily operation of the landfill and transfer stations. Fees are based on the weight or volume of the waste to be disposed and are due and payable at the time of disposal. After June 30, persons failing to present current proof of inclusion in the parcel fee billing process shall be subject to a surcharge of two dollars (\$2) over the gate fees current at the time of disposal.
4. Two solid waste access cards shall be issued to property owners with their bill. Additional cards may be issued to property owners who have more than two residences on a single parcel upon request. These cards must be presented every time the transfer site is accessed.
5. Property owners shall be assessed and fees shall be collected in accordance with Sections 25830 and 25831 of the Government Code of the State of California. The owner of record as of the assessment date shown on the billing shall be responsible for payment of solid waste fees. At no time shall the fee be prorated by the County to reflect changes in ownership only. A change in the type or scale of the business conducted on commercial properties may justify a change in the fee, subject to review and approval by the Solid Waste Department. Undeveloped lots shall not be subject to a fee so long as they remain undeveloped and unoccupied. Primary residences that are vacant, dwellings under construction, or vacant businesses shall be subject to a solid waste fee of thirty dollars (\$30) annually so long as they remain unused. Vacation or seasonal use dwellings do not qualify for this credit. Any occupancy or use shall subject the property owner to the full fee and must be reported to the Solid Waste Department. Failure to do so shall cause the property owner to be liable for penalties equal to three times the normal fee for the property.

6. Any fees that remain unpaid for a period of 60 or more days after the date upon which they were billed shall be considered delinquent, and a late charge of thirty-five dollars (\$35) shall be added to the total amount due. At least once a year, the Board of Supervisors shall cause to be prepared a report of delinquent fees. The Board shall fix a time, date and place for hearing the report and any objections or protests to the report. The Board shall cause notice of the hearing to be mailed to the property owners listed on the report not less than 10 days prior to the date of the hearing. At the hearing, the Board shall hear any objections or protests of property owners liable to be assessed for delinquent fees. The Board may make revisions or corrections to the report as it deems just, after which, by resolution, the report shall be confirmed. The delinquent fees set forth in the report as confirmed shall constitute special assessments against the respective parcels of land and are a lien on the property for the amount of the delinquent fees.
7. The classification of land within the unincorporated area of the County, based upon the various uses to which the land is put, the volume of waste generated by different land uses, and the applicable refuse generation in household units are established in accordance with the following schedule.

SOLID WASTE ASSESSMENT SCHEDULE FOR LAND USES IN TRINITY COUNTY

LAND USE CATEGORIES

DWELLINGS

ASSESSMENT UNITS

Single Family Residence	1
Multiple Residences, Apartments, or Mobile Home Parks	1 per unit
Property Subject to a 90-day occupancy limit	0.7
under a County-issued use permit	
Campgrounds, Marinas & RV Parks	1 per space per 365 occupancy days
RV's (less than 400 square feet living space on a single chassis)	0.5 per RV space
Overnight Lodging with Kitchen	1 per unit per 365 occupancy days
Overnight Lodging without Kitchen	0.7 per unit per 365 occupancy days
Resident-owned houseboat	0.5 unit

COMMERCIAL

Aircraft Repair	1
Gas station - without repair	1
Gas station - with repair	2
Auto & Truck Repair	1 per service bay
Tire Shop, No other services	1 per service bay
Utility/Maintenance yard (includes waste from yard activities only)	3
Beauty & Barber Shops	1
Boat Sales & Repair Services	1
Grocery Store	1 per 500 square feet of floor space
Mini-Storage	1 per every 50 spaces

Financial Institution/Bank	3
Professional, Business & Administrative Office	1 + 0.1 for each employee beyond 10
Bar, Restaurant or Drive-In with disposable service ware	1.5 per 500 square feet of service area
Bar, Restaurant or Drive-In with greater than 50% reusable service ware	1 per 500 square feet of service area
Retail, Miscellaneous	1 per 1,500 square feet of floor space
Warehouse	1 per 5,000 square feet of floor space

INSTITUTIONAL

Church with Kitchen	1
Churches without Kitchen	0.5
Social Club, Fraternal Lodge	1
Social Club with Bar	1 + 1 per 500 square feet of service area

School

without food services	1 per 20 students & staff
with food services	1 per 15 students & staff

Institution (Rehab Center, etc.)

without food services	1 per 20 residents & staff
with food services	1 per 10 residents & staff

INDUSTRIAL

Lumber Mill (40+ employees)	15
Other	per review

GOVERNMENT USE

Campground	1 per 365 visitor days
Residence	1
Barracks or Dormitory	1 per 5 occupancy spaces

Determinations of assessment units for land uses other than those listed above shall be made by the Solid Waste Department.

8. Pursuant to Section 25830 of the Government Code, the Board of Supervisors hereby establishes two property classifications: those properties which receive service and for which no fee is made, and those properties which do not receive service and for which no fee is made. The Board places all property owned by the County of Trinity in the first category. The second category includes all federal or state lands that lack development or are barred from being developed (i.e. fee rights-of-way or designated wilderness lands) and those whose geographic location in the extreme south and southwest of the county shall not be assessed. Their use of County solid waste facilities and services shall require payment of the per-volume or special material disposal fees incorporated in this Resolution at the time of use as stated in paragraph 3.

All other private property, business property, agency property or proprietary interests within the County shall be eligible for services and shall be subject to a fee.

9. The Solid Waste Department is hereby directed to prepare administrative procedures for review of requests by property owners for reclassification of their properties and for granting of exemptions and credits as set forth herein. Such administrative procedures shall also provide for the appeal by the property owner to this Board, of any action of the Solid Waste Department in granting or denying a request for reclassification, exemption or credit as set forth herein.
10. Any residential or commercial property owner may apply for reduction of the solid waste disposal fee charged against his or her property. Reductions shall not be allowed if claimed after the June 30th deadline for the preceding fiscal year, or if the solid waste fee is allowed to become delinquent. Any request for reduction will be denied if deemed by the County that the request or the supporting data are fraudulently made.

RECYCLED MATERIAL CREDIT

Reduction of the solid waste disposal fee due to recycling of solid waste materials shall be based on the receipts obtained from scrap dealers and other receivers of recycled materials. Receipts must state the name of the property owner who delivered the materials to the recycling center, the date of the transaction, and the weights of the materials recycled. Recycling credit may be granted for paper products, plastic, glass and ferrous and non-ferrous food or beverage containers. Auto bodies or parts, appliances, scrap iron and other non-household metal items may not be counted for credit. Recycling credits are not transferrable to other parties. Receipts submitted for recycling credit must be presented at the time of payment, and must be dated within the period of July 1st of the previous year to June 30th of the current year. No recycling credit shall be granted for payments made after June 30th of the current year. Credit granted shall be based on the recycling credits policy adopted for the prior fiscal year. The solid waste benefit assessment fee will be reduced by an amount equal to two and one-half cents (\$0.025) for every pound of material recycled, as shown on the receipts submitted as proof of recycling for the current fiscal year. Credits earned shall be rounded up to the nearest whole cent. Credits granted shall be limited to the maximum of 40% for full-time residents and 25% of the benefit assessment for businesses.

ELDERLY LOW-INCOME CREDIT

Qualifying property owners over sixty (60) years of age who earn less than twenty-nine thousand one hundred sixty dollars (\$30,120) per household annually shall be granted a 50% reduction in the fee for the (2024/2025) fiscal year. This reduction shall take the place of any other reduction(s) to which the property owner would otherwise have been entitled. To qualify for this reduction, the applicant must submit a confidential fee reduction application. This application shall be based on the applicant's total gross income amount per household before income adjustments and deductions. Total gross income per household shall include ALL sources of income, including but not limited to: Social Security, disability, retirement benefits, investment income, annuities, rents, capital gains, interest, and trust funds for both spouses and/or any dependents residing in the household.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity hereby classifies land within the unincorporated area of the County of Trinity, provides for appropriate exemptions and credits, and establishes a schedule of fees for a waste disposal system.

DULY PASSED AND ADOPTED this 20th day of February, 2024 by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote:

AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

RIC LEUTWYLER, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

TRENT TUTHILL
Clerk of the Board of Supervisors

By: _____
Deputy

TRINITY COUNTY

Item Report 4.1

Meeting Date: 2/20/2024

Department:
County Administrative Office

Contact:
Trent Tuthill

Phone:
530-623-1382

4.1 FY 23/24 Mid-Year Budget Review

Requested Action:

Receive a mid-year budget review for fiscal year 23/24.

Fiscal Impact:

No fiscal impact.

Summary:

On September 29, 2023, the Board adopted Resolution No. 2023-152 which adopted the final budget for the County in the amount of \$151,444,249. This budget included \$25,009,350 in General Fund expenditures (including a \$499,380 general fund contingency) which was offset by \$22,777,629 in GF revenue projections and \$2,231,726 in cash carryover from FY 22/23. Over the last six weeks, County Administration has performed a mid-year budget review and on a countywide level, revenues received are exceeding expenditures. There are a few areas of concern as noted on the attached documents.

ATTACHMENTS:

Description

FY 23/24 Mid-Year Review

FY 23/24 Mid-Year Review – Variance Explanations

Cannabis Division Financial Update - PowerPoint Slides

Budg Off	Fund	Dept. No.	Dept. Name	FY 23/24 Working Budget Revenues	YTD Revenues as of 12/29/23 @ 11:45 AM	% Realized	FY 23/24 Working Budget Expenditures	YTD Expenditures as of 12/29/23 @ 2:55 PM	% Used
AG	101	2490	AGRICULTURAL COMMISSIONER	365,349.00	47,631.81	13.0%	546,947.00	298,051.46	54.5%
ASSR	101	1400	ASSESSOR	89,716.00	33,441.23	37.3%	718,572.00	366,832.77	51.1%
ASSR	101	1650	ELECTIONS DEPARTMENT	12,908.00	9,972.89	77.3%	395,578.00	181,728.71	45.9%
ASSR	101	2500	CLERK/RECORDER	194,858.00	59,656.42	30.6%	270,710.00	162,099.82	59.9%
AUD	101	1000	GENERAL FUND	14,205,343.00	6,657,504.95	46.9%	4,010.00	689.63	17.2%
AUD	101	1101	COUNTY AUDIT	77,931.00	56,317.00	72.3%	94,140.00	6,990.00	7.4%
AUD	101	1300	AUDITOR-CONTROLLER	688,163.00	636,013.70	92.4%	891,449.00	447,004.55	50.1%
AUD	101	1500	COURTS GENERAL	6,075.00	6,016.00	99.0%	90,713.00	4,880.25	5.4%
AUD	101	1990	CONTRIBUTIONS TO OTHER FUNDS	-	-		7,554,777.00	3,830,671.52	50.7%
AUD	101	2170	PUBLIC DEFENDER	51,866.00	8,632.04	16.6%	660,300.00	318,524.16	48.2%
AUD	101	2600	LAFCO CONTRIBUTION	-	-		15,000.00	15,000.00	100.0%
CAO	101	1050	CODE ENFORCE SETTLE AGREEMENTS	180,000.00	29,600.00	16.4%	35.00	35.00	100.0%
CAO	101	1100	BOARD OF SUPERVISORS	154,220.00	32,860.39	21.3%	714,143.00	342,509.18	48.0%
CAO	101	1200	CO ADMIN OFFICE	293,597.00	219,464.33	74.8%	841,571.00	399,095.38	47.4%
CAO	101	1600	COUNTY COUNSEL	357,123.00	4,266.00	1.2%	462,083.00	167,615.38	36.3%
CAO	101	1750	GENERAL SERVICES	512,223.00	392,657.91	76.7%	722,072.00	347,137.78	48.1%
CAO	101	2050	GRAND JURY	-	-		23,232.00	8,251.00	35.5%
CAO	101	2430	FIRE PROTECTION	900.00	-	0.0%	24,000.00	4,285.86	17.9%
CAO	101	3300	ADVERTISING COUNTY RESOURCES	127,000.00	127,000.00	100.0%	247,000.00	77,000.00	31.2%
CAO	101	6000	LIBRARY	25,294.00	33,901.69	134.0%	438,666.00	267,887.02	61.1%
COOP	101	6200	TC COOP EXTENSION 4H	1,643.00	1,643.02	100.0%	40,342.00	12,350.43	30.6%
DA	101	2100	DISTRICT ATTY/PUB ADMINISTRATOR	287,327.00	134,702.10	46.9%	1,595,793.00	777,768.47	48.7%
HR	101	1250	HUMAN RESOURCES	450,176.00	166,515.19	37.0%	315,546.00	125,339.52	39.7%
HR	101	1890	INSURANCE/RISK MANAGEMENT	213,343.00	191,035.09	89.5%	484,313.00	(772,760.67)	-159.6%
HUMN	101	5090	VETERANS SERVICES OFFICER	50,257.00	30,371.66	60.4%	201,965.00	103,340.08	51.2%
HUMN	101	5105	PUBLIC GUARDIAN	17,000.00	7,618.00	44.8%	132,157.00	40,517.00	30.7%
HUMN	101	5106	GENERAL ASSISTANCE	8,500.00	1,668.00	19.6%	135,000.00	23,001.27	17.0%
IT	101	1940	INFORMATION TECHNOLOGY	568,257.00	297,924.43	52.4%	994,767.00	301,260.89	30.3%
PLAN	101	2480	BUILDING & DEVELOPMENT SVCS	528,788.00	210,871.77	39.9%	633,726.00	312,026.04	49.2%
PLAN	101	2481	ENVIRONMENTAL HEALTH	752,027.00	94,246.76	12.5%	789,534.00	360,708.45	45.7%
PLAN	101	2800	PLANNING AND ZONING	329,304.00	70,483.63	21.4%	737,810.00	366,682.10	49.7%
PROB	101	2400	PROBATION DEPARTMENT	1,091,575.00	230,933.88	21.2%	2,187,445.00	1,258,243.04	57.5%
PROB	101	2460	JUVENILE HALL	594,371.00	115,814.76	19.5%	682,984.00	333,730.07	48.9%

Budg Off	Fund	Dept. No.	Dept. Name	FY 23/24 Working Budget Revenues	YTD Revenues as of 12/29/23 @ 11:45 AM	% Realized	FY 23/24 Working Budget Expenditures	YTD Expenditures as of 12/29/23 @ 2:55 PM	% Used
PWD	101	1910	SURVEYOR	18,000.00	862.50	4.8%	60,314.00	14,359.82	23.8%
PWD	101	3110	MISC PUBLIC WORKS	800.00	-	0.0%	75,000.00	1,679.87	2.2%
TTC	101	1350	TREASURER/TAX COLLECTOR	565,895.00	269,764.38	47.7%	798,281.00	350,253.22	43.9%
Total General Fund				22,819,829.00	10,179,391.53	44.6%	24,579,975.00	10,854,789.07	44.2%

SHER	110	2281	SHERIFF	4,864,070.00	2,171,138.19	44.6%	4,864,070.00	2,551,007.93	52.4%
SHER	110	2282	JAIL	3,799,212.00	1,976,610.77	52.0%	3,799,212.00	1,907,679.48	50.2%
SHER	110	2283	CORONER	73,560.00	36,781.50	50.0%	73,560.00	29,520.69	40.1%
SHER	110	2284	ANIMAL CONTROL	461,682.00	160,774.33	34.8%	461,682.00	212,196.73	46.0%
SHER	110	2285	JAIL HEALTH	556,572.00	282,460.78	50.8%	556,572.00	404,655.04	72.7%
SHER	110	2286	CODE ENFORCEMENT	578,883.00	26,288.31	4.5%	578,883.00	169,761.18	29.3%
SHER	110	2287	SEARCH AND RESCUE	19,370.00	9,685.00	50.0%	19,370.00	3,925.11	20.3%
Total Sheriff General Fund				10,353,349.00	4,663,738.88	45.0%	10,353,349.00	5,278,746.16	51.0%

ASSR	197	8197	SUPPLEMENT FOR COUNTY ASSESSOR	200.00	-	0.0%	500.00	108.00	21.6%
ASSR	513	8513	MICROGRAPHICS FUND RECORDER	4,000.00	1,032.00	25.8%	50.00	19.00	38.0%
ASSR	515	8515	AUTO RECORDS RETRIEVAL FUND	15,000.00	3,661.00	24.4%	100.00	63.00	63.0%
ASSR	517	8517	VITAL AND HEALTH STATS	1,500.00	561.00	37.4%	2,515.00	4.00	0.2%
ASSR	521	8521	SOCIAL SECURITY # TRUNCATION	-	-		50.00	9.00	18.0%
AUD	171	1710	GENERAL RESERVES	200.00	-	0.0%	-	-	
AUD	107	7990	DEBT SERVICE	628,144.00	297,662.00	47.4%	625,743.00	15,355.47	2.5%
AUD	465	8465	COUNTY DOMESTIC VIOLENCE TRUST	1,950.00	460.00	23.6%	1,950.00	-	0.0%
AUD	466	8466	COURTHOUSE CONSTRUCTION TRUST	14,000.00	6,011.82	42.9%	212,025.00	200,000.00	94.3%
AUD	467	8467	AUDITOR/COURT REMITTANCE	102,232.00	40,207.80	39.3%	102,232.00	51,116.00	50.0%
AUD	468	8468	COUNTY HRN VICTIM RESTITUTION	350.00	98.00	28.0%	350.00	-	0.0%
AUD	501	8501	PUBLIC DEFENDER REALIGNMENT	20,276.00	8,632.04	42.6%	20,276.00	8,632.04	42.6%
AUD	555	8555	LAW LIBRARY TRUST	4,100.00	2,434.62	59.4%	6,015.00	6,003.00	99.8%
AUD	560	8560	SUPP LAW ENFORCE REALIGN 2011	157,000.00	79,339.96	50.5%	155,600.00	79,339.96	51.0%
AUD	581	8581	CO CRIM JUST FAC CONSTRUCTION	13,000.00	6,028.44	46.4%	35.00	27.00	77.1%
AUD	589	8589	EMS: PHYSICIANS	7,427.00	2,694.03	36.3%	17,630.00	37.00	0.2%
AUD	590	8590	EMS: HOSPITAL	3,179.00	1,161.22	36.5%	3,405.00	3.00	0.1%
AUD	591	8591	EMS: DISCRETIONARY	2,178.00	789.63	36.3%	905.00	3.00	0.3%
AUD	802	8802	WORKING CAP COPIER	36,300.00	13,438.52	37.0%	101,004.00	12,328.54	12.2%

Budg Off	Fund	Dept. No.	Dept. Name	FY 23/24 Working Budget Revenues	YTD Revenues as of 12/29/23 @ 11:45 AM	% Realized	FY 23/24 Working Budget Expenditures	YTD Expenditures as of 12/29/23 @ 2:55 PM	% Used
AUD	901	9100	HOSPITAL	130,000.00	150,000.00	115.4%	-	-	
BHS	112	4200	BEHAVIORAL HEALTH SERVICES	9,399,978.00	1,895,031.03	20.2%	9,393,611.00	3,340,563.32	35.6%
BHS	177	4230	ALCOHOL & OTHER DRUG SERVICES	1,271,818.00	339,726.41	26.7%	1,259,610.00	470,083.39	37.3%
BHS	485	8485	CEDAR HOME MAINTENANCE FUND	7,650.00	7,500.00	98.0%	-	-	
BHS	504	8504	BHS REALIGNMENT 2011	1,319,373.00	651,247.22	49.4%	1,319,373.00	462,314.64	35.0%
BHS	563	8563	MENTAL HEALTH SMA RESERVE	-	51,879.00		850,150.00	-	0.0%
BHS	570	8570	MENTAL HEALTH SERVICES ACT CSS	2,765,382.00	1,178,289.49	42.6%	3,786,302.00	-	0.0%
BHS	577	8577	MHSA OTHER FUNDING	610,858.00	373,775.67	61.2%	312,250.00	-	0.0%
BHS	578	8578	MHSA PRUDENT RESERVE	-	-		100.00	-	0.0%
BHS	579	8579	MH AUDIT EXCEPTIONS RESERVE	776,142.00	200,925.00	25.9%	801,642.00	-	0.0%
BHS	595	8595	ALPINE HOUSE MAINTENANCE FUND	7,900.00	7,500.00	94.9%	1,575.00	-	0.0%
BHS	494	9494	REALIGNMENT: MENTAL HEALTH	759,514.00	637,301.79	83.9%	759,514.00	582,495.92	76.7%
CAO	142	1810	COUNTY BUILDING PROGRAM	354,450.00	297,035.00	83.8%	354,760.00	297,234.00	83.8%
CAO	184	1950	GRANTS DEPARTMENT - MISC GRANTS	-	-		-	-	
CAO	182	1970	CDBG GRANTS	-	-		-	-	
CAO	189	1974	CDBG PI	-	65,261.57		354,812.00	-	0.0%
CAO	151	2740	FISH & GAME COMMISSION	1,975.00	1,006.21	50.9%	8,850.00	-	0.0%
CAO	174	2950	VEHICLE ABATEMENT	23,309.00	5,398.11	23.2%	25,882.00	15,248.93	58.9%
CAO	114	8114	AMERICAN RESCUE PLAN ACT	105,000.00	-	0.0%	3,761,641.00	2,822,168.90	75.0%
CAO	193	8193	GRANTS ADMINISTRATION	403,771.00	6,622.08	1.6%	436,842.00	106,165.92	24.3%
CAO	195	8195	HOME PI	-	121,808.74		-	-	
CAO	403	8403	AB 102 - VET HALL MODERNIZATION	-	1,500,000.00		-	-	
CAO	445	8445	LANDFILL CLOSURE FUND	10,000.00	-	0.0%	-	-	
CAO	483	8483	TITLE III FOREST RESERVE	500.00	-	0.0%	297,000.00	9,897.07	3.3%
CAO	667	8667	TRINITY COUNTY WATERWORKS #1	8,570.00	5,437.64	63.4%	8,570.00	-	0.0%
CAO	803	8803	WORKING CAP MOTOR POOL	174,775.00	-	0.0%	675,602.00	94,160.01	13.9%
CAO	905	9300	CEMETERY ENTERPRISE	12,870.00	3,524.00	27.4%	16,651.00	1,634.88	9.8%
CAO	920	9500	SOLID WASTE ENTERPRISE	4,987,158.00	1,485,717.98	29.8%	5,186,025.00	2,180,775.80	42.1%
CSS	132	2130	CHILD SUPPORT SERVICES	990,828.00	202,756.00	20.5%	1,004,962.00	69,953.53	7.0%
DA	133	2145	VIOLENCE AGAINST WOMEN	-	-		10.00	6.00	60.0%
DA	192	8192	VICTIM WITNESS - DA	295,664.00	19,716.23	6.7%	268,585.00	83,639.55	31.1%
DA	500	8500	DA REALIGNMENT 2011	14,000.00	8,634.04	61.7%	11,009.00	9.00	0.1%
DA	588	8588	ASSET SEIZURE - DA	1,000.00	1,710.50	171.1%	43,800.00	568.64	1.3%

Budg Off	Fund	Dept. No.	Dept. Name	FY 23/24 Working Budget Revenues	YTD Revenues as of 12/29/23 @ 11:45 AM	% Realized	FY 23/24 Working Budget Expenditures	YTD Expenditures as of 12/29/23 @ 2:55 PM	% Used
HR	188	6300	OPEB ISF	4,852,000.00	-	0.0%	7,363,550.00	4,562,306.34	62.0%
HUMN	147	2260	EMERGENCY SERVICES-OES	457,002.00	263,999.08	57.8%	480,897.00	178,774.47	37.2%
HUMN	109	4100	TOBACCO PROGRAM	150,000.00	75,000.00	50.0%	233,095.00	7,254.65	3.1%
HUMN	115	4115	TOBACCO PROGRAM - PROP 56	151,000.00	75,000.00	49.7%	151,000.00	58,351.76	38.6%
HUMN	176	4180	WOMEN INFANTS & CHILDREN	436,900.00	157,704.74	36.1%	436,900.00	123,166.94	28.2%
HUMN	402	4402	HEALTH DEPARTMENT	4,557,792.00	831,280.70	18.2%	4,685,633.00	2,099,425.37	44.8%
HUMN	111	5000	WELFARE DEPARTMENT	13,475,244.00	3,357,273.20	24.9%	13,275,819.00	5,159,975.50	38.9%
HUMN	111	5050	CATEGORICAL AIDS	8,120,000.00	2,670,552.22	32.9%	8,120,000.00	3,182,414.34	39.2%
HUMN	118	8118	HOUSING	581,916.00	10,000.00	1.7%	579,588.00	142,410.60	24.6%
HUMN	489	8489	CHILD POVERTY & FAMILY SUPPORT	731,734.00	315,849.29	43.2%	1,005,484.00	85.00	0.0%
HUMN	492	8492	REALIGNMENT: SOCIAL SERVICES	1,636,190.00	795,992.70	48.6%	2,072,659.00	250,313.00	12.1%
HUMN	493	8493	REALIGNMENT: HEALTH SERVICES	1,737,662.00	1,184,459.87	68.2%	2,372,754.00	292,962.00	12.3%
HUMN	503	8503	HHS REALIGNMENT 2011	3,928,755.00	1,963,651.86	50.0%	4,528,796.00	845,441.00	18.7%
HUMN	511	8511	COUNTY CHILDRENS FUND	32,500.00	100.80	0.3%	132,550.00	63.00	0.0%
HUMN	543	8543	HPP	235,711.00	79,073.93	33.5%	235,711.00	26,985.35	11.4%
HUMN	544	8544	PANDEMIC	60,446.00	4,759.48	7.9%	60,446.00	6,303.09	10.4%
HUMN	545	8545	PUBLIC HEALTH EMERGENCY RESPONSE	326,214.00	104,828.38	32.1%	392,300.00	109,809.50	28.0%
HUMN	550	8550	CDC PUB HLTH EMERG PREPAREDNSS	206,822.00	21,363.84	10.3%	206,822.00	21,870.34	10.6%
PLAN	173	2700	NATURAL RESOURCES	246,751.00	7,957.36	3.2%	214,681.00	50,000.97	23.3%
PLAN	238	8238	GENERAL PLAN UPDATE	375,000.00	120,304.08	32.1%	1,176,500.00	51,161.64	4.3%
PLAN	239	8239	CANNABIS	2,102,009.00	467,511.75	22.2%	2,604,749.00	594,069.80	22.8%
PLAN	598	8598	LOCAL ENFORCEMENT AGENCY GRANT	16,144.00	1,461.10	9.1%	16,369.00	153.00	0.9%
PROB	170	2425	EVIDENCE BASED PROB SUPERVISON	200,000.00	50,000.00	25.0%	201,800.00	1,764.00	0.9%
PROB	113	8113	ADULT DRUG COURT GRANT PROGRAM	33,100.00	42,231.00	127.6%	26,200.00	14,979.60	57.2%
PROB	199	8199	JAG GRANT PROBATION	-	-		48.00	48.00	100.0%
PROB	417	8417	JJRBG	251,000.00	292,909.09	116.7%	251,000.00	50,115.00	20.0%
PROB	499	8499	LOCAL COMM CORR REALIGN 2011	1,002,263.00	531,898.64	53.1%	737,737.00	101,574.64	13.8%
PROB	502	8502	JUVENILE JUSTICE REALIGN 2011	148,308.00	98,433.03	66.4%	148,408.00	107.00	0.1%
PROB	522	8522	COMM CORRECTIONS PERFORM INCNT	100,200.00	-	0.0%	100,903.00	903.00	0.9%
PROB	542	8542	FINGERPRINT IDENTIFICATION	15,100.00	8,322.56	55.1%	20,200.00	194.00	1.0%
PROB	562	8562	LOCAL LAW ENFORCE PROB REALIGN	86,536.00	72,540.84	83.8%	86,536.00	62.00	0.1%
PROB	594	8594	PROBATION ASSET SEIZURE	300.00	1,607.57	535.9%	9,685.00	45.00	0.5%
PWD	103	1760	ROAD RESERVES	250,000.00	-	0.0%	650,000.00	100,000.00	15.4%

Budg Off	Fund	Dept. No.	Dept. Name	FY 23/24 Working Budget Revenues	YTD Revenues as of 12/29/23 @ 11:45 AM	% Realized	FY 23/24 Working Budget Expenditures	YTD Expenditures as of 12/29/23 @ 2:55 PM	% Used
PWD	104	1770	ROAD CONSTRUCTION RESERVES	5,618,654.00	1,214,389.86	21.6%	5,552,769.00	1,342,179.04	24.2%
PWD	143	1812	NEW JAIL CAPITAL PROJECT	1,000,000.00	-	0.0%	70,000.00	64,897.15	92.7%
PWD	152	1852	AIRPORT OPERATIONS	119,600.00	44,584.94	37.3%	123,811.00	49,557.51	40.0%
PWD	153	1853	AIRPORT DEVELOPMENT MAINT	358,100.00	-	0.0%	387,000.00	4,391.16	1.1%
PWD	154	1854	SPECIAL AVIATION DEVELOPMENT	182,259.00	66,707.65	36.6%	212,150.00	14,369.51	6.8%
PWD	102	3000	PUBLIC WORKS	9,893,813.00	2,798,733.36	28.3%	9,732,430.00	3,854,774.92	39.6%
PWD	160	3360	PUBLIC TRANSIT PROJECTS ART 4	1,836,108.00	679,966.76	37.0%	1,742,356.00	503,850.90	28.9%
PWD	161	3361	PUBLIC TRANSIT NON-TRANSIT	3,236.00	3,236.00	100.0%	3,236.00	-	0.0%
PWD	160	3362	PUBLIC TRANSIT ARTICLE 8	80,000.00	80,000.00	100.0%	80,000.00	-	0.0%
PWD	105	8105	RMRA - ROAD	12,561,730.00	4,058,594.37	32.3%	11,485,000.00	254,166.37	2.2%
PWD	201	8201	HAYFORK LIGHTING DISTRICT	25,325.00	12,905.30	51.0%	40,000.00	3,403.15	8.5%
PWD	202	8202	WEAVERVILLE LIGHTING	65,950.00	38,463.38	58.3%	68,500.00	12,772.75	18.6%
PWD	237	8237	TRANSPORTATION COMMISSION	392,200.00	411,232.26	104.9%	394,585.00	41,050.86	10.4%
PWD	461	8461	LOCAL TRANSPORTATION FUND LTF	450,000.00	167,147.94	37.1%	442,876.00	442,876.00	100.0%
PWD	462	8462	TRANSIT ASSIST FUND	377,414.00	101,095.00	26.8%	380,000.00	380,000.00	100.0%
SHER	116	2116	UNPERMITTED CANNABIS GROWS	-	-		42,631.00	9,306.16	21.8%
SHER	144	2210	LAKE PATROL	180,141.00	133,645.25	74.2%	166,997.00	79,450.80	47.6%
SHER	148	2280	CANNABIS ERADICATION PROS	70,000.00	70,000.00	100.0%	81,166.00	30,309.50	37.3%
SHER	149	2290	NATIONAL FOREST ERADICATION	-	-		6.00	6.00	100.0%
SHER	469	8469	ANIMAL CONTROL TRUST	35,000.00	22,051.00	63.0%	35,000.00	10,033.44	28.7%
SHER	556	8556	INMATE WELFARE FUND	15,000.00	3,796.00	25.3%	15,000.00	3,797.00	25.3%
SHER	561	8561	LOCAL LAW ENFORCE SHERIFF REAL	520,405.00	363,973.95	69.9%	520,405.00	53,459.49	10.3%
SHER	587	8587	JUSTICE ASSET SEIZURE	-	-		14,020.00	9.00	0.1%
SHER	592	8592	TREASURY ASSET SEIZURE	-	-		10.00	3.00	30.0%
SHER	593	8593	STATE & LOCAL ASSET SEIZURE	-	9,109.55		76,100.00	86.00	0.1%
TTC	470	8470	LIEN RELEASE/RECORDING FEE	10,000.00	3,174.00	31.7%	10,000.00	-	0.0%
TTC	558	8558	COUNTY BLOOD/ALCOHOL TESTING	2,000.00	553.14	27.7%	2,002.00	1,715.99	85.7%
TTC	638	8638	TAX COLL FUND FOR COSTS	65,000.00	-	0.0%	30,000.00	-	0.0%
Total Non-General Fund				105,810,055.00	33,571,442.61	31.7%	116,476,383.00	36,099,523.11	31.0%
Total Countywide				172,156,411.00	63,257,703.43	36.7%	186,343,031.00	68,366,593.57	36.7%

<u>Budget Officer</u>	<u>Fund</u>	<u>Dept. #</u>	<u>Dept. Name</u>	<u>% of Revenue Realized</u>	<u>Comments</u>
CAO	101	1050	Code Enforcement Settlements	16.4%	The revenue budgeted here is difficult to project as the amount of voluntary payment has been decreasing significantly over the last few fiscal years. We have entered into contract with a collections agency and have submitted our first trail batch of delinquent fines to them for collection efforts. Depending on how the initial processing goes, we could see some increased revenue here. We will continue to watch this closely and adjust if necessary.
CAO	101	1600	County Counsel	1.2%	Revenue is low in this department due to a lack of billing Admin fiscal staff to other county departments for legal services provided by County Counsel that fall outside our general retainer. Based on current invoices from Prentice Long, we are on tract to meet revenue projections.
HUMN	101	5105	Public Guardian	44.8%	The caseload of allowable charges under Public Guardian had decreased, however, costs associated with case work have not decreased. County Admin and department staff will watch closely and bring a budget adjustment to request contingency closer to the end of the fiscal year.
PLAN	101	2480	Building & Development Services	39.9%	Building department revenues are coming in a little short at mid-year, however, the department believes that with the normal increase in permit activity that happens in the spring, revenue projections will be met. County Admin and department fiscal staff will watch this closely and have regular meetings to determine if revenues are increasing appropriately or if a request for contingency is needed.
PLAN	101	2481	Environmental Health	12.5%	County Admin and department staff met recently to discuss the current revenue shortfalls within Environmental Health and the two main areas of concern. The first being interfund revenue that was budgeted at \$110K. As of mid-year review and

<u>Budget Officer</u>	<u>Fund</u>	<u>Dept. #</u>	<u>Dept. Name</u>	<u>% of Revenue Realized</u>	<u>Comments</u>
					Admin's meeting with the department, interfund billing had not been done. There is an anticipation that there will be a revenue shortfall here. The second area being with a CUPA grant that was budgeted at \$100K. This grant is taking longer to get funded than originally anticipated; the department should know more about the actually funding date on or about April 10. County Admin and the department will meet again shortly after the 10 th of April to determine if/how much contingency is needed.
PLAN	101	2800	Planning and Zoning	21.4%	The Planning Division has struggled to meet revenue projections for many years now with the trend continuing into fiscal year 23/24, mainly due to the inability to retain and attract qualified planning staff, and lack of standardized operating procedures, in order to consistently work through projects and provide an efficient permit processing experience to the public. The division is actively working to build efficiencies into division operations to help mitigate the revenue shortfalls in future fiscal years and ensure long-term sustainability. There are a few areas within the revenue section that are concerning this fiscal year and are being discussed with the division. These areas include State/Federal Grant Income, Charges for Current Services (Lot Line Adjustments, Environmental Reviews, General Plan Amendments, Tentative Maps, etc.), and Interfund Revenue. County Admin met with division staff recently to discuss these issues. This division will need some additional general fund contribution to make it through the rest of the year. Admin and division staff will meet again in mid-March to determine how much of a contingency request is needed and bring a budget adjustment back to the Board at a future meeting.

<u>Budget Officer</u>	<u>Fund</u>	<u>Dept. #</u>	<u>Dept. Name</u>	<u>% of Revenue Realized</u>	<u>Comments</u>
PROB	101	2460	Juvenile Hall	19.5%	In early January, \$166K in transfers in posted bringing the department revenue percentage up to 47%. The only remaining area of concern here is the \$167K budgeted for the Prop 64 Grant, of which, nothing has been received to-date. In discussing this with the department, the grant pays up to 80% FTE and 100% of benefits to provide a Deputy Probation Officer to the schools to support the Sheriff's School Resource Officer Program. Being that the funding is tied to support at the schools and school doesn't start until mid-to-late August, the majority of the funds will be billed in the second half of the fiscal year. The 1 st quarter has been billed in the amount of \$15K. Admin staff will continue to monitor this funding stream and work with the department to identify any potential shortfalls prior to the end of the fiscal year.
CAO	193	8193	Grants Administration	1.6%	Admin fiscal staff and HHS fiscal staff are still working through a reconciliation of the monies received and expended from the Grants Admin/Housing department so the transition of the Housing Division to HHS can be completed and the appropriate fund balance can be transferred. The budget was split between Grants Admin and Housing (Dept 8118) based on the original budget submitted by former Grants Division Director. After the reconciliation is complete both Admin fiscal and HHS fiscal will be able to invoice for expenditures not yet invoiced and/or do budget adjustments to provide a more accurate projection of revenues and expenditures.
CAO	920	9500	Solid Waste	29.8%	The department is watching this closely and will make expenditure adjustments as necessary to offset any revenue shortfalls. There are slight increases showing in volumes, which, the department is optimistic will help recover some ground from past shortfalls.

<u>Budget Officer</u>	<u>Fund</u>	<u>Dept. #</u>	<u>Dept. Name</u>	<u>% of Revenue Realized</u>	<u>Comments</u>
HUMN	118	8118	Housing	1.7%	The revenue shortfall for Housing is based primarily on the fact that this budget was developed by the former Grants Division Director as one budget with Grants Admin and Housing combine. With the resignation of our former Grants Division Director, HHS fiscal staff and Admin fiscal staff gave our best effort to spilt the original budget into two. As we continue to work through the reconciliation, both Admin fiscal and HHS fiscal will be able to prepare budget adjustments to provide a more accurate projection of revenues and expenditures for Housing and Grants Admin.
PLAN	173	2700	Natural Resources	3.2%	Contract negotiations and the beginning of billable work for this department is taking longer than anticipated to get in place therefore causing a revenue shortfall. Department Staff is working to get these contracts in place. County Admin and departmental staff will have monthly meetings to review revenues and determine how much additional general fund is going to be needed to get the Natural Resources department up and running.
PLAN	238	8238	General Plan Update	32.1%	Revenue within this department is derived from the issuance of cannabis license, building permits and planning activities. With activity being down in these departments, it is expected that revenue would be short in the General Plan Update dept as well. There is sufficient cash in this fund to cover the planned expenditures even if revenue projections are not met. We will continue to watch this as the year continues.
PLAN	239	8239	Cannabis	22.2%	Information on the cannabis budget is being included on the additional documents attached to this agenda item. A more indepth discussion will be held towards the end of the mid-year review item at the BOS meeting.

<u>Budget Officer</u>	<u>Fund</u>	<u>Dept. #</u>	<u>Dept. Name</u>	<u>% of Exp Utilized</u>	<u>Comments</u>
CAO	101	6000	Library	61.1%	This level off by the end of the fiscal year. There were some adjustments made to salary effective 1/1/24 that will help. In addition to that, \$5,000 in utilities expense has not yet been shifted to the Board of Supervisors budget for their share of the utilities for the Board Chambers and full indirect costs and insurance/workers' comp premiums have already posted.
HR	101	1890	Insurance/Risk Management	-159.6%	This department is reflecting negative expenditures as of mid-year. This is normal due to the full allocation of insurance premiums and workers' comp premiums prior to the payment of the 2 nd installment of our total insurance/workers' comp premiums. Once the 2 nd installment is paid in April, this department will reflect positive expenditures.
SHER	110	2285	Jail Health	72.7%	Jail Health is experiencing a higher than anticipated amount of major medical expenses. Insurance claims are being processed and submitted to our CIMI policy when appropriate. There are current insurance reimbursements pending in the approximate amount of \$74k. The department is watching these closely and will bring a budget adjustment to the board at a future meeting if necessary to increase expenditures.



Trinity County Cannabis Division Financial Update

February 20, 2024



Key Assumptions

2/20/24 Update

- ▶ The average production (across all license types) per active cultivation license is estimated at:
 - ▶ 400 lbs/year (assumption remains current)
- ▶ Approved budget assumed ~ 390 licenses (\$2.1M)
- ▶ Trends from the 2023/2024 fiscal year
 - ▶ 298 approved Appendix C documents.
 - ▶ As of 2/8/24 - small cultivation licenses (182 as of 7/1/23, 210 as of 7/7/23, 241 as of 9/19/23, 265 as of 2/13/24)
(as of 2/8/24 \$455,778.66 received in licensing fees)
~100 applications in process (24 new applications in process)



Key Assumptions

2/20/24 Update

- ▶ We will end the 2023/2024 fiscal year with approximately:
 - ▶ active cultivation licenses (proposed budget assumes 390 active licenses)
 - ▶ approved/active retail licenses (assuming 1, revenues included in acct# 6448)
 - ▶ ~50 active applications in process (approximately 100 licenses for additional and non cultivation license types)

- ▶ We will end the 2024/2025 fiscal year with approximately:
 - ▶ If “stacking” is approved in Cannabis Ordinance Updates, assume program may reach capacity during FY24/25
 - ▶ 457 active cultivation licenses (potentially 530)
 - ▶ 5 approved/active retail licenses (reducing to 3 potential)
 - ▶ ~50 active applications in process (assumes applications for non cultivation license types) (Program capacity may have been reached)

- ▶ We will end the 2025/2026 fiscal year with approximately:
 - ▶ If “stacking” is approved in Cannabis Ordinance Updates, assume program may reach capacity during FY24/25
 - ▶ 461 active cultivation licenses 5 approved/active retail licenses
 - ▶ 5 approved/active retail licenses
 - ▶ ~50 active applications in process (assumes applications for non cultivation license types)

Current Fiscal Year Data

FY 23/24 REVENUES		YTD (PLUS EXPECTED)
YTD ACTUALS RECEIVED - SM. LIC (as of 2/8/24)	\$455,788.66	\$550,187.75
ADDITIONAL REVENUES	\$94,409	
<u>UPCOMING SMALL LICENSE RENEWALS</u>		
late renewals - 18 (~15%)	\$86,500	
February	\$43,000	
March	\$60,000	
April	\$96,750	
May	\$196,250	
June	\$272,000	
<u>UPCOMING OTHER LIC. TYPE RENEWALS</u>		
Nursery, Medium, Retail, Microbusiness	\$48,800	
<u>SUBTOTAL</u>	<u>\$803,300</u>	<u>\$1,353,487.66</u>

Current Fiscal Year Projections

(UPCOMING SMALL LICENSE - Assumptions)

REMAINDER FY 23/24 PROJECTED		PROJECTED REVENUES
34 ADDITIONAL SMALL LIC. (noticed but not issued - assume 30)	(\$150,000)	(\$1,503,487.66) (~300 issued licenses)
~100 licenses / Appendix C in review phase (approximate license value applied)		
100% completed	\$500,000	\$2,003,487 (~400 issued licenses)
75%	\$375,000	\$1,878,487 (~375 issued licenses)
50%	\$250,000	\$1,753,487 (~350 issued licenses)
25%	\$125,000	\$1,628,487 (~325 issued licenses)
<u>NEW LIC. TYPE APPLICATIONS - ISSUED</u>		
24 in process (as of 2/8/234)	\$125,000	\$1,753,487 (~350 issued licenses)
50 (if completed and issued)	\$250,000	\$2,253,487 (~450 issued licenses)



Cannabis Program Financials 2/20/24 Update

Funds	FY 22/23 Actuals	Adopted Budget FY23/24	FY 23/24 YTD (as of 2/8/24)	2024/2025 potential	2025/2026 potential
Cannabis Tax	\$15,662	\$300,000	\$46,401	\$ 894,864	\$ 1,536,216
Cannabis Fines*	\$171,150	\$180,000	\$38,442	\$531,000	\$531,000
General Plan	\$173,506	\$300,000	\$111,456	\$488,000	\$492,000
TOTAL	\$362,318	\$780,000	\$164,133	\$1,913,864	\$2,559,216

* A contract has been awarded to a collection agency, County Administrative Staff is working through the onboarding process.



Cannabis Program Financials

(from 9/25/23 Update)

Funds	2022/2023 YTD As of March 2023	FY 22/23 Actuals	Adopted Budget FY23/24	2023/2024 From March 31 presentation	2024/2025 potential	2025/2026 potential
Cannabis Tax	\$ 3,956.61	\$15,662	\$300,000	\$ 392,400	\$ 894,864	\$ 1,536,216
Cannabis Fines*	\$ 101,500	\$171,150	\$180,000	\$531,000	\$531,000	\$531,000
General Plan	\$58,677	\$173,506	\$300,000	\$436,000	\$488,000	\$492,000
TOTAL	\$164,133.61	\$362,318	\$780,000	\$1,359,400	\$1,913,864	\$2,559,216

* Fine Collection RFP needs evaluation and contract award, then collection agency will begin, estimated start date 1 December 2023

TRINITY COUNTY

Item Report 4.2

Meeting Date: 2/20/2024

Department:
Human Resources

Contact:
Laila Cassis

Phone:
530-623-1325

4.2 HHS Unit MOU

Requested Action:

Take the following actions to complete the creation of a Health and Human Services Bargaining Unit, effective January 1, 2024:

1. Approve a master Memorandum of Understanding with the Health and Human Services bargaining unit establishing classifications, salaries and benefits;
2. Approve the job description, set the salary range, add to the alphabetically listing of classifications, and allocate to Public Health a Health Services Program Manager I at range H213;
3. Approve a side letter agreement with the General Unit revising classifications covered by the MOU;
4. Approve a side letter agreement with the Management & Confidential Unit revising classifications covered by the MOU;
5. Adopt a resolution revising the Non-Rep Management employee classification;
6. Direct that the titles on the Health and Human Services allocation list be updated to reflect the changes within the MOU;
7. Adopt a resolution adopting a revised salary schedule and alphabetical listing of classifications; and
8. Pursuant to Trinity County Code Section 2.60.360, reclassify the following employee's:
 - Employee ID No. 01933 from a Program Manager I to a Human Services Program Manager I at Range H213, Step E;
 - Employee ID No. 01868 from an Administrative Clerk II to an Office Assistant II at Range H126, Step A; Employee ID No. 01539 from a Senior Accounting Technician to an Accounting Technician at H151, Step G; Employee ID No. 00869 from a Program Manager I to a Health Services Program Manager I at H213, Step F; Employee ID No. 02452 from a Program Manager II to a Human Services Program Manager II at H223, Step E; Employee ID No. 02177 from a Senior Administrative Clerk to an Office Assistant III at H131, Step F; Employee ID No. 02994 from a Senior Accounting Technician to an Accounting Technician at H151, Step A; Employee ID No. 02371 from a Business Manager to a Staff Services Manager at H208, Step E; Employee ID No. 02162 from a Program Manager I to a Human Services Program Manager I at H213, Step E; Employee ID No. 02251 from a Senior Administrative Clerk to an Office Assistant III at H131, Step F; Employee ID No. 02915 from a Senior Administrative Clerk to an Office Assistant III at H131, Step A; Employee ID No. 00738 from a Program Manager I to a Human Services Program Manager I at H213, Step F; Employee ID No. 03326 from an Administrative Clerk II to an Office Assistant II at H126, Step A; Employee ID No. 02383 from a Senior Administrative Clerk to an Office Assistant III at H131, Step E; Employee ID No. 01998 from an Accountant III to a

Supervising Accountant at H194, Step C; Employee ID No. 02342 from a Senior Accounting Technician to an Accounting Technician at H151, Step E;

Fiscal Impact:

Approximately \$1.6 million over the 2-year term of the agreement from Health and Human Services budget units (approximately \$34,000 of that is a cost to General Fund for Veterans Services).

Summary:

During closed session on June 20, 2023, the Board gave direction to the County's negotiating team to begin discussions with the newly developed Health and Human Services (HHS) bargaining unit, which comprises both exempt and non-exempt employees, and is inclusive of the Veteran's Services Officer classification [moving from the Non-Rep Management unit] to become one (1) departmental bargaining unit. The County has been in negotiations with the HHS since August 2023.

In or about August 2023, Health and Human Services completed a full analysis of all classifications within the agency and compared salaries to those of other similar sized jurisdictions, taking into consideration internal compaction issues created with the increase in minimum wage, as well as the types and levels of knowledge, skill, and levels of education, training and/or experience required, as well as expansion of departmental responsibilities, to formulate their proposal.

On January 24, 2024, the County negotiating team was advised that the proposal was accepted by the HHS bargaining unit and began making the updates to the MOU that is presented to you today.

Principal updates within this MOU include the following:

- Term of contract is January 01, 2024 through December 31, 2025
- Re-title within Social Services: Program Manager I/ Program Manager II to read Human Services Program Manager I/ Human Services Program Manager II;
- Approve a new job description within Public Health: Program Manager I to read Health Services Program Manager I;
- Increase standby rate from \$2.50 to \$3.00 per hour;
- Provide a onetime retention bonus of \$1,500 to employees hired on or after January 1, 2024 after completion of 1-year with HHS; and
- Accept the below job titles and their respective job descriptions for the following classifications maintained by CalHR/Merit System Services and/or the County of Trinity, respectively:

CALHR/ MERIT SYSTEM SERVICES POSITIONS (MSS) <i>Social Services Classifications</i>	COUNTY POSITIONS
ACCOUNT CLERK I	PUBLIC HEALTH BRANCH DIRECTOR *
ACCOUNT CLERK II	COMMUNITY HEALTH NURSE I
ACCOUNT CLERK III	COMMUNITY HEALTH NURSE II
ACCOUNTANT I	COMMUNITY

	HEALTH NURSE III
ACCOUNTANT II	COMMUNITY HEALTH WORKER I
ACCOUNTANT SUPERVISOR *	COMMUNITY HEALTH WORKER II
ACCOUNTING TECHNICIAN	EMERGENCY OPERATIONS MANAGER *
BRANCH DIRECTOR	HEALTH EDUCATION SPECIALIST I
CHIEF FISCAL OFFICER *	HEALTH EDUCATION SPECIALIST II
CUSTODIAN/OFFICE MAINTENANCE WORKER	HEALTH EDUCATION SPECIALIST SUPERVISOR *
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES *	HEALTH PROGRAM COORDINATOR I
ELIGIBILITY SPECIALIST I	HEALTH PROGRAM COORDINATOR II
ELIGIBILITY SPECIALIST II	HEALTH PROGRAM COORDINATOR III (LEADWORKER)
ELIGIBILITY SPECIALIST III	HOUSING CASE MANAGER
ELIGIBILITY SPECIALIST SUPERVISOR *	HEALTH SERVICES PROGRAM MANAGER I *
ELIGIBILITY SPECIALIST TRAINEE	PUBLIC HEALTH ANALYST I
EMPLOYMENT & TRAINING SUPERVISOR *	PUBLIC HEALTH ANALYST II
EMPLOYMENT & TRAINING WORKER I	PUBLIC HEALTH NURSE I
EMPLOYMENT & TRAINING WORKER II	PUBLIC HEALTH NURSE II
EMPLOYMENT & TRAINING WORKER III	PUBLIC HEALTH

HUMAN SERVICES PROGRAM MANAGER I *	NURSE HEALTH NURSING SUPERVISOR *
HUMAN SERVICES PROGRAM MANAGER II *	VETERANS SERVICES OFFICER *
INTEGRATED CASE WORKER II	
INTEGRATED CASE WORKER III	
OFFICE ASSISTANT I	
OFFICE ASSISTANT II	
OFFICE ASSISTANT III	
SECRETARY I	
SECRETARY II	
SOCIAL SERVICES AIDE	
SOCIAL WORKER I	
SOCIAL WORKER II	
SOCIAL WORKER III	
SOCIAL WORKER IV (MASTERS)	
SOCIAL WORKER SUPERVISOR I (NON-MASTERS) *	
SOCIAL WORKER SUPERVISOR II (MASTERS) *	
STAFF SERVICES ANALYST I	
STAFF SERVICES ANALYST II	
STAFF SERVICES ANALYST III	
STAFF SERVICES MANAGER *	
SUPERVISING STAFF SERVICES ANALYST *	

The County negotiations team, the department, Human Resources and the Union have reviewed this item and are in support.

Alternatives Including Financial Implications:

Deny and advise staff.

Departmental Recommendation:

It is staff's recommendation that the board approve the actions presented to create the HHS Bargaining Unit.

ATTACHMENTS:

Description

HHS MOU

Health Services Program Manager I

General Unit Side Letter

Management/Confidential Unit Side Letter

Non-Rep Management Resolution

Salary Schedule & Classification List Resolution

Exhibit A(3) - REVISED Alphabetical Listing of Classifications Effective 01/01/24

Exhibit B(3) - REVISED Salary Schedule Effective 07/01/23

Exhibit B(4) - REVISED Salary Schedule Effective 01/01/24

MASTER MEMORANDUM
OF UNDERSTANDING

BETWEEN

THE COUNTY OF TRINITY

AND

THE TRINITY COUNTY
HEALTH & HUMAN
SERVICES (HHS) UNIT

January 1, 2024 through
December 31, 2025

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EXHIBIT A - Recognition - HHS Unit 21

SPREADSHEET A – Salaries – HHS Unit 23

INTRODUCTORY CLAUSE

The following constitutes a master agreement between the County of Trinity, a political subdivision of the State of California (COUNTY), and the United Public Employees of California (UPEC or UNION) for the Trinity County Health & Human Services Unit (HHS Unit), concerning wages, hours and other terms and conditions of employment, which shall be effective from January 1, 2024 to December 31, 2025.

PREAMBLE

WHEREAS, the COUNTY and UNION, through their respective duly appointed negotiating teams, met and conferred in good faith as defined in Section 3505 of the California Government Code, regarding wages, hours and other terms and conditions of employment; and

WHEREAS, the COUNTY and UNION entered into a binding agreement for the term of January 1, 2024 through December 31, 2025; and

WHEREAS, the COUNTY and UNION desire to set forth in this document all terms and conditions of employment for the term of the agreement; and

WHEREAS, the COUNTY and UNION agree that any benefits of this Agreement shall inure to the benefit of employees prospectively and without any retroactive application unless otherwise specified herein.

NOW, THEREFORE, the parties agree as follows:

ARTICLE I

DEFINITIONS

Employee: The term "employee" as used herein shall mean all probationary and permanent regular part-time, full-time, and full-time/part-time employees in classifications of the HHS Unit represented by the UNION. The term "employee" does not include "extra help" employees as that term is defined by County Code.

Employer: The term "employer" or "COUNTY" as used herein shall refer to the County of Trinity.

New Hire: The term "new hire" as used herein shall include persons who were not previously employed by the County of Trinity for a period of one or more consecutive years, during the five years prior to the date of reemployment.

Parties: The term "Parties" as used herein shall refer to the County of Trinity and the Union for the HHS Unit jointly.

Recognized Employee Organization: The term "recognized employee organization" as used herein shall mean an employee organization which has been formally acknowledged by the public agency as an employee organization that represents employees of the public agency.

Union: The term "UNION" as used herein shall refer to UPEC, Local 792.

The Parties adopt the definition of terms provided by Trinity County Personnel Ordinance, Article II, Definitions, section 2.60.100 as if fully stated herein. Those definitions shall apply when used in this Agreement.

ARTICLE II

RECOGNITION

The COUNTY recognizes UPEC as the "Recognized Employee Organization" as defined in California Government Code section 3501(b) for the bargaining unit consisting of the classifications as listed in Exhibit A:

ARTICLE III

RIGHTS OF PARTIES

Section 1 - COUNTY Rights

The rights of the COUNTY include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees; take disciplinary action, relieve its employees from duty because of lack of work, or for other legitimate reasons, to maintain the efficiency of governmental operations; determine the methods, means, and personnel by which government operations are to be conducted; determine the specifications of job classifications; take all necessary action to carry out its mission in emergencies and exercise complete control and discretion over its organization and the technology of performing its work.

Section 2 - Employee Rights

Employees of the COUNTY shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer/employee relations including, but not limited to, wages, hours, and other terms and conditions of employment.

Employees of the COUNTY also shall have the right to refuse to join and participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the COUNTY. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the COUNTY or by any employee organization, because of his/her exercise of these rights.

Employees who are members of the UNION may terminate membership only after six months of enrollment. Termination may be effective only in the first week of January and July of each year, while employed by the COUNTY.

Section 3 - Union Rights

The UNION shall have the following rights and responsibilities:

- A. Reasonable advance written notice of any COUNTY ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the Trinity County Board of Supervisors.
- B. Reasonable use of designated COUNTY bulletin boards at COUNTY work facilities.

- C. The COUNTY shall deduct dues and/or fees from employee's payroll warrants as certified by the UNION. Employees will be directed to the UNION for enrollment or withdrawal/cancellation of such dues and/or fees. The UNION shall indemnify the COUNTY for any claims made by an employee for deductions made in reliance on the UNION's certification. On an annual basis, before June 30 of each year, the UNION shall provide to the COUNTY a certified list of those for whom deductions should be made and the amounts of the deductions. The UNION shall also provide email notifications regarding certified changes in membership during the year as necessary.
- D. The right to represent its members before the Board of Supervisors or its authorized representatives with regard to wages, hours, and working conditions or other matters within the scope of representation, subject to the provisions of applicable Federal, State or COUNTY laws and regulations.
- E. The use of COUNTY facilities for UNION activities, providing that appropriate advance arrangements are made. The granting of such use may be conditioned on appropriate charges to offset the cost of such use.
- F. The right to obtain copies of meeting agendas of the Board of Supervisors at a reasonable cost.
- G. Reasonable access to employee work locations for officers of the UNION and their officially designated representatives for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Access shall be restricted so as not to interfere with the normal operations of any department or with established safety or security requirements.
- H. There shall be no discrimination because of race, creed, color, national origin, gender, or sexual orientation or any other legally protected characteristics, of any UNION activities allowed by law, against any employee by the COUNTY or anyone employed by the COUNTY; and to the extent prohibited by applicable State and Federal law, there shall be no discrimination because of age.
- I. Employee representatives of the UNION are entitled to reasonable time off without loss of compensation or other benefits when meeting and conferring with management representatives on matters within the scope of representation. This shall not be construed to entitle employees to have time off to act as a representative or steward in any discipline or grievance proceedings.
- J. COUNTY shall recognize three (3) Stewards and shall provide release time for Stewards to meet with management when representing an employee. COUNTY shall not provide release time for Steward Meetings.
- K. COUNTY shall distribute new member packets provided by HHS Unit during new employee orientations.

- L. It is acknowledged that nothing contained in this agreement is a waiver by the UNION of its right to meet and confer on any proposed changes by the COUNTY of any matter(s) within the scope of representation, including but not limited to, wages, hours, and other terms and conditions of employment.
- M. Indemnity and Hold Harmless: UPEC 792 fully indemnifies and holds harmless and agrees to defend the COUNTY, its officers, agents and employees acting on behalf of the COUNTY against any and all claims, demands, suits, and from liabilities of any nature which may arise out of or by reason of any action taken or not taken by the COUNTY under provisions of this Article.

ARTICLE IV

COMPENSATION AND BENEFITS

Section 1 - Incorporation of General Provisions of Trinity COUNTY Code

Except as to terms expressly provided herein, all the provisions of Article III of Chapter 2.60 of the Trinity COUNTY Code are hereby incorporated by reference.

Section 2 - Salary

- A. Salary Increases:
Commencing January 1, 2024, COUNTY shall provide the salaries as indicated on the attached spreadsheet A.
- B. The provisions for salary set forth in this section shall remain in effect until December 31, 2025. The salary in effect on December 31, 2025, shall continue in effect without any increases after that date until modified by an amendment to this Agreement reached in compliance with Section 3505 of the California Government Code.
- C. COUNTY may increase salaries above the levels in the agreement after notice and discussion with the UNION for recruitment, retention, or other operational reasons.
- D. If salary increases are due in any year of the agreement, they can be applied entirely or in part to increase the Union Industrial Pension Fund contribution, based on a majority vote of the unit members provided that the vote is completed prior to January 1st, in order to meet the IRS requirement that the salary increase is not constructively received. Increases applied to pension contributions will be treated the same as salary increases for the purposes of future Consumer Price Index and salary calculations.

Section 3 - C.O.L.A.

No C.O.L.A.s shall be authorized during the term of this agreement.

Section 4 - Establishment of Bi-Weekly Payroll

COUNTY and UNION may meet and confer regarding a Bi-Weekly payroll during the term of this agreement.

Section 5 - Medical and Life Insurance

A. Employee Medical Insurance

Commencing with the January 2024 premiums, COUNTY shall pay 90% of the bundled premium for eligible employees at the employee only PERS Platinum medical premium. Said premium to commence on the 1st of the month following the month of employment for each employee. COUNTY may change medical insurance programs during the term of this contract, and shall pay the premium for employee medical insurance with comparable coverage to PERS Gold upon change in policies. The bundled premium is the total premium of employee only PERS Platinum medical insurance, plus employee only vision insurance and plus family dental insurance.

Employees recognize herein that Medical deductions are made a month in advance and Vision/Dental deductions are made in the month for which the premium applies.

All HHS retirees and employees hired prior to February 22, 2020 shall be entitled to COUNTY payment of full medical benefits at the Employee Only PERS Platinum premium or other equivalent plan adopted prior to retirement. HHS non-management employees hired on or after February 22, 2020 shall be entitled to COUNTY payment of the CalPERS statutory minimum contribution towards any elected plan adopted prior to retirement.

Should an employee and his/her spouse or registered domestic partner both work for the County and are both eligible for County-provided health contributions, one employee may choose in writing to be added to his/her spouse's or registered domestic partner's insurance as a dependent, and the County will make a contribution to the dependent coverage that is equal to 90% of the bundled premium for eligible employees at the employee only PERS Platinum medical premium, but in no event shall the total County contribution be greater than \$850.00 per spouse.

B. Retiree Medical Insurance

All retirees, retired or hired prior to February 22, 2020, eligible for Medicare shall convert to the PERS Medicare plan and shall be entitled to COUNTY payment of full medical benefits at the Employee Only PERS Platinum premium. Employees hired on or after February 22, 2020, eligible for Medicare shall convert to the PERS Medicare plan and shall be entitled to COUNTY payment of the CalPERS statutory minimum contribution.

For covered employees hired prior to February 22, 2020, who retire from active County service, the retiree medical premium will be paid as follows:

1. The County will continue to pay the statutory minimum amount prescribed by Government Code section 22892 directly to CalPERS;
2. CalPERS will deduct the balance of the medical premium from the retiree's retirement payment; and
3. The County will concurrently reimburse the retiree the PERS Choice employee only rate, minus the statutory amount prescribed by Government Code section 22892 paid by the County directly to CalPERS.

For covered employees hired on or after February 22, 2020, who retire from active County service, the retiree medical premium will be paid as follows:

1. The County will continue to pay the statutory minimum amount prescribed by Government Code section 22892 directly to CalPERS; and

2. CalPERS will deduct the balance of the medical premium from the retiree's retirement payment.

C. Employee Life Insurance, Vision and Dental Coverage:

COUNTY shall pay the entire premium for HHS non-management employees' life insurance with \$25,000 coverage and HHS management employees' life insurance with \$42,000 coverage. Employee only VSP vision insurance coverage and family dental insurance coverage with Delta Dental premiums shall commence on the 1st of the month after each employee has completed six (6) months of employment. COUNTY may change insurance providers during the term of this agreement provided the benefits provided are equal to those currently in effect.

D. Opt-Out Provision (Cash-in-Lieu) – HHS Non-Management Employees

Commencing January 1, 2024 and continuing through June 30, 2024, any employee hired prior to February 20, 2020, who is eligible and elects not to participate in the COUNTY's medical, dental and/or vision benefits, shall be entitled to the COUNTY's cost, up to the maximum contribution to a member's qualified deferred compensation account, flexible benefit plan or as a cash payment of not more than seven hundred dollars (\$700.00). Cash payments shall be reduced by applicable payroll deductions.

Commencing July 1, 2024, any employee hired prior to February 20, 2020, who is eligible and elects not to participate in the COUNTY's medical, dental and/or vision benefits, shall be entitled to the COUNTY's cost, up to the maximum contribution to a member's qualified deferred compensation account of not more than seven hundred dollars (\$700.00).

Employees hired on or after February 20, 2020, are not eligible for the contribution to a deferred compensation account, flexible benefit plan or cash payment opt-out options above.

Any eligible employee who elects to opt-out of County medical insurance shall provide proof of insurance showing the coverage period to the County on an annual basis and/or when requested.

E. Opt-Out Provision (Cash-in-Lieu) – HHS Management Employees

Commencing January 1, 2024 and continuing through June 30, 2025, any employee hired prior to February 22, 2020, who is eligible and elects not to participate in the COUNTY's medical, dental and/or vision benefits, shall be entitled to the COUNTY's cost, up to the maximum contribution to a member's qualified deferred compensation account, flexible benefit plan or as a cash payment of not more than seven hundred dollars (\$700.00). Cash payments shall be reduced by applicable payroll deductions.

Commencing July 1, 2025, any employee hired prior to February 22, 2020, who is eligible and elects not to participate in the COUNTY's medical, dental and/or vision benefits, shall be entitled to the COUNTY's cost, up to the maximum contribution to a member's qualified deferred compensation account of not more than seven hundred dollars (\$700.00).

Employees hired on or after February 22, 2020, are not eligible for the contribution to a deferred compensation account, flexible benefit plan or cash payment opt-out options above.

Any eligible employee who elects to opt-out of County medical insurance shall provide proof of insurance showing the coverage period to the County on an annual basis and/or when requested.

F. Total County Medical Contribution Cap

Notwithstanding the foregoing, COUNTY contributions for medical, dental, and vision insurance shall be capped at a total cost to COUNTY of \$850.00 per month. Employees shall be responsible for any future increases in medical, dental or vision insurance costs above the \$850.00 cap, except that, upon retirement, employees hired prior to ratification of this Agreement shall be entitled to PERS Choice employee only full medical benefits, as stated in Article IV, section 5, subsections (A) and (B).

Section 6 - Flexible Benefit Plan

COUNTY shall provide a flexible benefit plan for each employee. It is the intent of the parties that the plan conforms with the requirements of Section 125 of the Internal Revenue Code and regulations issued pursuant thereto. A copy may be obtained from COUNTY Personnel Department and is incorporated herein by reference.

Section 7 - Retirement Plans and Contributions

A. The California Public Employee Retirement System (CalPERS) Pension Plan is designated as the COUNTY's primary plan for the employees. The COUNTY shall provide retirement through the Public Employee's Retirement System (PERS) for current employees using PERS formula 2.5% @ 55. Employees shall pay the entire employee contribution commencing July 1, 2015.

B. All new hires, unless exempted under the Public Employee's Pension Reform Act of 2013 shall be employed under the formula for miscellaneous employees, 2.0% at 62.

C. COUNTY shall continue to implement Section 21548 Pre-Retirement Optional Settlement 2 Death Benefit under conditions mandated by CalPERS.

D. Employees of Trinity County, who are "classic members" of PERS shall be responsible for 8% employee contributions towards PERS retirement. Employees of Trinity County who are subject to the provisions of the Public Employees' Pension Reform Act of 2013 (PEPRA) are required to pay an employee contribution as established by PERS.

E. The Laborers International Union of North America (LIUNA) Industrial Pension Plan is designated as the supplemental plan and shall not impact any employee's CalPERS benefits.

1. In the event an employee's combined benefits exceed the IRS Section 415 limits, benefits under the LIUNA Supplemental Plan shall be reduced, but not below zero, to the extent necessary to satisfy section 415, before adjustments to benefits under CalPERS are made.
2. HHS non-management contributions: The COUNTY shall make contributions to the LIUNA Industrial Pension Fund in the amount of \$0.19 per hour for each full-time HHS non-management employee commencing with date of employment. Part-time employees shall receive a prorated amount to be reported to the Fund in such manner stipulated by the Fund to keep the hourly pension benefit amount identical as that for

full-time employees. An exception to the foregoing shall be full time employees regularly assigned to a 12-hour scheduled (three 12 hour shifts per week) who shall be considered full time. All full-time employees shall receive a \$0.19 per hour contribution. Contributions shall be made only for regular employees, not for extra help, or similar positions. During the term of this agreement, the COUNTY reserves the right to increase the COUNTY contribution based on LIUNA requirements.

3. HHS management contributions: The COUNTY shall make contributions to the LIUNA Industrial Pension Fund in the amount of \$1 .54 per hour for each full-time HHS management employee commencing with date of employment. Part-time employees shall receive a prorated amount to be reported to the Fund in such manner stipulated by the Fund to keep the hourly pension benefit amount identical as that for full-time employees. The following calculations are illustrative and may not describe all situations:

Full-time	\$246.40 (for 160 hours per month)
Half-time	\$123.20 (for 80 hours per month)

An exception to the foregoing shall be full time employees regularly assigned to a 12-hour schedule (three 12-hour shifts per week) shall be considered full time. All full-time employees shall receive a \$1.54 per hour contribution. Contributions shall be made only for regular employees, not for extra help, or similar positions. During the term of this agreement, the COUNTY reserves the right to increase the COUNTY contribution based on LIUNA requirements.

4. In the event that the contributions required by LIUNA to the plan exceed the amount of the contributions required to be paid by the COUNTY under this MOU, the UNION and UPEC shall save and hold harmless the COUNTY from all claims and demands of LIUNA from said demands excess of the amount required under this MOU, and shall defend any action and pay all attorney's fees required in defense of any claims or action arising out of said demand for additional sums.
5. It is further agreed that all obligations to make payments to LIUNA above the current COUNTY contributions shall be borne by employees, including payments as now exist or increased amounts which may be imposed in the future for rehabilitation plans imposed, plan restructuring, election of "preferred" benefits under the current Rehabilitation Plan or any other reason. However, COUNTY shall increase its obligation as defined in Section 7.
6. Employee funded contributions may be made to a pension plan pretax, provided such contribution is permitted under the law and that it is at no cost to the COUNTY other than normal payroll processing costs. A letter ruling from the IRS or similar documentation satisfactory to the COUNTY shall be provided by the Association before pretax contributions shall be made.
7. COUNTY shall elect the "preferred" payment option, if available, and COUNTY shall increase COUNTY contributions not to exceed one-half (50%) of the additional payment obligation under the "preferred" rehabilitation plan. To illustrate, COUNTY

shall pay one half (five percent) and employees shall pay one half (five percent) of increases (i.e., total of ten percent) that occur during the term of rehabilitation.

8. Parties agree to construct a "side letter" amendment to this Agreement if needed to comply with the Pension Plan requirements.

F. HHS Management Employee Matching Contribution - COUNTY shall match HHS management employee contributions to a COUNTY approved deferred compensation plan, up to a maximum of 3%.

Section 8 - Conversion of Sick Leave to Retirement Credit or Pay-off of Remaining Hours

A. Employees who were employed by the COUNTY as of March 19, 1996, and who have a minimum of ten (10) years of continuous service at the time of separation in good standing from COUNTY employment, shall have the option to be compensated for unused sick hours up to a maximum of 50% of 960 hours and conversion of any remaining hours to PERS retirement; or to convert all unused sick hours to PERS retirement; or any combination thereof.

B. Employees hired after March 19, 1996, shall not have the option of sick leave payoff, but, along with all other current employees, shall have the option of converting all available sick leave hours at the time of retirement from COUNTY service to PERS retirement credit in accordance with provisions of the CalPERS Credit for Unused sick Leave.

Section 9 - Reimbursement for Tuition

With prior approval by the Department Head and Human Resources Director, and subsequent to satisfactory completion of a course relating to management or the employee's department, the Employee may submit a claim for reimbursement of tuition and instructional materials. Said reimbursement shall not exceed five hundred dollars (\$500.00) per employee per fiscal year. In the event the approved course is scheduled during the employees' regular work hours, the Department Head may recommend release time for the class provided that, in the Department Head's view, the time off does not unreasonably impact the discharge of the department's duties, functions and/or activities. The parties agree to continue to meet and confer regarding an increase in reimbursement for tuition and instructional materials from \$500 to \$2,000 per fiscal year as part of a countywide program.

Section 10 - Y-Rates

Employees occupying certain classifications may have been, or will be during the term of this Agreement, Y-rated. Employees designated for Y-rating shall be given no salary increases in any form including cost of living adjustments until such time as the Y-rates are removed through adjustment to the compensation plan.

Section 11 - HHS Non-Management Employee Call Back Minimum

HHS non-management employees, who are called back to work at a time they are not scheduled to work, shall receive a two (2) hour minimum. The two (2) hour minimum shall not be applicable in the case of an employee called back to work less than two (2) hours from the beginning of the employee's regularly scheduled shift and the time the employee was called out; the employee shall be provided compensation from that time the employee was called out and the beginning of the regular work shift. Compensation for the call back after a shift has been completed shall only take place when an employee is called back after substantially having left the work site.

Section 12 - Shift Differential

A. Swing Shifts. Employees who work second (evening) shifts shall receive an additional twenty-five cents (\$.25) per hour compensation. To be eligible for such shift differential, at least fifty percent (50%) of the employee's schedule of regular hours must be after 4:00 p.m. and prior to 12:00 midnight.

B. Night Shifts. Employees who work third (night) shifts shall receive an additional fifty cents (\$.50) per hour compensation. To be eligible for such shift differential, at least fifty percent (50%) of the employee's schedule of regular hours must be after 12:00 midnight and prior to 8:00 a.m.

Section 13 - Standby/On-Call Compensation

The following designated classes shall be eligible for on-call compensation: Social Worker I, II, III, IV, Social Worker Supervisor I, II, and additional classifications as the Department Head may determine necessary at his/her discretion. Standby/On- Call pay for said designated classes shall be three dollars (\$3.00) per hour on an hour for hour basis.

Section 14 – Recruitment and Retention Stipends

A. Employees hired on or after January 1, 2024 by in an HHS classification shall receive a retention bonus of \$1,500 upon completing a full year of employment with HHS.

ARTICLE V

LEAVE

Section 1 - General Provisions

Except as expressly provided herein, the provisions of Article IX, Chapter 2.60 of the Trinity County Code are incorporated by reference.

Section 2 – HHS Non-Management Employee Compensatory Time

The compensatory time carry-over as provided in the Trinity County Code Chapter 2.60, Article IX, Section 580, subsection E, shall be eighty (80) hours from one fiscal year to the next, provided the authorization is received as set forth in the Trinity County Code.

Section 3 - Holiday Leave

To earn holiday pay an employee must work the day before and the day after, if scheduled, unless on pre-approved vacation, using pre-approved compensatory time or using sick leave (the Department Head may deny sick pay pending proof of illness).

The Holiday Leave as provided in the Trinity County Code Chapter 2.60, Article IX, Section 2.60.530, subsection A, shall include December 24 (Christmas Eve).

The Holiday Leave as provided in the Trinity County Code Chapter 2.60, Article IX, Section 2.60.530, subsection B, shall be modified as follows:

When a holiday as defined in this section falls on a Saturday, the preceding Friday shall be observed as a holiday. When a holiday as defined in this section falls on a Sunday, the following Monday shall be observed as a holiday.

When December 24 falls on a Friday it shall be observed on the preceding Thursday.
When December 24 falls on a Sunday it shall be observed on the preceding Friday.

Section 4 – HHS Management Employee Professional Leave

On each January 1st, a total of five days (40 hours) professional leave shall be credited to each HHS Management designated employee. Said hours shall be granted after one year of service on a prorated basis to an employee for their first year in a Management position. Said leave shall not be taken in any other year than in which it was earned; nor can the leave be carried over, or any other compensation be made, to the employee in the event the leave is not taken during the earned year.

Proration Example

- Hired April 2023.
- April 1, 2024 (after 12 months of service) - receive 30 hours for 2024 (9 months out of 12, or $9/12 = .75$; $40 \text{ hours} \times .75 = 30$).
- January 1, 2025 - receive 40 hours for 2025.

ARTICLE VI

HOURS OF WORK AND OVERTIME

Section 1 - Incorporation of County Code

Unless expressly provided herein, all the provisions of Article I of chapter 2.60 of the Trinity County Code are hereby incorporated by reference.

Section 2 - Effect of Sick Leave. Vacation Time and Compensatory Time on Overtime

Overtime at time and one-half and/or Compensatory Time at time and one-half shall be earned only after an overtime eligible employee has actually worked 40 hours in a workweek. Vacation time, personal leave, compensatory time taken, holiday time, and/or sick leave will not count toward the overtime calculation. The exception to this section is an HHS Unit employee asked to work beyond the end of his/her scheduled shift or called back from a scheduled day off or approved leave, with Department Head approval, will receive time and a half for the day called back or for the hours worked beyond the end of his/her scheduled shift.

ARTICLE VII

RECRUITMENT, APPLICATION AND SELECTION FOR EMPLOYMENT

Section 1 - Incorporation of County Code

Except as to terms expressly provided herein, all the provisions of Article III of Chapter 2.60 of the Trinity County Code are hereby incorporated by reference.

Section 2 - AB 119 Compliance

A. New Employee Orientation

This section shall apply to employees hired after the date of this Agreement who are appointed to a classification within the bargaining unit for which the Union is the exclusively recognized employee organization.

New employee orientation shall occur within thirty (30) days of an employee's hire. The Union will be provided not less than ten (10) calendar days' notice in advance of the time, date and location of the orientation. The Union will be given up to thirty (30) minutes as part of the orientation to present Union membership information.

Attendance of the new employee at the Union portion of the orientation is mandatory. Management representatives will excuse themselves during the Union portion of the orientation. Employee representatives conducting orientation shall be granted paid release to do so, including reasonable travel time if needed.

B. Information Provided to Union

The Employer will provide the Union a digital file via email to the email address designated by the Union containing the following information:

- Name.
- Job title.
- Department.
- Work location.
- Work, home and personal cellular telephone numbers.
- Personal email addresses on file with the Employer.
- Home address.

Such information will be provided as follows:

1. For new hires:
 - Within thirty (30) days of the date of hire.
2. Regularly, for all bargaining unit employees:
 - Quarterly effective January 1, 2024.

Notwithstanding the foregoing, limited to the express purpose of AB 119 requirements only, an employee may opt out via written request to the Employer (copy to the Union) to direct the Employer to withhold disclosure of the employee's:

- Home address.
- Home telephone number.
- Personal cellular telephone number.
- Personal email address.
- Birth date.

ARTICLE VIII

DISCIPLINARY AND GRIEVANCE PROCEDURES

Except as provided in Government code section 3300 through 3311, all provisions of Article X, section 2.60.610 through 2.60.720 of Chapter 2.60 of the Trinity County Code are hereby incorporated by reference.

An employee shall, with prior approval from their Department Head, be allowed a reasonable amount of time, as determined by their Department Head, to prepare a grievance or disciplinary appeal.

ARTICLE IX

GENERAL PROVISIONS

Section 1 - No Strike Clause

UNION agrees that under no circumstances will UNION recommend, encourage, cause or permit its members to initiate, participate in, nor will any member of the UNION take part in, any strike, sit-down, stay-in, sick-out, slow-down, nor to picket in such a manner as to block the entrances to COUNTY buildings, nor to picket with signs dealing with matters agreed to in the current Memorandum of Understanding in any office or department of the Employer, nor to curtail any operation of the COUNTY during the period in which the Parties are meeting and conferring on a successor Memorandum of Understanding, until such time as impasse has been declared and mediation attempts have failed (hereinafter referred to as work stoppage). In the event of any work stoppage, during the term of this Agreement or prior to the declaration of impasse and the failure of mediation attempts if the parties agree to mediation, by any member of the UNION, the Employer shall not be required to negotiate on the merits of any dispute which may have given rise to such work stoppage until the work stoppage has ceased.

Section 2 - Violation of Work Stoppage Provision

In the event of any work stoppage during the term of this Memorandum of Understanding whether by the UNION or by any member of the UNION, the UNION, or by its officers, shall immediately declare in writing and publicize to the membership that such work stoppage is a violation of the Memorandum of Understanding and unauthorized, and further direct its members in writing to cease said conduct and resume work. Copies of such written notice shall be served upon the employer. In the event of any work stoppage which the UNION has not authorized, permitted or encouraged, UNION shall not be liable for any damages caused by the violation of this provision.

Section 3 - Per Diem Rates

Per Diem shall be granted in accordance with Trinity County Code Section 2.60, Article XII - Travel Policy.

Section 2.60.770(C) - Travel Reimbursement shall read as follows:

Meal & Incidentals Reimbursement

1. In order to be eligible for breakfast reimbursement, an employee must leave at least two hours before their regular work time. In order to be eligible for dinner reimbursement, an employee must arrive at their worksite or home at least two hours after their regular work time. An employee eligible for two or three meals on the same day may claim reimbursement for the combined total of each eligible meal (fifty or sixty-five dollars) regardless of the actual number of meals eaten. However, employees shall not be eligible for reimbursement for meals that are included in the cost of any registration fee.
2. Meal reimbursements for overnight travel in excess of 24 hours shall be at \$50.00 per day for travel within the following counties:

Alpine

Lake

Shasta

Amador	Lassen	Solano
Butte	Madera	Stanislaus
Calaveras	Merced	Sutter
Colusa	Modoc	Tehama
Del Norte	Plumas	Trinity
El Dorado	San Benito	Tuolumne
Glenn	Sierra	Yuba
Imperial	Siskiyou	

3. Meal reimbursements for overnight travel in excess of 24 hours shall be at \$65.00 per day for travel within the following counties:

Alameda	Contra Costa	Fresno
Humboldt	Napa	San Luis Obispo
Inyo	Nevada	San Mateo
Kern	Orange	Santa Barbara
Kings	Placer	Santa Clara
Los Angeles	Riverside	Santa Cruz
Marin	Sacramento	Sonoma
Mariposa	San Bernardino	Tulare
Mendocino	San Diego	Ventura
Mono	San Francisco	Yolo
Monterey	San Joaquin	

Per-diem localities with county definitions shall include "all locations within, or entirely surrounded by, the corporate limits of the key city as well as the boundaries of the listed counties, including independent entities located within the boundaries of the key city and the listed counties".

4. Meal reimbursement shall be at \$65.00 per day for overnight travel outside of the State of California.
5. Employees shall not be eligible for reimbursement for meals that are included in the cost of any registration fee (Continental Breakfasts not included). If an employee needs to deduct a meal amount, first determine the location where you will be working on official travel. Find the corresponding amount on the first column of the table (M&IE Total) and then look across that row for each specific meal deduction amount.

Total	Breakfast	Lunch	Dinner
\$50.00	\$12.00	\$15.00	\$23.00

\$65.00	\$15.00	\$20.00	\$30.00
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All other provisions of Section 2.60.770 not in conflict with the language of this MOU shall remain unchanged.

The parties agree to continue to discuss modifications of this Section as the need arises.

Section 4 - Entire Agreement

This is the entire agreement between the parties and sets forth all terms and conditions relating to the respective rights of the parties and supersedes all prior agreements.

Section 5 - Savings Clause

If any Item or Section of this Agreement should be found invalid, unlawful, or unenforceable by reason of any existing or subsequently enacted legislation or by judicial authority, all other Items and Sections of this Agreement shall remain in full force and effect for the duration of this Agreement. In the event of invalidation of any Item or Section, the COUNTY and the UNION agree to meet within thirty (30) days for the purpose of renegotiating said Item or Section.

Section 6 - Amendments

The parties may mutually agree to meet and confer on any subject at any time. Any amendment or modification to this Agreement shall be in writing and shall not be effective unless and until signed by the authorized representatives of the parties to this Memorandum.

The parties are not required to meet and confer on any changes to exhibits and appendices which changes are not covered by the Meyers-Milias-Brown Act.

Section 7 - Compliance with Memorandum

In the event of any violation of the terms of this memorandum, responsible and authorized representatives of the UNION or the employer, or any individual department head, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such un-authorized persons into compliance with the terms of this Memorandum. Individuals acting or conducting themselves in violation of the terms of this memorandum shall be subject to discipline up to and including discharge. The employer shall enforce the terms of this Memorandum on the part of its supervisory personnel; the UNION shall enforce the terms of this Memorandum on the part of its members.

Section 8 - Incorporation of County Code

Except as to terms expressly provided herein, all the provisions of articles I through XV of Chapter 2.60 of the Trinity County Code are herein incorporated by reference.

Section 9 - Classification Study

COUNTY and UNION agree to meet and confer to discuss classification changes as necessary during the term of this MOU.

Section 10 - Removal of Classifications

The COUNTY and UNION have agreed to remove the classifications of Child Support Assistant I/II/III, Child Support Special Programs Coordinator, Child Support Specialist I/II/III, Lactation Specialist and Lactation Aide from the classification list. The parties further agree that if any of these positions are ever reestablished, they shall be reviewed for enrollment in the HHS Unit for purposes of UNION representation.

Section 11 – Cal HR Job Classifications

The COUNTY and UNION agree to the adoption of any and all Social Services job classifications for use within the HHS Unit without additional Board approval of the job description. Salary ranges for these classifications shall still be set by the Board of Supervisors.

Section 11 - Signature Clause

COUNTY OF TRINITY

**UPEC LOCAL 792, TRINITY
COUNTY HHS UNIT**

Margaret Long, County Negotiator Date

Ron Copeland, Team Negotiator Date

Laila Cassis, County Negotiator Date

Mike Cottone, Team Negotiator Date

Suzie Hawkins, County Negotiator Date

Laura Farneti, Team Negotiator Date

ADOPTED:

Michael Farneti, Team Negotiator Date

Ric Leutwyler, Chair of the Board of Supervisors Date
County of Trinity, State of California

Michelle Gaitero, Team Negotiator Date

ATTEST:

Ziah Garner, Team Negotiator Date

Ashley Piker, Deputy Clerk of the Board Date
of Supervisors, County of Trinity

APPROVED AS TO FORM:

Margaret Long, County Counsel Date
County of Trinity

EXHIBIT A
RECOGNITION - HHS UNIT

POSITION (* denotes exempt management classification)
ACCOUNT CLERK I
ACCOUNT CLERK II
ACCOUNT CLERK III
ACCOUNTANT I
ACCOUNTANT II
ACCOUNTANT SUPERVISOR *
ACCOUNTING TECHNICIAN
SECRETARY I
SECRETARY II
BRANCH DIRECTOR *
CHIEF FISCAL OFFICER *
COMMUNITY HEALTH NURSE I
COMMUNITY HEALTH NURSE II
COMMUNITY HEALTH NURSE III
COMMUNITY HEALTH WORKER I
COMMUNITY HEALTH WORKER II
CUSTODIAN/OFFICE MAINTENANCE WORKER
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES *
ELIGIBILITY SPECIALIST I
ELIGIBILITY SPECIALIST II
ELIGIBILITY SPECIALIST III
ELIGIBILITY SPECIALIST SUPERVISOR *
ELIGIBILITY SPECIALIST TRAINEE
EMERGENCY OPERATIONS MANAGER *
EMPLOYMENT & TRAINING SUPERVISOR *
EMPLOYMENT & TRAINING WORKER I
EMPLOYMENT & TRAINING WORKER II
EMPLOYMENT & TRAINING WORKER III
HEALTH EDUCATION SPECIALIST I
HEALTH EDUCATION SPECIALIST II
HEALTH EDUCATION SPECIALIST SUPERVISOR *
HEALTH PROGRAM COORDINATOR I
HEALTH PROGRAM COORDINATOR II
HEALTH PROGRAM COORDINATOR III (LEADWORKER)
HEALTH SERVICES PROGRAM MANAGER I
HOUSING CASE MANAGER
INTEGRATED CASE WORKER II
INTEGRATED CASE WORKER III

OFFICE ASSISTANT I
OFFICE ASSISTANT II
OFFICE ASSISTANT III
HUMAN SERVICES PROGRAM MANAGER I *
HUMAN SERVICES PROGRAM MANAGER II *
PUBLIC HEALTH ANALYST I
PUBLIC HEALTH ANALYST II
PUBLIC HEALTH NURSE I
PUBLIC HEALTH NURSE II
PUBLIC HEALTH NURSE III
PUBLIC HEALTH NURSING SUPERVISOR *
SOCIAL SERVICES AIDE
SOCIAL WORKER I
SOCIAL WORKER II
SOCIAL WORKER III
SOCIAL WORKER IV (MASTERS)
SOCIAL WORKER SUPERVISOR I (NON-MASTERS) *
SOCIAL WORKER SUPERVISOR II (MASTERS) *
STAFF SERVICES ANALYST I
STAFF SERVICES ANALYST II
STAFF SERVICES ANALYST III
STAFF SERVICES MANAGER *
SUPERVISING STAFF SERVICES ANALYST *
VETERANS SERVICES OFFICER *

SPREADSHEET A

Salaries – HHS Unit

POSITION	(NEW) RANGE	Proposed starting salary eff. 1/1/24 - 12/31/25
ACCOUNT CLERK I	H116	\$18.92
ACCOUNT CLERK II	H126	\$20.90
ACCOUNT CLERK III	H138	\$23.55
ACCOUNTANT I	H164	\$30.50
ACCOUNTANT II	H169	\$32.06
SUPERVISING ACCOUNTANT	H194	\$41.11
ACCOUNTING TECHNICIAN	H151	\$26.80
BRANCH DIRECTOR	H228	\$57.66
CHIEF FISCAL OFFICER	H218	\$52.20
COMMUNITY HEALTH NURSE I	H177	\$34.71
COMMUNITY HEALTH NURSE II	H187	\$38.34
COMMUNITY HEALTH NURSE III	H192	\$40.30
COMMUNITY HEALTH WORKER I	H116	\$18.92
COMMUNITY HEALTH WORKER II	H126	\$20.90
CUSTODIAN/OFFICE MAINTENANCE WORKER	H129	\$21.53
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES	H241	\$65.62
ELIGIBILITY SPECIALIST I	H129	\$21.53
ELIGIBILITY SPECIALIST II	H139	\$23.78
ELIGIBILITY SPECIALIST III	H149	\$26.27
ELIGIBILITY SPECIALIST SUPERVISOR	H193	\$40.70
ELIGIBILITY SPECIALIST TRAINEE	H119	\$19.49
EMERGENCY OPERATIONS MANAGER	H208	\$47.25
EMPLOYMENT & TRAINING SUPERVISOR	H193	\$40.70
EMPLOYMENT & TRAINING WORKER I	H134	\$22.63
EMPLOYMENT & TRAINING WORKER II	H144	\$25.00
EMPLOYMENT & TRAINING WORKER III	H154	\$27.61
HEALTH EDUCATION SPECIALIST I	H136	\$23.08
HEALTH EDUCATION SPECIALIST II	H141	\$24.26
HEALTH EDUCATION SPECIALIST SUPERVISOR	H193	\$40.70
HEALTH PROGRAM COORDINATOR I	H146	\$25.50
HEALTH PROGRAM COORDINATOR II	H151	\$26.80
HEALTH PROGRAM COORDINATOR III (LEADWORKER)	H159	\$29.02
HEALTH SERVICES PROGRAM MANAGER I	H213	\$49.67
HUMAN SERVICES PROGRAM MANAGER I	H213	\$49.67
HUMAN SERVICES PROGRAM MANAGER II	H223	\$54.86
HOUSING CASE MANAGER	H139	\$23.78

INTEGRATED CASE WORKER II	H149	\$26.27
INTEGRATED CASE WORKER III	H159	\$29.02
OFFICE ASSISTANT I	H116	\$18.92
OFFICE ASSISTANT II	H126	\$20.90
OFFICE ASSISTANT III	H131	\$21.96
PUBLIC HEALTH ANALYST I	H154	\$27.61
PUBLIC HEALTH ANALYST II	H159	\$29.02
PUBLIC HEALTH NURSE I	H177	\$34.71
PUBLIC HEALTH NURSE II	H187	\$38.34
PUBLIC HEALTH NURSE III	H192	\$40.30
PUBLIC HEALTH NURSING DIRECTOR	H213	\$49.67
PUBLIC HEALTH NURSING SUPERVISOR	H208	\$47.25
SECRETARY I	H136	\$23.08
SECRETARY II	H139	\$23.78
SOCIAL SERVICES AIDE	H134	\$22.63
SOCIAL WORKER I	H149	\$26.27
SOCIAL WORKER II	H159	\$29.02
SOCIAL WORKER III	H169	\$32.06
SOCIAL WORKER IV (MASTERS)	H179	\$35.41
SOCIAL WORKER SUPERVISOR I (NON-MASTERS)	H194	\$41.11
SOCIAL WORKER SUPERVISOR II (MASTERS)	H204	\$45.41
STAFF SERVICES ANALYST I	H154	\$27.61
STAFF SERVICES ANALYST II	H159	\$29.02
STAFF SERVICES ANALYST III	H164	\$30.50
STAFF SERVICES MANAGER	H208	\$47.25
SUPERVISING STAFF SERVICES ANALYST	H189	\$39.11
VETERANS SERVICES OFFICER	H208	\$47.25

HEALTH SERVICES PROGRAM MANAGER I

DEFINITION

Under direction the Program Manager plans, organizes and directs units or programs in a local department or agency. Some positions may have additional responsibility for administrative services units.

DISTINGUISHING CHARACTERISTICS

This is a single-position division manager level classification. The incumbent serves as the principal program and policy advisor regarding the design, development, and implementation of policies, procedures, and systems and provides management and supervision to various units and/or programs.

REPORTS TO

Department Head, Deputy Director, Director or designee (higher-level management classification).

CLASSIFICATIONS SUPERVISED

Program or unit supervisors in the assigned program areas, and other staff as assigned.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES *(The following is used as a partial description and is not restrictive as to duties required.)*

The following duties are typical for this classification. The incumbent may not perform all the listed duties and/or may be required to perform related duties to address business needs and changing business practices:

Duties may include, but are not limited to the following:

- Manage the daily work activities of a program or multiple programs, directly or through subordinate supervisors, by establishing performance levels, communicating goals and performance expectations, and monitoring and reviewing work to ensure conformance to established policies and procedures, and standards for quality and timeliness
- Assess service delivery to communicate findings to upper management, implement changes to improve efficiency and service quality, maximize effectiveness of program operations, and ensure alignment with the agency's mission
- Oversee personnel actions to determine compliance with policies and procedures, and provide guidance to subordinate supervisors regarding personnel matters
- Ensure that programs or work units are staffed with qualified individuals by resolving performance problems, documenting performance according to policy, training and developing staff, and assisting in the selection, hiring, and promotion of staff
- Interpret laws and regulations, including new laws and proposed legislation, to determine relevancy to department operations and services, and assess program compliance with laws and regulations

PROGRAM MANAGER, – 2

- Assess the need for changes to policies or programs based on initiatives to improve services, new services or program modifications, and opportunities for cross-collaboration of program areas
- Develop or revise policies or procedures to improve operational efficiency and effectiveness, and assist higher-level management in departmental strategic planning
- Serve as an internal technical expert regarding program matters by providing consultation and guidance to staff, subordinate supervisors, managers, executive management, or the Director / Department Head
- Work collaboratively with personnel of other agencies, community groups, contractors, and other public and private organizations to determine needs, and coordinate shared services or collaborative projects, or the provision of services by contracted agencies
- Ensure that information regarding department services and policies is provided accurately and thoroughly to external parties, and that all complaints are responded to appropriately and in a timely manner
- Serve as an external technical expert by providing consultation regarding program, legal, or policy matters to external entities such as County department managers or administrators, State departments, Board of Supervisors, advisory boards, relevant commissions and advocacy groups
- Assist in development of the budget for assigned programs by preparing cost estimates and projections, and performing ongoing monitoring of expenditures to ensure compliance with budget provisions
- Perform other duties as assigned

TYPICAL PHYSICAL REQUIREMENTS

Sit for extended periods; frequently stand and walk; normal manual dexterity and eye-hand coordination; lift and move objects weighing up to 25 lbs.; corrected hearing and vision to normal range; verbal communication; use of office equipment, including computer, telephone, calculator, copiers, and FAX.

TYPICAL WORKING CONDITIONS

Work is performed in an office environment; some driving, some programs may require field visits; continuous contact with other staff.

DESIRABLE QUALIFICATIONS

Knowledge of:

- Program development, administration, and service delivery related to the program or programs in the area of responsibility, which may include public health, cannabis, or other areas
- Current management and leadership techniques, performance appraisal methods, and public administration
- Knowledge of planning and scheduling techniques to ensure that timelines and schedules are established appropriately, modified as needed, and adhered to

DESIRABLE QUALIFICATIONS (continued)

- Knowledge of budgeting principles in order to develop, manage, and/or track budgets, budget allocations, and expenditures
- Public and private community resources
- Principles of public administration, public policy and public information.
- Applicable legislative and regulatory process at all levels of government.
- Land use and California Environmental Quality Act (CEQA), if applicable to the program

Ability to:

- Establish and maintain cooperative working relationships with internal management and staff, and with a variety of external stakeholders
- Identify, analyze, and evaluate situations or problems to determine appropriate courses of action
- Interpret and analyze laws, regulations, and policies to ensure all programs and activities are in compliance
- Apply knowledge of laws, regulations, and policies to decision making and problem solving to identify solutions and courses of action that are most appropriate or compliant
- Be flexible in adapting to changes in priorities or resources that impact pre-established timelines and courses of action
- Maintain awareness of the functioning and status of multiple work groups or program areas simultaneously
- Delegate work assignments and appropriate level of responsibility to employees in order to ensure the completion of work assignments and projects
- Read and understand complex written materials, such as laws, proposed legislation, policies, reports, etc., in order to interpret, explain, and apply
- Use a personal computer to input data, access information, and create materials and documents using a variety of software applications
- Communicate verbally, in person or by telephone, clearly and concisely with a variety of audiences on a variety of matters
- Write to ensure effective and clear communication and proper composition of reports, correspondence, email, and other written communication
- Review and edit documents written by others to ensure proper format, sentence structure, grammar, and punctuation

PROGRAM MANAGER, – 4

Training and Experience:

Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

Experience:

A minimum of two (2) years of direct experience in the applicable program related field, preferably in municipal government;

AND

one (1) year of full-time general supervisory experience;

AND

Education:

Two years of college with coursework in political, public administration, public policy or a related field/subject.

OR

A four (4) year college degree in political or public administration or a related field/subject;

OR

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. These employment standards are typically attained with: Five (5) years of progressively responsible management and supervisory experience in a public or non-profit agency which included program planning and evaluation, fiscal management, human resource management, and policy and procedure development.

AND

A minimum of ONE (1) year of direct experience in the applicable program related field, preferably in municipal government;

AND

one (1) year of full-time general supervisory experience.

Special Requirements:

Driver License:

Possession of a valid Class C Driver License at the time of appointment. Individuals who do not meet this requirement due to a physical disability will be reviewed on a case-by-case basis.

The contents of this class specification shall not be construed to constitute any expressed or implied warranty or guarantee, nor shall it constitute a contract of employment. The County of Trinity assumes no responsibility beyond the general accuracy of the document, nor does it assume responsibility for any errors or omissions in the information contained herein. The contents of this specification may be modified or revoked without notice. Terms and conditions of employment are determined through a "meet and confer" process and are subject to eh Memorandum of Understanding currently in effect.

Side Letter of Agreement

County of Trinity
and
Trinity County General Unit, UPEC Local 792

February 2024

The General Unit MOU adopted by the Board of Supervisors on February 4, 2020 contained a listing of represented classifications that recognized the General Unit in Article II, Recognition as the recognized employee organization as defined in California Government Code section 3501(b).

Whereas the Health and Human Services (HHS) Unit has been established this 20th day of February, 2024, and the General Unit agrees to the transfer of the classifications designated as non-management in the attached list to the HHS Unit, said classifications shall be represented by the HHS Unit as the recognized employee organization as defined in California Government Code section 3501(b).

The County of Trinity (County) and Trinity County General Unit (Union) enter into this Side Letter of Agreement and hereby agree to the following:

Effective this 20th day of February, 2024, the classifications designated as non-management in the attached list shall be represented by the HHS Unit as the recognized employee organization as defined in California Government Code section 3501(b).

IT IS SO AGREED:

Ron Copeland, Date
UPEC Local 792 Labor Representative

Margaret Long, Date
County Counsel, County of Trinity

ADOPTED:

RIC LEUTWYLER, CHAIR Date
of the Board of Supervisors, County of Trinity

ATTEST:

APPROVED AS TO FORM:

ASHLEY PIKER, Deputy Clerk of Date
the Board of Supervisors, County of Trinity

MARGARET E. LONG, Date
County Counsel, County of Trinity

EXHIBIT A RECOGNITION - HHS UNIT

POSITION (* denotes exempt management classification)
ACCOUNT CLERK I
ACCOUNT CLERK II
ACCOUNT CLERK III
ACCOUNTANT I
ACCOUNTANT II
ACCOUNTANT SUPERVISOR *
ACCOUNTING TECHNICIAN
ADMINISTRATIVE COORDINATOR I
ADMINISTRATIVE COORDINATOR II
BRANCH DIRECTOR *
CHIEF FISCAL OFFICER *
COMMUNITY HEALTH NURSE I
COMMUNITY HEALTH NURSE II
COMMUNITY HEALTH NURSE III
COMMUNITY HEALTH WORKER I
COMMUNITY HEALTH WORKER II
CUSTODIAN/OFFICE MAINTENANCE WORKER
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES *
ELIGIBILITY SPECIALIST I
ELIGIBILITY SPECIALIST II
ELIGIBILITY SPECIALIST III
ELIGIBILITY SPECIALIST SUPERVISOR *
ELIGIBILITY SPECIALIST TRAINEE
EMERGENCY OPERATIONS MANAGER *
EMPLOYMENT & TRAINING SUPERVISOR *
EMPLOYMENT & TRAINING WORKER I
EMPLOYMENT & TRAINING WORKER II
EMPLOYMENT & TRAINING WORKER III
HEALTH EDUCATION SPECIALIST I
HEALTH EDUCATION SPECIALIST II
HEALTH EDUCATION SPECIALIST SUPERVISOR *
HEALTH PROGRAM COORDINATOR I
HEALTH PROGRAM COORDINATOR II
HEALTH PROGRAM COORDINATOR III (LEADWORKER)
HOUSING CASE MANAGER
INTEGRATED CASE WORKER II
INTEGRATED CASE WORKER III
OFFICE ASSISTANT I
OFFICE ASSISTANT II
OFFICE ASSISTANT III

PROGRAM MANAGER I *
PROGRAM MANAGER II *
PUBLIC HEALTH ANALYST I
PUBLIC HEALTH ANALYST II
PUBLIC HEALTH NURSE I
PUBLIC HEALTH NURSE II
PUBLIC HEALTH NURSE III
PUBLIC HEALTH NURSING DIRECTOR *
PUBLIC HEALTH NURSING SUPERVISOR *
SOCIAL SERVICES AIDE
SOCIAL WORKER I
SOCIAL WORKER II
SOCIAL WORKER III
SOCIAL WORKER IV (MASTERS)
SOCIAL WORKER SUPERVISOR I (NON-MASTERS) *
SOCIAL WORKER SUPERVISOR II (MASTERS) *
STAFF SERVICES ANALYST I
STAFF SERVICES ANALYST II
STAFF SERVICES ANALYST III
STAFF SERVICES MANAGER *
SUPERVISING STAFF SERVICES ANALYST *
VETERANS SERVICES OFFICER *

County of Trinity
and
Trinity County Management and Confidential Unit, UPEC Local 792

The Management and Confidential Unit MOU adopted by the Board of Supervisors on February 4, 2020 contained a listing of represented classifications that recognized the Management and Confidential Unit in Article II, Recognition as the recognized employee organization as defined in California Government Code section 3501(b).

The County of Trinity (County) and Trinity County Management and Confidential Unit (Union) enter into this Side Letter of Agreement and hereby agree to the following:

IT IS SO AGREED:

Margaret Long, _____ Date _____
County Counsel, County of Trinity

RIC LEUTWYLER, CHAIR Date
of the Board of Supervisors, County of Trinity

APPROVED AS TO FORM:

MARGARET E. LONG, _____ Date
County Counsel, County of Trinity

EXHIBIT A RECOGNITION - HHS UNIT

POSITION (* denotes exempt management classification)
ACCOUNT CLERK I
ACCOUNT CLERK II
ACCOUNT CLERK III
ACCOUNTANT I
ACCOUNTANT II
ACCOUNTANT SUPERVISOR *
ACCOUNTING TECHNICIAN
ADMINISTRATIVE COORDINATOR I
ADMINISTRATIVE COORDINATOR II
BRANCH DIRECTOR *
CHIEF FISCAL OFFICER *
COMMUNITY HEALTH NURSE I
COMMUNITY HEALTH NURSE II
COMMUNITY HEALTH NURSE III
COMMUNITY HEALTH WORKER I
COMMUNITY HEALTH WORKER II
CUSTODIAN/OFFICE MAINTENANCE WORKER
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES *
ELIGIBILITY SPECIALIST I
ELIGIBILITY SPECIALIST II
ELIGIBILITY SPECIALIST III
ELIGIBILITY SPECIALIST SUPERVISOR *
ELIGIBILITY SPECIALIST TRAINEE
EMERGENCY OPERATIONS MANAGER *
EMPLOYMENT & TRAINING SUPERVISOR *
EMPLOYMENT & TRAINING WORKER I
EMPLOYMENT & TRAINING WORKER II
EMPLOYMENT & TRAINING WORKER III
HEALTH EDUCATION SPECIALIST I
HEALTH EDUCATION SPECIALIST II
HEALTH EDUCATION SPECIALIST SUPERVISOR *
HEALTH PROGRAM COORDINATOR I
HEALTH PROGRAM COORDINATOR II
HEALTH PROGRAM COORDINATOR III (LEADWORKER)
HOUSING CASE MANAGER
INTEGRATED CASE WORKER II
INTEGRATED CASE WORKER III
OFFICE ASSISTANT I
OFFICE ASSISTANT II
OFFICE ASSISTANT III
PROGRAM MANAGER I *

PROGRAM MANAGER II *
PUBLIC HEALTH ANALYST I
PUBLIC HEALTH ANALYST II
PUBLIC HEALTH NURSE I
PUBLIC HEALTH NURSE II
PUBLIC HEALTH NURSE III
PUBLIC HEALTH NURSING DIRECTOR *
PUBLIC HEALTH NURSING SUPERVISOR *
SOCIAL SERVICES AIDE
SOCIAL WORKER I
SOCIAL WORKER II
SOCIAL WORKER III
SOCIAL WORKER IV (MASTERS)
SOCIAL WORKER SUPERVISOR I (NON-MASTERS) *
SOCIAL WORKER SUPERVISOR II (MASTERS) *
STAFF SERVICES ANALYST I
STAFF SERVICES ANALYST II
STAFF SERVICES ANALYST III
STAFF SERVICES MANAGER *
SUPERVISING STAFF SERVICES ANALYST *
VETERANS SERVICES OFFICER *

RESOLUTION NO. 2024-XX

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
ESTABLISHING NON-REPRESENTED (MANAGEMENT)
CLASSIFICATION SALARIES AND BENEFITS**

WHEREAS the Board of Supervisors is empowered to establish compensation and benefits for elected and appointed Department Heads, Management and Confidential, Non-Represented and Classified employees; and

WHEREAS, Government Code sections 3500-3510, known as the Meyers-Milias-Brown Act allow for full communication between public employers and their employees including non-represented employees; and;

WHEREAS, the Meyers-Milias-Brown Act provides for a responsible method of resolving disputes regarding wages, hours, and other terms and conditions of employment; and

WHEREAS, pursuant to Government Code Section 3502, the classifications outlined in this Resolution are not represented by a recognized bargaining unit; and

WHEREAS, the Board last adopted a resolution setting salary and benefits for Non-Represented Management classifications on December 21, 2021; and

WHEREAS, the classifications outlined in this Resolution are:

Deputy County Administrative Officer
Business Manager - NR
Risk and Loss Prevention Manager
Personnel Analyst I
Personnel Analyst II
Network Administrator
Sr. Financial Analyst

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity hereby establishes, effective January 1, 2024, compensation and benefits for the Non-Represented (Management) classifications listed above as follows:

1. Salaries

- a. Salaries shall be established pursuant to a formally adopted salary schedule and as updated from time to time.
- b. No salary adjustments are being provided at this time.
- c. No COLAs are being provided at this time.

2. Medical and Life Insurance

- a. Employee Medical Insurance
Commencing with the January 2022 premiums, COUNTY shall pay 90% of the bundled premium for eligible employees at the employee only PERS Platinum

medical premium. Said premium to commence on the 1st of the month following the month of employment for each employee. COUNTY may change medical insurance programs during the term of this contract, and shall pay the premium for employee medical insurance with comparable coverage to PERS Platinum upon change in policies. The bundled premium is the total premium of employee only PERS Platinum medical insurance, plus employee only vision insurance and plus family dental insurance.

Employees recognize herein that Medical deductions are made a month in advance and Vision/Dental deductions are made in the month for which the premium applies.

All retirees and any employee hired prior to February 4, 2020 shall be entitled to COUNTY payment of full medical benefits at the Employee Only PERS Platinum premium or other equivalent plan adopted prior to retirement. Employees hired after February 4, 2020 shall be entitled to COUNTY payment of the CalPERS statutory minimum contribution towards any elected plan adopted prior to retirement.

Should an employee and their spouse or registered domestic partner both work for the County and are both eligible for County-provided health contributions, one employee may choose in writing to be added to their spouse's or registered domestic partner's insurance as a dependent, and the County will make a contribution to the dependent coverage that is equal to 90% of the bundled premium for eligible employees at the employee only PERS Platinum medical premium, but in no event shall the total County contribution be greater than \$850.00 per spouse.

b. Retiree Medical Insurance

All retirees, retired or hired prior to February 4, 2020, eligible for Medicare shall convert to the PERS Medicare plan and shall be entitled to COUNTY payment of full medical benefits at the Employee Only PERS Platinum premium. Employees hired after February 4, 2020, eligible for Medicare shall convert to the PERS Medicare plan and shall be entitled to COUNTY payment of the CalPERS statutory minimum contribution.

For covered employees hired on or prior to February 4, 2020 who retire from active County service, the retiree medical premium will be paid as follows:

(1) The County will continue to pay the statutory minimum amount prescribed by Government Code section 22892 directly to CalPERS;

(2) CalPERS will deduct the balance of the medical premium from the retiree's retirement payment; and

(3) The County will concurrently reimburse the retiree the PERS Platinum employee only rate, minus the statutory amount prescribed by Government Code section 22892 paid by the County directly to CalPERS.

For covered employees hired after February 4, 2020 who retire from active County service, the retiree medical premium will be paid as follows:

(1) The County will continue to pay the statutory minimum amount prescribed by Government Code section 22892 directly to CalPERS; and

(2) CalPERS will deduct the balance of the medical premium from the retiree's retirement payment.

- c. The provisions in subsection (B) shall only take effect if ALL Trinity County Bargaining Units agree to these provisions being implemented.
- d. Employee Life Insurance, Vision and Dental Coverage
COUNTY shall pay the entire premium for employees' life insurance with \$42,000 coverage. VSP vision insurance coverage and dental insurance coverage with Delta Dental shall commence on the 1st of the month after each employee has completed six (6) months of employment. COUNTY may change insurance providers provided the benefits provided are equal to those currently in effect.

- e. Opt-Out Provision (Cash-in-Lieu)
Commencing July 1, 2019 and continuing through June 30, 2025, any Employee hired prior to February 4, 2020, who is eligible and elects not to participate in the COUNTY'S medical, dental and/or vision benefits, shall be entitled to the COUNTY'S cost, up to the maximum amount described herein, as a contribution to a member's qualified deferred compensation account, flexible benefit plan or as a cash payment of not more than seven hundred dollars (\$700.00). If the member elects to receive benefits under this section as a cash payment, such payment will be reduced by payroll costs and deductions (Medicare and FICA). If the member elects to receive a benefit under this section as a contribution to the member's qualified deferred compensation account or flexible benefit plan, the entire \$700.00 may be applied toward the benefit.

Commencing July 1, 2025, any employee hired prior to February 4, 2020, who is eligible and elects not to participate in the COUNTY's medical, dental and/or vision benefits, shall be entitled to the COUNTY's cost, up to the maximum contribution to a member's qualified deferred compensation account of not more than seven hundred dollars (\$700.00).

Employees hired after February 4, 2020, are not eligible for the contribution to a deferred compensation account, flexible benefit plan or cash payment opt-out options above.

Any eligible employee who elects to opt-out of County medical insurance shall provide proof of insurance showing the coverage period to the County on an annual basis and/or when requested.

- f. Total County Medical Contribution Cap
Notwithstanding the foregoing, COUNTY contributions for medical, dental, and vision insurance shall be capped at a total cost to COUNTY of \$850.00 per month. Employees shall be responsible for any future increases in medical, dental or vision insurance costs above the \$850.00 cap, except that, upon retirement, employees hired prior to February 4, 2020 shall be entitled to PERS Platinum employee only full medical benefits, as stated in Article IV, section 5, subsections (A) and (B).

3. Flexible Benefit Plan

- a. County shall provide a flexible benefit plan for each employee. It is the intent of the parties that the plan conforms with the requirements of Section 125 of the Internal Revenue Code and regulations issued pursuant thereto.

4. Retirement Plans and Contributions

- a. The California Public Employee Retirement System (CalPERS) Pension Plan is designated as the County's primary plan for the employees. The County shall provide retirement through the Public Employee's Retirement System (PERS) for current employees using PERS formula 2.5% @ 55. All employees who are "new members" to PERS on or after January 1, 2013 shall be provided with the 2% at 62 PERS formula and are subject to all provisions of the Public Employee Pension Reform Act (PEPRA) affecting those "new members".
 - i. Employees shall assume full responsibility for the payment of PERS retirement benefits as follows:
 1. On July 1, 2015, employees will begin contributing an additional 5% towards payment of the employee portion of the PERS retirement contributions.
- b. New employees of Trinity County who are also "new members" of PERS are subject to the provisions of the Public Employee's Pension Reform Act (2013) (PEPRA), and are required to pay an employee contribution as established by PERS.
- c. County shall match employee's contribution to a County approved deferred compensation plan up to three percent (3%) of gross salary.
- d. County will implement a CalPERS Section 21548 Pre-Retirement Option 2 Settlement Death Benefit.

5. Conversion of Sick Leave to Retirement Credit or Pay-off of Remaining Hours

- a. Employees who were employed by the County as of March 19, 1996, and who have a minimum of ten (10) years of continuous service at the time of separation in good standing from County employment, shall have the option to be compensated for unused sick hours up to a maximum of 50% of 960 hours and conversion of any remaining hours to PERS retirement; or to convert all unused sick hours to PERS retirement; or any combination thereof.
- b. Employees hired after March 19, 1996, shall not have the option of sick leave payoff, but, along with all other current employees, shall have the option of converting all available sick leave hours at the time of retirement from County service to PERS retirement credit in accordance with Section 29862.8 of the CalPERS Credit for Unused sick Leave.

6. Reimbursement for Tuition

- a. With prior approval by the Department Head and Personnel Officer, and subsequent to satisfactory completion of a course relating to management or the employee's department, the Employee may submit a claim for reimbursement of tuition and instructional materials. Said reimbursement shall not exceed two hundred fifty

dollars (\$250.00) per employee per year. In the event the approved course is scheduled during the employees' regular work hours, the Department Head may recommend release time for the class provided that, in the Department Head's view, the time off does not unreasonably impact the discharge of the department's duties, functions and/or activities.

7. Y-Rates

- a. Employees occupying certain classifications may have been, or will be during the term of this Agreement, Y-rated. Employees designated for Y-rating shall be given no salary increases in any form including cost of living adjustments until such time as the Y-rates are removed through adjustment to the compensation plan.

8. Leave

a. General Provisions

- i. Except as expressly provided herein, the provisions of Article IX, Chapter 2.60 of the Trinity County Code are incorporated herein by reference.

b. Holiday Pay

- i. To earn holiday pay an employee must work the day before and the day after, if scheduled, unless on pre-approved vacation, or using sick leave (the Department Head may deny sick pay pending proof of illness).
- ii. The Holiday Leave as provided in the Trinity County Code Chapter 2.60, Article IX, Section 2.60.530, subsection A, shall include December 24 (Christmas Eve).

The Holiday Leave as provided in the Trinity County Code Chapter 2.60, Article IX, Section 2.60.530, subsection B, shall be modified as follows:

When a holiday as defined in this section falls on a Saturday, the preceding Friday shall be observed as a holiday. When a holiday as defined in this section falls on a Sunday, the following Monday shall be observed as a holiday.

When December 24 falls on a Friday it shall be observed on the preceding Thursday.

When December 24 falls on a Sunday it shall be observed on the preceding Friday.

c. Professional Leave

- i. On each January 1st, a total of five days (40 hours) of professional leave shall be credited to each employee. Said hours shall be granted after one year of service in a Management Position. Said leave shall not be taken in any other year than in which it was earned; nor can leave be carried over, or any other compensation be made, the employee in the event the leave is not taken during the earned year.

9. Incorporation of Personnel Code

- a. Employees under this Resolution shall be subject to all provisions of the County Personnel Code and County Policies as amended, except as provided by law.

DULY PASSED AND ADOPTED this 20th day of February, 2024 by the Board of Supervisors of the County of Trinity by motion, second, and the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
RECUSE:

RIC LEUTWYLER, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

TRENT TUTHILL
Clerk of the Board of Supervisors

By: _____
Deputy

RESOLUTION NO. 2024-XXX

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
APPROVING REVISED SALARY SCHEDULES FOR TRINITY COUNTY EMPLOYEES**

WHEREAS, in May 2023 the board adopted a salary schedule and alphabetical listing of classifications to be effective July 1, 2023; in June 2023 the board adopted a revised alphabetical listing of classifications, in July 2023 the board adopted a further revised alphabetical listing of classifications and a revised salary schedule and in September 2023 the board adopted another revision to the alphabetical listing of classifications and the salary schedule; and

WHEREAS, in December of 2020, the Board enacted an ordinance codified as Trinity County Code Section 1.08.090, which tied salary increases for members of the Board of Supervisors to that of a sitting Superior Court Judge. Said salary increases are capped at 3% in any three-year period; and

WHEREAS, in December 2023 the Judicial Council of California issued a memo announcing a revised increase for Superior Court Judges from 0.53% to 3.16% retroactively effective July 1, 2023 that was not accounted for in the previously adopted versions of the salary schedule; and

WHEREAS, the creation of the new Health and Human Services (HHS) Bargaining Unit requires the creation of a new section within the salary schedule for those classifications effective January 1, 2024; and

WHEREAS, California Code of Regulations, Title 2 § 570.5 requires the County to adopt a publicly available pay schedule that identifies the position title and pay rate for every employee position.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors (BOS) approves the revised alphabetical listing of classifications effective January 1, 2024 attached hereto as Exhibit A(3); and

BE IT FURTHER RESOLVED, that the BOS approves the revised salary schedules for all Trinity County Employees effective July 1, 2023 attached hereto as Exhibit B(3); and

BE IT FURTHER RESOLVED, that the BOS approves the revised salary schedules for all Trinity County Employees effective January 1, 2024 attached hereto as Exhibit B(4).

DULY PASSED AND ADOPTED this 20th day of February, 2024 by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote

AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

RIC LEUTWYLER, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

TRENT TUTHILL
Clerk of the Board of Supervisors

By: _____
Deputy

ALPHABETICAL LISTING OF CLASSIFICATIONS

REVISED by the Board of Supervisors on 02/20/24 to be effective 01/01/24

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
ACCOUNT CLERK I	G140
ACCOUNT CLERK I - MSS	H116
ACCOUNT CLERK II	G152
ACCOUNT CLERK II - MSS	H126
ACCOUNT CLERK III - MSS	H138
ACCOUNTANT I	G191
ACCOUNTANT I - MSS	H164
ACCOUNTANT I - NR	N191
ACCOUNTANT II	G201
ACCOUNTANT II - MSS	H169
ACCOUNTANT II - NR	N201
ACCOUNTANT III	M213
ACCOUNTING BENEFITS TECHNICIAN	G177
ACCOUNTING BENEFITS TECHNICIAN - NR	N177
ACCOUNTING TECHNICIAN - MSS	H151
ACCOUNTING TECHNICIAN I	G167
ACCOUNTING TECHNICIAN I - NR	N167
ACCOUNTING TECHNICIAN II	G177
ACCOUNTING TECHNICIAN II - NR	N177
ACCOUNTING TECHNICIAN, SENIOR	G187
ACCOUNTING TECHNICIAN, SENIOR - NR	N187
ADMINISTRATIVE CLERK I	G138
ADMINISTRATIVE CLERK I - NR	N138
ADMINISTRATIVE CLERK II	G148
ADMINISTRATIVE CLERK II - NR	N148
ADMINISTRATIVE CLERK SENIOR	G158
ADMINISTRATIVE COORDINATOR I	G165
ADMINISTRATIVE COORDINATOR I - NR	N165
ADMINISTRATIVE COORDINATOR II	G175
ADMINISTRATIVE COORDINATOR II - NR	N175
ADMINISTRATIVE SERVICES OFFICER	M193
AG COMMISSIONER/SEALER WEIGHTS & MEASURES	D047
AGRICULTURAL BIOLOGIST I	G201
AGRICULTURAL BIOLOGIST II	G211
AGRICULTURAL FIELD AIDE	G169

ALPHABETICAL LISTING OF CLASSIFICATIONS

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	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
AGRICULTURAL PROGRAM ASSOCIATE I	G177
AGRICULTURAL PROGRAM ASSOCIATE II	G187
ANIMAL CARE ATTENDANT	G142
ANIMAL CONTROL OFFICER	S135
ANIMAL CONTROL OFFICER/SHELTER SUPERVISOR	S148
APPRAISER I	G187
APPRAISER II	G196
ASSESSMENT TECHNICIAN I	G152
ASSESSMENT TECHNICIAN II	G162
ASSISTANT AUDITOR/CONTROL - ACCOUNTANT	M240
ASSISTANT CHIEF PROBATION OFFICER (Management)	O248
ASSISTANT ENGINEER I	T215
ASSISTANT ENGINEER II	T225
ASSISTANT PLANNER	G196
ASSISTANT TREASURER/TAX COLLECTOR	M225
ASSOCIATE ENGINEER I	T261
ASSOCIATE ENGINEER II	T271
ASSOCIATE PLANNER	G206
AUDITOR/CONTROLLER	D077
BEHAVIORAL HEALTH DEPUTY DIRECTOR - CLINICAL SERVICES	M244
BEHAVIORAL HEALTH ADMINISTRATIVE SPECIALIST	G177
BEHAVIORAL HEALTH ASSISTANT DIRECTOR	M224
BEHAVIORAL HEALTH CASE MANAGER I	G187
BEHAVIORAL HEALTH CASE MANAGER II	G196
BEHAVIORAL HEALTH COMPLIANCE OFFICER	M221
BEHAVIORAL HEALTH DEPUTY DIRECTOR - QUALITY ASSURANCE	M244
BEHAVIORAL HEALTH TRIAGE MANAGER	M223
BOARD OF SUPERVISOR	D901
BRANCH DIRECTOR - MSS	H228
BUILDING & GROUNDS MAINTENANCE LEADWORKER	G174
BUILDING & GROUNDS MAINTENANCE WORKER I	G150
BUILDING & GROUNDS MAINTENANCE WORKER II	G164
BUILDING INSPECTOR I	G187
BUILDING INSPECTOR II	G196
BUSINESS MANAGER - NR	X223

ALPHABETICAL LISTING OF CLASSIFICATIONS

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APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
BUSINESS MANAGER	M223
CHIEF APPRAISER	M219
CHIEF FISCAL OFFICER - MSS	H218
CHIEF PROBATION OFFICER	D069
CHIER INFORMATION AND SOCIAL MEDIA OFFICER	D060
CODE COMPLIANCE SPECIALIST I	G196
CODE COMPLIANCE SPECIALIST II	G206
CODE COMPLIANCE SPECIALIST LEADWORKER	G211
COMMUNITY HEALTH NURSE I	H177
COMMUNITY HEALTH NURSE II	H187
COMMUNITY HEALTH NURSE III	H192
COMMUNITY HEALTH WORKER I	H116
COMMUNITY HEALTH WORKER II	H126
COMMUNITY MENTAL HEALTH NURSE I	G213
COMMUNITY MENTAL HEALTH NURSE II	G223
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER I	S101
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER II	S111
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER III	S121
COUNTY ADMINISTRATIVE OFFICER	D129
COUNTY CHIEF FINANCIAL OFFICER	X264
COUNTY CLERK/RECORDER/ASSESSOR	D096
COUNTY LIBRARIAN	M236
CUSTODIAN	G140
CUSTODIAN/OFFICE MAINTENANCE WORKER - MSS	H129
DEPUTY AGRICULTURE COMMISSIONER/SEALER OF WEIGHTS-MEASI	M210
DEPUTY CLERK/RECORDER/ASSESSOR	M240
DEPUTY COUNTY ADMINISTRATIVE OFFICER/BUDGET OFFICER	X287
DEPUTY COUNTY CLERK/RECORDER I	G145
DEPUTY COUNTY CLERK/RECORDER II	G155
DEPUTY COUNTY CLERK/RECORDER III	G164
DEPUTY DIRECTOR BEHAVIORAL HEALTH BUSINESS SERVICES	M244
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES - MSS	H241
DEPUTY DIRECTOR OF TRANSPORTATION	M263
DEPUTY DIRECTOR SOLID WASTE	M242
DEPUTY DISTRICT ATTORNEY I	M225

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GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
DEPUTY DISTRICT ATTORNEY II	M235
DEPUTY DISTRICT ATTORNEY III	M249
DEPUTY DISTRICT ATTORNEY IV	M259
DEPUTY PROBATION OFFICER I	O179
DEPUTY PROBATION OFFICER II	O189
DEPUTY PROBATION OFFICER III	O199
DEPUTY SHERIFF I	S135
DEPUTY SHERIFF II	S145
DEPUTY SHERIFF III	S155
DIRECTOR OF BEHAVIORAL HEALTH	D081
DIRECTOR OF BUILDING & PLANNING	D089
DIRECTOR OF HEALTH & HUMAN SERVICES	D105
DIRECTOR OF HUMAN RESOURCES	D052
DIRECTOR OF TRANSPORTATION	D100
DISTRICT ATTORNEY	D096
DISTRICT ATTORNEY INVESTIGATOR I	O228
DISTRICT ATTORNEY INVESTIGATOR II (Management)	O238
ELIGIBILITY SPECIALIST I - MSS	H129
ELIGIBILITY SPECIALIST II - MSS	H139
ELIGIBILITY SPECIALIST III - MSS	H149
ELIGIBILITY SPECIALIST SUPERVISOR - MSS	H193
ELIGIBILITY SPECIALIST TRAINEE - MSS	H119
EMERGENCY OPERATIONS MANAGER	H208
EMPLOYMENT & TRAINING SUPERVISOR - MSS	H193
EMPLOYMENT & TRAINING WORKER I - MSS	H134
EMPLOYMENT & TRAINING WORKER II - MSS	H144
EMPLOYMENT & TRAINING WORKER III - MSS	H154
ENGINEER SENIOR	M251
ENGINEERING AIDE I	T185
ENGINEERING AIDE II	T195
ENGINEERING TECHNICIAN I	T202
ENGINEERING TECHNICIAN II	T212
ENVIRONMENTAL COMPLIANCE SPECIALIST I (County Wide)	T241
ENVIRONMENTAL COMPLIANCE SPECIALIST II (County Wide)	T251
ENVIRONMENTAL HEALTH SPECIALIST I	G201

ALPHABETICAL LISTING OF CLASSIFICATIONS

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GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
ENVIRONMENTAL HEALTH SPECIALIST II	G211
ENVIRONMENTAL HEALTH TECHNICIAN I	G154
ENVIRONMENTAL HEALTH TECHNICIAN II	G164
EQUIPMENT SHOP FOREMAN	T233
EVIDENCE TECHNICIAN I	S125
EVIDENCE TECHNICIAN II	S135
EVIDENCE TECHNICIAN III	S145
FACILITIES OPERATIONS SUPERINTENDENT	M205
FACILITIES OPERATIONS SUPERVISOR	G189
FOOD SERVICES MANAGER - CORRECTIONS	M213
GATE ATTENDANT I	G140
GATE ATTENDANT II	G145
GRANTS CORDINATOR I	N215
GRANTS CORDINATOR II	N225
HEALTH EDUCATION SPECIALIST I	H136
HEALTH EDUCATION SPECIALIST II	H141
HEALTH EDUCATION SPECIALIST SUPERVISOR	H193
HEALTH PROGRAM COORDINATOR I	H146
HEALTH PROGRAM COORDINATOR II	H151
HEALTH PROGRAM COORDINATOR III (LEADWORKER)	H159
HEALTH SERVICES PROGRAM MANAGER I	H213
HOUSING CASE MANAGER	H139
HUMAN SERVICES PROGRAM MANAGER I - MSS	H213
HUMAN SERVICES PROGRAM MANAGER II - MSS	H223
INFORMATION SYSTEMS SPECIALIST I	N179
INFORMATION SYSTEMS SPECIALIST II	N193
INFORMATION SYSTEMS SPECIALIST III	N208
INFORMATION SYSTEMS SPECIALIST, SENIOR	N223
INTEGRATED CASE WORKER II - MSS	H149
INTEGRATED CASE WORKER III - MSS	H159
JAIL COMMANDER	S188
LEAD MECHANIC	T219
LEGAL SECRETARY - SENIOR	M193
LEGAL SECRETARY I	G162
LEGAL SECRETARY II	G172

ALPHABETICAL LISTING OF CLASSIFICATIONS

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GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
LEGAL SECRETARY III	M184
LIBRARY ASSISTANT I	G138
LIBRARY ASSISTANT II	G148
LIBRARY ASSISTANT III	G158
LOSS PREVENTION SPECIALIST I	N181
LOSS PREVENTION SPECIALIST II	N191
MAINTENANCE WORKER/CUSTODIAN	G145
MECHANIC I	T189
MECHANIC II	T199
MECHANIC III	T209
MEDICAL RECORDS COORDINATOR	G187
MENTAL HEALTH CLINICIAN I	G204
MENTAL HEALTH CLINICIAN II	G213
MENTAL HEALTH CLINICIAN III	G223
MENTAL HEALTH SERVICES ACT COORDINATOR I	M203
MENTAL HEALTH SERVICES ACT COORDINATOR II	M213
MENTAL HEALTH SERVICES ACT COORDINATOR III	M223
NETWORK ADMINISTRATOR	X220
OFFICE ASSISTANT I - MSS	H116
OFFICE ASSISTANT II - MSS	H126
OFFICE ASSISTANT III - MSS	H131
PARTS & SERVICE TECHNICIAN I	T188
PARTS & SERVICE TECHNICIAN II	T198
PEER SPECIALIST	G177
PERSONNEL ANALYST I	N203
PERSONNEL ANALYST II	N213
PERSONNEL TECHNICIAN	N186
PROBATION ASSISTANCE	O178
PROBATION CORRECTIONS COUNSELOR - SENIOR	O177
PROGRAM MANAGER I	M235
PROPERTY ROOM TECHNICIAN	G200
PUBLIC HEALTH ANALYST I	H154
PUBLIC HEALTH ANALYST II	H159
PUBLIC HEALTH NURSE I	H177
PUBLIC HEALTH NURSE II	H187

ALPHABETICAL LISTING OF CLASSIFICATIONS

REVISED by the Board of Supervisors on 02/20/24 to be effective 01/01/24

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
PUBLIC HEALTH NURSE III	H192
PUBLIC HEALTH NURSING SUPERVISOR	H208
QUALITY ASSURANCE COORDINATOR I	M213
QUALITY ASSURANCE COORDINATOR II	M223
REVENUE RECOVERY OFFICER I	G167
REVENUE RECOVERY OFFICER II	G177
REVENUE RECOVERY OFFICER, SENIOR	G187
RISK & LOSS PREVENTION MANAGER	X211
ROAD MAINTENANCE FOREMAN	T238
ROAD MAINTENANCE WORKER I	T181
ROAD MAINTENANCE WORKER II	T191
ROAD MAINTENANCE WORKER III	T201
ROAD MAINTENANCE WORKER, LEAD	T217
ROAD SUPERINTENDENT	M230
SECRETARY I - MSS	H136
SECRETARY II - MSS	H139
SENIOR FINANCIAL ANALYST	M244
SENIOR FINANCIAL ANALYST - NR	X244
SHERIFF LIEUTENANT/DEPUTY DIRECTOR OF OES (Management)	S181
SHERIFF RECORDS TECHNICIAN I	G162
SHERIFF RECORDS TECHNICIAN II	G172
SHERIFF RECORDS TECHNICIAN III	G182
SHERIFF SERGEANT	S169
SHERIFF/CORONER	D076
SOCIAL SERVICES AIDE - MSS	H134
SOCIAL WORKER I - MSS	H149
SOCIAL WORKER II - MSS	H159
SOCIAL WORKER III - MSS	H169
SOCIAL WORKER IV (MASTERS) - MSS	H179
SOCIAL WORKER SUPERVISOR I (NON-MASTERS) - MSS	H194
SOCIAL WORKER SUPERVISOR II (MASTERS) - MSS	H204
SOLID WASTE ANALYST	M203
SOLID WASTE EQUIPMENT OPERATOR/DRIVER I	G165
SOLID WASTE EQUIPMENT OPERATOR/DRIVER II	G174
SOLID WASTE EQUIPMENT OPERATOR/DRIVER III	G184

ALPHABETICAL LISTING OF CLASSIFICATIONS

REVISED by the Board of Supervisors on 02/20/24 to be effective 01/01/24

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
HHS UNIT CLASSIFICATIONS	HXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
SOLID WASTE TECHNCIAN I	G184
SOLID WASTE TECHNICIAN II	M193
SOLID WASTE TECHNICIAN III	M203
STAFF SERVICES ANALYST I	G184
STAFF SERVICES ANALYST I - MSS	H154
STAFF SERVICES ANALYST II	G194
STAFF SERVICES ANALYST II - MSS	H159
STAFF SERVICES ANALYST III - MSS	H164
STAFF SERVICES MANAGER - MSS	H208
SUBSTANCE ABUSE SPECIALIST I	G174
SUBSTANCE ABUSE SPECIALIST II	G184
SUBSTANCE ABUSE SPECIALIST III	G199
SUBSTANCE USE DISORDERS PROGRAM MANAGER	M223
SUPERVISING ACCOUNT TECHNICIAN - PAYROLL	M209
SUPERVISING ACCOUNTANT - MSS	H194
SUPERVISING DEPUTY PROBATION OFFICER (Management)	O224
SUPERVISING STAFF SERVICES ANALYST - MSS	H189
TRANSIT COORDINATOR	G187
TRANSIT DRIVER	G159
TRANSPORTATION AIDE	G145
TRANSPORTATION AIDE/CUSTODIAN	G150
TRANSPORTATION COORDINATOR	G155
TRANSPORTATION PLANNER I	T217
TRANSPORTATION PLANNER II	T227
TRANSPORTATION PLANNER, SENIOR	T237
TRANSPORTATION PLANNING TECHNICIAN I	T197
TRANSPORTATION PLANNING TECHNICIAN II	T207
TREASURER/TAX COLLECTOR	D062
UNDERSHERIFF (Management)	S194
VEHICLE ABATEMENT OFFICER	G162
VETERANS SERVICES OFFICER	H208
VICITM WITNESS ADVOCATE I	G167
VICTIM WITNESS ADVOCATE II	G177
VICTIM WITNESS COORDINATOR	G187
WIC NUTRITION ASSISTANT I	G154

Last Updated 2/20/24 effective 7/1/23

Board of Supervisors

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D900 (Chairman)	A	37,264.77	3,105.40	17.91575
D900	B	39,068.00	3,255.67	18.78269
D900	C	40,961.40	3,413.45	19.69298
D900	D	42,949.47	3,579.12	20.64879
D900	E	45,036.95	3,753.08	21.65238
D900	F	47,228.80	3,935.73	22.70615
D900	G	49,530.24	4,127.52	23.81261
D901	A	36,064.77	3,005.40	17.33883
D901	B	37,868.00	3,155.67	18.20577
D901	C	39,761.40	3,313.45	19.11606
D901	D	41,749.48	3,479.12	20.07186
D901	E	43,836.95	3,653.08	21.07546
D901	F	46,028.80	3,835.73	22.12923
D901	G	48,330.24	4,027.52	23.23569

Last Updated 7/18/23 Effective 7/1/23

Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D020	A	74,557.35	6,213.11	35.84488
D020	B	78,285.22	6,523.77	37.63712
D020	C	82,199.48	6,849.96	39.51898
D020	D	86,309.45	7,192.45	41.49493
D020	E	90,624.93	7,552.08	43.56968
D020	F	95,156.17	7,929.68	45.74816
D020	G	99,913.98	8,326.16	48.03557
D021	A	75,302.92	6,275.24	36.20333
D021	B	79,068.07	6,589.01	38.01350
D021	C	83,021.47	6,918.46	39.91417
D021	D	87,172.55	7,264.38	41.90988
D021	E	91,531.17	7,627.60	44.00537
D021	F	96,107.73	8,008.98	46.20564
D021	G	100,913.12	8,409.43	48.51592
D022	A	76,055.95	6,338.00	36.56536
D022	B	79,858.75	6,654.90	38.39363
D022	C	83,851.69	6,987.64	40.31331
D022	D	88,044.27	7,337.02	42.32898
D022	E	92,446.49	7,703.87	44.44543
D022	F	97,068.81	8,089.07	46.66770
D022	G	101,922.25	8,493.52	49.00108
D023	A	76,816.51	6,401.38	36.93102
D023	B	80,657.34	6,721.44	38.77757
D023	C	84,690.21	7,057.52	40.71644
D023	D	88,924.72	7,410.39	42.75227
D023	E	93,370.95	7,780.91	44.88988
D023	F	98,039.50	8,169.96	47.13437
D023	G	102,941.47	8,578.46	49.49109
D024	A	77,584.68	6,465.39	37.30033
D024	B	81,463.91	6,788.66	39.16534
D024	C	85,537.11	7,128.09	41.12361
D024	D	89,813.96	7,484.50	43.17979
D024	E	94,304.66	7,858.72	45.33878
D024	F	99,019.89	8,251.66	47.60572
D024	G	103,970.89	8,664.24	49.98600
D025	A	78,360.52	6,530.04	37.67333
D025	B	82,278.55	6,856.55	39.55700
D025	C	86,392.48	7,199.37	41.53485
D025	D	90,712.10	7,559.34	43.61159
D025	E	95,247.71	7,937.31	45.79217
D025	F	100,010.09	8,334.17	48.08178
D025	G	105,010.60	8,750.88	50.48586

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D026	A	79,144.13	6,595.34	38.05006
D026	B	83,101.34	6,925.11	39.95257
D026	C	87,256.40	7,271.37	41.95019
D026	D	91,619.22	7,634.94	44.04770
D026	E	96,200.18	8,016.68	46.25009
D026	F	101,010.19	8,417.52	48.56259
D026	G	106,060.70	8,838.39	50.99072
D027	A	79,935.57	6,661.30	38.43056
D027	B	83,932.35	6,994.36	40.35209
D027	C	88,128.97	7,344.08	42.36970
D027	D	92,535.42	7,711.28	44.48818
D027	E	97,162.19	8,096.85	46.71259
D027	F	102,020.30	8,501.69	49.04822
D027	G	107,121.31	8,926.78	51.50063
D028	A	80,734.93	6,727.91	38.81487
D028	B	84,771.67	7,064.31	40.75561
D028	C	89,010.26	7,417.52	42.79339
D028	D	93,460.77	7,788.40	44.93306
D028	E	98,133.81	8,177.82	47.17972
D028	F	103,040.50	8,586.71	49.53870
D028	G	108,192.52	9,016.04	52.01564
D029	A	81,542.28	6,795.19	39.20302
D029	B	85,619.39	7,134.95	41.16317
D029	C	89,900.36	7,491.70	43.22133
D029	D	94,395.38	7,866.28	45.38239
D029	E	99,115.15	8,259.60	47.65151
D029	F	104,070.90	8,672.58	50.03409
D029	G	109,274.45	9,106.20	52.53579
D030	A	82,357.70	6,863.14	39.59505
D030	B	86,475.58	7,206.30	41.57480
D030	C	90,799.36	7,566.61	43.65354
D030	D	95,339.33	7,944.94	45.83622
D030	E	100,106.30	8,342.19	48.12803
D030	F	105,111.61	8,759.30	50.53443
D030	G	110,367.19	9,197.27	53.06115
D031	A	83,181.28	6,931.77	39.99100
D031	B	87,340.34	7,278.36	41.99055
D031	C	91,707.36	7,642.28	44.09008
D031	D	96,292.72	8,024.39	46.29458
D031	E	101,107.36	8,425.61	48.60931
D031	F	106,162.73	8,846.89	51.03977
D031	G	111,470.87	9,289.24	53.59176

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D032	A	84,013.09	7,001.09	40.39091
D032	B	88,213.74	7,351.15	42.41045
D032	C	92,624.43	7,718.70	44.53098
D032	D	97,255.65	8,104.64	46.75752
D032	E	102,118.43	8,509.87	49.09540
D032	F	107,224.36	8,935.36	51.55017
D032	G	112,585.57	9,382.13	54.12768
D033	A	84,853.22	7,071.10	40.79482
D033	B	89,095.88	7,424.66	42.83456
D033	C	93,550.67	7,795.89	44.97629
D033	D	98,228.21	8,185.68	47.22510
D033	E	103,139.62	8,594.97	49.58636
D033	F	108,296.60	9,024.72	52.06567
D033	G	113,711.43	9,475.95	54.66896
D034	A	85,701.75	7,141.81	41.20277
D034	B	89,986.84	7,498.90	43.26290
D034	C	94,486.18	7,873.85	45.42605
D034	D	99,210.49	8,267.54	47.69735
D034	E	104,171.01	8,680.92	50.08222
D034	F	109,379.57	9,114.96	52.58633
D034	G	114,848.54	9,570.71	55.21565
D035	A	86,558.77	7,213.23	41.61479
D035	B	90,886.71	7,573.89	43.69553
D035	C	95,431.04	7,952.59	45.88031
D035	D	100,202.60	8,350.22	48.17432
D035	E	105,212.72	8,767.73	50.58304
D035	F	110,473.36	9,206.11	53.11219
D035	G	115,997.03	9,666.42	55.76780
D036	A	87,424.36	7,285.36	42.03094
D036	B	91,795.57	7,649.63	44.13249
D036	C	96,385.35	8,032.11	46.33911
D036	D	101,204.62	8,433.72	48.65607
D036	E	106,264.85	8,855.40	51.08887
D036	F	111,578.09	9,298.17	53.64331
D036	G	117,157.00	9,763.08	56.32548
D037	A	88,298.60	7,358.22	42.45125
D037	B	92,713.53	7,726.13	44.57381
D037	C	97,349.21	8,112.43	46.80250
D037	D	102,216.67	8,518.06	49.14263
D037	E	107,327.50	8,943.96	51.59976
D037	F	112,693.88	9,391.16	54.17975
D037	G	118,328.57	9,860.71	56.88874

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D038	A	89,181.59	7,431.80	42.87576
D038	B	93,640.67	7,803.39	45.01955
D038	C	98,322.70	8,193.56	47.27053
D038	D	103,238.83	8,603.24	49.63405
D038	E	108,400.78	9,033.40	52.11576
D038	F	113,820.81	9,485.07	54.72155
D038	G	119,511.86	9,959.32	57.45762
D039	A	90,073.40	7,506.12	43.30452
D039	B	94,577.07	7,881.42	45.46975
D039	C	99,305.93	8,275.49	47.74323
D039	D	104,271.22	8,689.27	50.13040
D039	E	109,484.78	9,123.73	52.63692
D039	F	114,959.02	9,579.92	55.26876
D039	G	120,706.97	10,058.91	58.03220
D040	A	90,974.14	7,581.18	43.73757
D040	B	95,522.84	7,960.24	45.92444
D040	C	100,298.99	8,358.25	48.22067
D040	D	105,313.93	8,776.16	50.63170
D040	E	110,579.63	9,214.97	53.16328
D040	F	116,108.61	9,675.72	55.82145
D040	G	121,914.04	10,159.50	58.61252
D041	A	91,883.88	7,656.99	44.17494
D041	B	96,478.07	8,039.84	46.38369
D041	C	101,301.98	8,441.83	48.70287
D041	D	106,367.07	8,863.92	51.13802
D041	E	111,685.43	9,307.12	53.69492
D041	F	117,269.70	9,772.47	56.37966
D041	G	123,133.18	10,261.10	59.19865
D042	A	92,802.72	7,733.56	44.61669
D042	B	97,442.85	8,120.24	46.84753
D042	C	102,314.99	8,526.25	49.18990
D042	D	107,430.74	8,952.56	51.64940
D042	E	112,802.28	9,400.19	54.23187
D042	F	118,442.40	9,870.20	56.94346
D042	G	124,364.52	10,363.71	59.79063
D043	A	93,730.74	7,810.90	45.06286
D043	B	98,417.28	8,201.44	47.31600
D043	C	103,338.14	8,611.51	49.68180
D043	D	108,505.05	9,042.09	52.16589
D043	E	113,930.30	9,494.19	54.77418
D043	F	119,626.82	9,968.90	57.51289
D043	G	125,608.16	10,467.35	60.38854

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D044	A	94,668.05	7,889.00	45.51349
D044	B	99,401.45	8,283.45	47.78916
D044	C	104,371.53	8,697.63	50.17862
D044	D	109,590.10	9,132.51	52.68755
D044	E	115,069.61	9,589.13	55.32193
D044	F	120,823.09	10,068.59	58.08802
D044	G	126,864.24	10,572.02	60.99242
D045	A	95,614.73	7,967.89	45.96862
D045	B	100,395.47	8,366.29	48.26705
D045	C	105,415.24	8,784.60	50.68040
D045	D	110,686.00	9,223.83	53.21442
D045	E	116,220.30	9,685.03	55.87515
D045	F	122,031.32	10,169.28	58.66890
D045	G	128,132.89	10,677.74	61.60235
D046	A	96,570.88	8,047.57	46.42831
D046	B	101,399.42	8,449.95	48.74972
D046	C	106,469.39	8,872.45	51.18721
D046	D	111,792.86	9,316.07	53.74657
D046	E	117,382.51	9,781.88	56.43390
D046	F	123,251.63	10,270.97	59.25559
D046	G	129,414.21	10,784.52	62.21837
D047	A	97,536.59	8,128.05	46.89259
D047	B	102,413.42	8,534.45	49.23722
D047	C	107,534.09	8,961.17	51.69908
D047	D	112,910.79	9,409.23	54.28403
D047	E	118,556.33	9,879.69	56.99824
D047	F	124,484.15	10,373.68	59.84815
D047	G	130,708.36	10,892.36	62.84056
D048	A	98,511.95	8,209.33	47.36152
D048	B	103,437.55	8,619.80	49.72959
D048	C	108,609.43	9,050.79	52.21607
D048	D	114,039.90	9,503.32	54.82688
D048	E	119,741.90	9,978.49	57.56822
D048	F	125,728.99	10,477.42	60.44663
D048	G	132,015.44	11,001.29	63.46896
D049	A	99,497.07	8,291.42	47.83513
D049	B	104,471.93	8,705.99	50.22689
D049	C	109,695.52	9,141.29	52.73823
D049	D	115,180.30	9,598.36	55.37514
D049	E	120,939.31	10,078.28	58.14390
D049	F	126,986.28	10,582.19	61.05110
D049	G	133,335.59	11,111.30	64.10365

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D050	A	100,492.04	8,374.34	48.31348
D050	B	105,516.65	8,793.05	50.72916
D050	C	110,792.48	9,232.71	53.26561
D050	D	116,332.10	9,694.34	55.92890
D050	E	122,148.71	10,179.06	58.72534
D050	F	128,256.14	10,688.01	61.66161
D050	G	134,668.95	11,222.41	64.74469
D051	A	101,496.96	8,458.08	48.79662
D051	B	106,571.81	8,880.98	51.23645
D051	C	111,900.40	9,325.03	53.79827
D051	D	117,495.42	9,791.29	56.48818
D051	E	123,370.19	10,280.85	59.31259
D051	F	129,538.70	10,794.89	62.27822
D051	G	136,015.64	11,334.64	65.39213
D052	A	102,511.93	8,542.66	49.28458
D052	B	107,637.53	8,969.79	51.74881
D052	C	113,019.41	9,418.28	54.33625
D052	D	118,670.38	9,889.20	57.05307
D052	E	124,603.90	10,383.66	59.90572
D052	F	130,834.09	10,902.84	62.90101
D052	G	137,375.80	11,447.98	66.04606
D053	A	103,537.05	8,628.09	49.77743
D053	B	108,713.91	9,059.49	52.26630
D053	C	114,149.60	9,512.47	54.87962
D053	D	119,857.08	9,988.09	57.62360
D053	E	125,849.94	10,487.49	60.50478
D053	F	132,142.43	11,011.87	63.53002
D053	G	138,749.55	11,562.46	66.70652
D054	A	104,572.42	8,714.37	50.27520
D054	B	109,801.05	9,150.09	52.78896
D054	C	115,291.10	9,607.59	55.42841
D054	D	121,055.65	10,087.97	58.19983
D054	E	127,108.43	10,592.37	61.10982
D054	F	133,463.86	11,121.99	64.16532
D054	G	140,137.05	11,678.09	67.37358
D055	A	105,618.15	8,801.51	50.77796
D055	B	110,899.06	9,241.59	53.31685
D055	C	116,444.01	9,703.67	55.98270
D055	D	122,266.21	10,188.85	58.78183
D055	E	128,379.52	10,698.29	61.72092
D055	F	134,798.50	11,233.21	64.80697
D055	G	141,538.42	11,794.87	68.04732

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D056	A	106,674.33	8,889.53	51.28574
D056	B	112,008.05	9,334.00	53.85002
D056	C	117,608.45	9,800.70	56.54252
D056	D	123,488.87	10,290.74	59.36965
D056	E	129,663.31	10,805.28	62.33813
D056	F	136,146.48	11,345.54	65.45504
D056	G	142,953.80	11,912.82	68.72779
D057	A	107,741.07	8,978.42	51.79859
D057	B	113,128.13	9,427.34	54.38852
D057	C	118,784.53	9,898.71	57.10795
D057	D	124,723.76	10,393.65	59.96335
D057	E	130,959.95	10,913.33	62.96151
D057	F	137,507.94	11,459.00	66.10959
D057	G	144,383.34	12,031.94	69.41507
D058	A	108,818.48	9,068.21	52.31658
D058	B	114,259.41	9,521.62	54.93241
D058	C	119,972.38	9,997.70	57.67903
D058	D	125,971.00	10,497.58	60.56298
D058	E	132,269.55	11,022.46	63.59113
D058	F	138,883.02	11,573.59	66.77068
D058	G	145,827.18	12,152.26	70.10922
D059	A	109,906.67	9,158.89	52.83974
D059	B	115,402.00	9,616.83	55.48173
D059	C	121,172.10	10,097.67	58.25582
D059	D	127,230.71	10,602.56	61.16861
D059	E	133,592.24	11,132.69	64.22704
D059	F	140,271.85	11,689.32	67.43839
D059	G	147,285.45	12,273.79	70.81031
D060	A	111,005.74	9,250.48	53.36814
D060	B	116,556.02	9,713.00	56.03655
D060	C	122,383.82	10,198.65	58.83838
D060	D	128,503.01	10,708.58	61.78030
D060	E	134,928.16	11,244.01	64.86931
D060	F	141,674.57	11,806.21	68.11278
D060	G	148,758.30	12,396.52	71.51841
D061	A	112,115.79	9,342.98	53.90182
D061	B	117,721.58	9,810.13	56.59691
D061	C	123,607.66	10,300.64	59.42676
D061	D	129,788.04	10,815.67	62.39810
D061	E	136,277.45	11,356.45	65.51800
D061	F	143,091.32	11,924.28	68.79390
D061	G	150,245.88	12,520.49	72.23360

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D062	A	113,236.95	9,436.41	54.44084
D062	B	118,898.80	9,908.23	57.16288
D062	C	124,843.74	10,403.64	60.02103
D062	D	131,085.92	10,923.83	63.02208
D062	E	137,640.22	11,470.02	66.17318
D062	F	144,522.23	12,043.52	69.48184
D062	G	151,748.34	12,645.70	72.95593
D063	A	114,369.32	9,530.78	54.98525
D063	B	120,087.79	10,007.32	57.73451
D063	C	126,092.18	10,507.68	60.62124
D063	D	132,396.78	11,033.07	63.65230
D063	E	139,016.62	11,584.72	66.83491
D063	F	145,967.45	12,163.95	70.17666
D063	G	153,265.83	12,772.15	73.68549
D064	A	115,513.01	9,626.08	55.53510
D064	B	121,288.66	10,107.39	58.31186
D064	C	127,353.10	10,612.76	61.22745
D064	D	133,720.75	11,143.40	64.28882
D064	E	140,406.79	11,700.57	67.50326
D064	F	147,427.13	12,285.59	70.87843
D064	G	154,798.49	12,899.87	74.42235
D065	A	116,668.14	9,722.35	56.09045
D065	B	122,501.55	10,208.46	58.89498
D065	C	128,626.63	10,718.89	61.83972
D065	D	135,057.96	11,254.83	64.93171
D065	E	141,810.86	11,817.57	68.17830
D065	F	148,901.40	12,408.45	71.58721
D065	G	156,346.47	13,028.87	75.16657
D066	A	117,834.82	9,819.57	56.65136
D066	B	123,726.57	10,310.55	59.48393
D066	C	129,912.89	10,826.07	62.45812
D066	D	136,408.54	11,367.38	65.58103
D066	E	143,228.97	11,935.75	68.86008
D066	F	150,390.41	12,532.53	72.30308
D066	G	157,909.93	13,159.16	75.91824
D067	A	119,013.17	9,917.76	57.21787
D067	B	124,963.83	10,413.65	60.07877
D067	C	131,212.02	10,934.34	63.08270
D067	D	137,772.62	11,481.05	66.23684
D067	E	144,661.26	12,055.10	69.54868
D067	F	151,894.32	12,657.86	73.02611
D067	G	159,489.03	13,290.75	76.67742

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D068	A	120,203.30	10,016.94	57.79005
D068	B	126,213.47	10,517.79	60.67955
D068	C	132,524.14	11,043.68	63.71353
D068	D	139,150.35	11,595.86	66.89921
D068	E	146,107.87	12,175.66	70.24417
D068	F	153,413.26	12,784.44	73.75638
D068	G	161,083.92	13,423.66	77.44419
D069	A	121,405.34	10,117.11	58.36795
D069	B	127,475.60	10,622.97	61.28635
D069	C	133,849.38	11,154.12	64.35067
D069	D	140,541.85	11,711.82	67.56820
D069	E	147,568.95	12,297.41	70.94661
D069	F	154,947.39	12,912.28	74.49394
D069	G	162,694.76	13,557.90	78.21864
D070	A	122,619.39	10,218.28	58.95163
D070	B	128,750.36	10,729.20	61.89921
D070	C	135,187.88	11,265.66	64.99417
D070	D	141,947.27	11,828.94	68.24388
D070	E	149,044.64	12,420.39	71.65608
D070	F	156,496.87	13,041.41	75.23888
D070	G	164,321.71	13,693.48	79.00082
D071	A	123,845.58	10,320.47	59.54115
D071	B	130,037.86	10,836.49	62.51820
D071	C	136,539.76	11,378.31	65.64411
D071	D	143,366.75	11,947.23	68.92632
D071	E	150,535.08	12,544.59	72.37264
D071	F	158,061.84	13,171.82	75.99127
D071	G	165,964.93	13,830.41	79.79083
D072	A	125,084.04	10,423.67	60.13656
D072	B	131,338.24	10,944.85	63.14339
D072	C	137,905.15	11,492.10	66.30056
D072	D	144,800.41	12,066.70	69.61558
D072	E	152,040.43	12,670.04	73.09636
D072	F	159,642.46	13,303.54	76.75118
D072	G	167,624.58	13,968.71	80.58874
D073	A	126,334.88	10,527.91	60.73792
D073	B	132,651.63	11,054.30	63.77482
D073	C	139,284.21	11,607.02	66.96356
D073	D	146,248.42	12,187.37	70.31174
D073	E	153,560.84	12,796.74	73.82733
D073	F	161,238.88	13,436.57	77.51869
D073	G	169,300.82	14,108.40	81.39463

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D074	A	127,598.23	10,633.19	61.34530
D074	B	133,978.14	11,164.84	64.41257
D074	C	140,677.05	11,723.09	67.63320
D074	D	147,710.90	12,309.24	71.01486
D074	E	155,096.45	12,924.70	74.56560
D074	F	162,851.27	13,570.94	78.29388
D074	G	170,993.83	14,249.49	82.20857
D075	A	128,874.21	10,739.52	61.95876
D075	B	135,317.92	11,276.49	65.05669
D075	C	142,083.82	11,840.32	68.30953
D075	D	149,188.01	12,432.33	71.72500
D075	E	156,647.41	13,053.95	75.31126
D075	F	164,479.78	13,706.65	79.07682
D075	G	172,703.77	14,391.98	83.03066
D076	A	130,162.95	10,846.91	62.57834
D076	B	136,671.10	11,389.26	65.70726
D076	C	143,504.66	11,958.72	68.99262
D076	D	150,679.89	12,556.66	72.44225
D076	E	158,213.88	13,184.49	76.06437
D076	F	166,124.58	13,843.71	79.86759
D076	G	174,430.81	14,535.90	83.86097
D077	A	131,464.58	10,955.38	63.20413
D077	B	138,037.81	11,503.15	66.36433
D077	C	144,939.70	12,078.31	69.68255
D077	D	152,186.69	12,682.22	73.16668
D077	E	159,796.02	13,316.34	76.82501
D077	F	167,785.82	13,982.15	80.66626
D077	G	176,175.12	14,681.26	84.69957
D078	A	132,779.23	11,064.94	63.83617
D078	B	139,418.19	11,618.18	67.02798
D078	C	146,389.10	12,199.09	70.37938
D078	D	153,708.56	12,809.05	73.89834
D078	E	161,393.98	13,449.50	77.59326
D078	F	169,463.68	14,121.97	81.47292
D078	G	177,936.87	14,828.07	85.54657
D079	A	134,107.02	11,175.58	64.47453
D079	B	140,812.37	11,734.36	67.69826
D079	C	147,852.99	12,321.08	71.08317
D079	D	155,245.64	12,937.14	74.63733
D079	E	163,007.92	13,583.99	78.36919
D079	F	171,158.32	14,263.19	82.28765
D079	G	179,716.24	14,976.35	86.40204

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D080	A	135,448.09	11,287.34	65.11928
D080	B	142,220.50	11,851.71	68.37524
D080	C	149,331.52	12,444.29	71.79400
D080	D	156,798.10	13,066.51	75.38370
D080	E	164,638.00	13,719.83	79.15289
D080	F	172,869.90	14,405.82	83.11053
D080	G	181,513.40	15,126.12	87.26606
D081	A	136,802.57	11,400.21	65.77047
D081	B	143,642.70	11,970.22	69.05899
D081	C	150,824.84	12,568.74	72.51194
D081	D	158,366.08	13,197.17	76.13754
D081	E	166,284.38	13,857.03	79.94441
D081	F	174,598.60	14,549.88	83.94164
D081	G	183,328.53	15,277.38	88.13872
D082	A	138,170.60	11,514.22	66.42817
D082	B	145,079.13	12,089.93	69.74958
D082	C	152,333.09	12,694.42	73.23706
D082	D	159,949.74	13,329.14	76.89891
D082	E	167,947.23	13,995.60	80.74386
D082	F	176,344.59	14,695.38	84.78105
D082	G	185,161.82	15,430.15	89.02010
D083	A	139,552.30	11,629.36	67.09245
D083	B	146,529.92	12,210.83	70.44708
D083	C	153,856.42	12,821.37	73.96943
D083	D	161,549.24	13,462.44	77.66790
D083	E	169,626.70	14,135.56	81.55130
D083	F	178,108.03	14,842.34	85.62886
D083	G	187,013.44	15,584.45	89.91031
D084	A	140,947.83	11,745.65	67.76338
D084	B	147,995.22	12,332.93	71.15155
D084	C	155,394.98	12,949.58	74.70913
D084	D	163,164.73	13,597.06	78.44458
D084	E	171,322.97	14,276.91	82.36681
D084	F	179,889.11	14,990.76	86.48515
D084	G	188,883.57	15,740.30	90.80941
D085	A	142,357.31	11,863.11	68.44101
D085	B	149,475.17	12,456.26	71.86306
D085	C	156,948.93	13,079.08	75.45622
D085	D	164,796.38	13,733.03	79.22903
D085	E	173,036.20	14,419.68	83.19048
D085	F	181,688.01	15,140.67	87.35000
D085	G	190,772.41	15,897.70	91.71750

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D086	A	143,780.88	11,981.74	69.12542
D086	B	150,969.92	12,580.83	72.58169
D086	C	158,518.42	13,209.87	76.21078
D086	D	166,444.34	13,870.36	80.02132
D086	E	174,766.56	14,563.88	84.02238
D086	F	183,504.89	15,292.07	88.22350
D086	G	192,680.13	16,056.68	92.63468
D087	A	145,218.69	12,101.56	69.81668
D087	B	152,479.62	12,706.63	73.30751
D087	C	160,103.60	13,341.97	76.97289
D087	D	168,108.78	14,009.07	80.82153
D087	E	176,514.22	14,709.52	84.86261
D087	F	185,339.93	15,444.99	89.10574
D087	G	194,606.93	16,217.24	93.56102
D088	A	146,670.88	12,222.57	70.51484
D088	B	154,004.42	12,833.70	74.04059
D088	C	161,704.64	13,475.39	77.74262
D088	D	169,789.87	14,149.16	81.62975
D088	E	178,279.37	14,856.61	85.71123
D088	F	187,193.33	15,599.44	89.99679
D088	G	196,553.00	16,379.42	94.49663
D089	A	148,137.58	12,344.80	71.21999
D089	B	155,544.46	12,962.04	74.78099
D089	C	163,321.69	13,610.14	78.52004
D089	D	171,487.77	14,290.65	82.44604
D089	E	180,062.16	15,005.18	86.56835
D089	F	189,065.27	15,755.44	90.89676
D089	G	198,518.53	16,543.21	95.44160
D090	A	149,618.96	12,468.25	71.93219
D090	B	157,099.91	13,091.66	75.52880
D090	C	164,954.90	13,746.24	79.30524
D090	D	173,202.65	14,433.55	83.27050
D090	E	181,862.78	15,155.23	87.43403
D090	F	190,955.92	15,912.99	91.80573
D090	G	200,503.72	16,708.64	96.39602
D091	A	151,115.15	12,592.93	72.65151
D091	B	158,670.91	13,222.58	76.28409
D091	C	166,604.45	13,883.70	80.09829
D091	D	174,934.67	14,577.89	84.10321
D091	E	183,681.41	15,306.78	88.30837
D091	F	192,865.48	16,072.12	92.72379
D091	G	202,508.75	16,875.73	97.35998

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D092	A	152,626.30	12,718.86	73.37803
D092	B	160,257.62	13,354.80	77.04693
D092	C	168,270.50	14,022.54	80.89928
D092	D	176,684.02	14,723.67	84.94424
D092	E	185,518.22	15,459.85	89.19145
D092	F	194,794.13	16,232.84	93.65103
D092	G	204,533.84	17,044.49	98.33358
D093	A	154,152.56	12,846.05	74.11181
D093	B	161,860.19	13,488.35	77.81740
D093	C	169,953.20	14,162.77	81.70827
D093	D	178,450.86	14,870.90	85.79368
D093	E	187,373.40	15,614.45	90.08337
D093	F	196,742.07	16,395.17	94.58754
D093	G	206,579.18	17,214.93	99.31691
D094	A	155,694.09	12,974.51	74.85293
D094	B	163,478.79	13,623.23	78.59557
D094	C	171,652.73	14,304.39	82.52535
D094	D	180,235.37	15,019.61	86.65162
D094	E	189,247.14	15,770.59	90.98420
D094	F	198,709.50	16,559.12	95.53341
D094	G	208,644.97	17,387.08	100.31008
D095	A	157,251.03	13,104.25	75.60146
D095	B	165,113.58	13,759.46	79.38153
D095	C	173,369.26	14,447.44	83.35061
D095	D	182,037.72	15,169.81	87.51814
D095	E	191,139.61	15,928.30	91.89404
D095	F	200,696.59	16,724.72	96.48875
D095	G	210,731.42	17,560.95	101.31318
D096	A	158,823.54	13,235.29	76.35747
D096	B	166,764.72	13,897.06	80.17534
D096	C	175,102.95	14,591.91	84.18411
D096	D	183,858.10	15,321.51	88.39332
D096	E	193,051.01	16,087.58	92.81298
D096	F	202,703.56	16,891.96	97.45363
D096	G	212,838.73	17,736.56	102.32631
D097	A	160,411.78	13,367.65	77.12105
D097	B	168,432.36	14,036.03	80.97710
D097	C	176,853.98	14,737.83	85.02595
D097	D	185,696.68	15,474.72	89.27725
D097	E	194,981.52	16,248.46	93.74111
D097	F	204,730.59	17,060.88	98.42817
D097	G	214,967.12	17,913.93	103.34958

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D098	A	162,015.89	13,501.32	77.89226
D098	B	170,116.69	14,176.39	81.78687
D098	C	178,622.52	14,885.21	85.87621
D098	D	187,553.65	15,629.47	90.17002
D098	E	196,931.33	16,410.94	94.67852
D098	F	206,777.90	17,231.49	99.41245
D098	G	217,116.79	18,093.07	104.38307
D099	A	163,636.05	13,636.34	78.67118
D099	B	171,817.86	14,318.15	82.60474
D099	C	180,408.75	15,034.06	86.73498
D099	D	189,429.19	15,785.77	91.07172
D099	E	198,900.64	16,575.05	95.62531
D099	F	208,845.68	17,403.81	100.40658
D099	G	219,287.96	18,274.00	105.42690
D100	A	165,272.41	13,772.70	79.45789
D100	B	173,536.03	14,461.34	83.43079
D100	C	182,212.84	15,184.40	87.60232
D100	D	191,323.48	15,943.62	91.98244
D100	E	200,889.65	16,740.80	96.58156
D100	F	210,934.13	17,577.84	101.41064
D100	G	221,480.84	18,456.74	106.48117
D101	A	166,925.14	13,910.43	80.25247
D101	B	175,271.39	14,605.95	84.26509
D101	C	184,034.96	15,336.25	88.47835
D101	D	193,236.71	16,103.06	92.90227
D101	E	202,898.55	16,908.21	97.54738
D101	F	213,043.48	17,753.62	102.42475
D101	G	223,695.65	18,641.30	107.54599
D102	A	168,594.39	14,049.53	81.05499
D102	B	177,024.11	14,752.01	85.10774
D102	C	185,875.31	15,489.61	89.36313
D102	D	195,169.08	16,264.09	93.83129
D102	E	204,927.53	17,077.29	98.52285
D102	F	215,173.91	17,931.16	103.44900
D102	G	225,932.61	18,827.72	108.62144
D103	A	170,280.33	14,190.03	81.86554
D103	B	178,794.35	14,899.53	85.95882
D103	C	187,734.07	15,644.51	90.25676
D103	D	197,120.77	16,426.73	94.76960
D103	E	206,976.81	17,248.07	99.50808
D103	F	217,325.65	18,110.47	104.48349
D103	G	228,191.93	19,015.99	109.70766

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D104	A	171,983.14	14,331.93	82.68420
D104	B	180,582.29	15,048.52	86.81841
D104	C	189,611.41	15,800.95	91.15933
D104	D	199,091.98	16,591.00	95.71730
D104	E	209,046.58	17,420.55	100.50316
D104	F	219,498.91	18,291.58	105.52832
D104	G	230,473.85	19,206.15	110.80474
D105	A	173,702.97	14,475.25	83.51104
D105	B	182,388.12	15,199.01	87.68659
D105	C	191,507.52	15,958.96	92.07092
D105	D	201,082.90	16,756.91	96.67447
D105	E	211,137.04	17,594.75	101.50819
D105	F	221,693.89	18,474.49	106.58360
D105	G	232,778.59	19,398.22	111.91278
D106	A	175,440.00	14,620.00	84.34615
D106	B	184,212.00	15,351.00	88.56346
D106	C	193,422.60	16,118.55	92.99163
D106	D	203,093.73	16,924.48	97.64121
D106	E	213,248.41	17,770.70	102.52328
D106	F	223,910.83	18,659.24	107.64944
D106	G	235,106.38	19,592.20	113.03191
D107	A	177,194.40	14,766.20	85.18961
D107	B	186,054.12	15,504.51	89.44909
D107	C	195,356.82	16,279.73	93.92155
D107	D	205,124.66	17,093.72	98.61763
D107	E	215,380.90	17,948.41	103.54851
D107	F	226,149.94	18,845.83	108.72593
D107	G	237,457.44	19,788.12	114.16223
D108	A	178,966.34	14,913.86	86.04151
D108	B	187,914.66	15,659.55	90.34359
D108	C	197,310.39	16,442.53	94.86076
D108	D	207,175.91	17,264.66	99.60380
D108	E	217,534.71	18,127.89	104.58399
D108	F	228,411.44	19,034.29	109.81319
D108	G	239,832.01	19,986.00	115.30385
D109	A	180,756.00	15,063.00	86.90193
D109	B	189,793.80	15,816.15	91.24702
D109	C	199,283.49	16,606.96	95.80937
D109	D	209,247.67	17,437.31	100.59984
D109	E	219,710.05	18,309.17	105.62983
D109	F	230,695.56	19,224.63	110.91132
D109	G	242,230.33	20,185.86	116.45689

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D110	A	182,563.56	15,213.63	87.77094
D110	B	191,691.74	15,974.31	92.15949
D110	C	201,276.33	16,773.03	96.76747
D110	D	211,340.15	17,611.68	101.60584
D110	E	221,907.15	18,492.26	106.68613
D110	F	233,002.51	19,416.88	112.02044
D110	G	244,652.64	20,387.72	117.62146
D111	A	184,389.20	15,365.77	88.64865
D111	B	193,608.66	16,134.05	93.08109
D111	C	203,289.09	16,940.76	97.73514
D111	D	213,453.55	17,787.80	102.62190
D111	E	224,126.22	18,677.19	107.75299
D111	F	235,332.54	19,611.04	113.14064
D111	G	247,099.16	20,591.60	118.79767
D112	A	186,233.09	15,519.42	89.53514
D112	B	195,544.75	16,295.40	94.01190
D112	C	205,321.98	17,110.16	98.71249
D112	D	215,588.08	17,965.67	103.64812
D112	E	226,367.49	18,863.96	108.83052
D112	F	237,685.86	19,807.15	114.27205
D112	G	249,570.15	20,797.51	119.98565
D113	A	188,095.42	15,674.62	90.43049
D113	B	197,500.19	16,458.35	94.95202
D113	C	207,375.20	17,281.27	99.69962
D113	D	217,743.96	18,145.33	104.68460
D113	E	228,631.16	19,052.60	109.91883
D113	F	240,062.72	20,005.23	115.41477
D113	G	252,065.86	21,005.49	121.18551
D114	A	189,976.38	15,831.36	91.33480
D114	B	199,475.20	16,622.93	95.90154
D114	C	209,448.96	17,454.08	100.69661
D114	D	219,921.40	18,326.78	105.73144
D114	E	230,917.47	19,243.12	111.01802
D114	F	242,463.35	20,205.28	116.56892
D114	G	254,586.51	21,215.54	122.39736
D115	A	191,876.14	15,989.68	92.24814
D115	B	201,469.95	16,789.16	96.86055
D115	C	211,543.45	17,628.62	101.70358
D115	D	222,120.62	18,510.05	106.78876
D115	E	233,226.65	19,435.55	112.12820
D115	F	244,887.98	20,407.33	117.73461
D115	G	257,132.38	21,427.70	123.62134

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D116	A	193,794.90	16,149.57	93.17063
D116	B	203,484.65	16,957.05	97.82916
D116	C	213,658.88	17,804.91	102.72062
D116	D	224,341.82	18,695.15	107.85665
D116	E	235,558.91	19,629.91	113.24948
D116	F	247,336.86	20,611.40	118.91195
D116	G	259,703.70	21,641.97	124.85755
D117	A	195,732.85	16,311.07	94.10233
D117	B	205,519.49	17,126.62	98.80745
D117	C	215,795.47	17,982.96	103.74782
D117	D	226,585.24	18,882.10	108.93521
D117	E	237,914.50	19,826.21	114.38197
D117	F	249,810.23	20,817.52	120.10107
D117	G	262,300.74	21,858.39	126.10613
D118	A	197,690.18	16,474.18	95.04336
D118	B	207,574.69	17,297.89	99.79552
D118	C	217,953.42	18,162.78	104.78530
D118	D	228,851.09	19,070.92	110.02456
D118	E	240,293.65	20,024.47	115.52579
D118	F	252,308.33	21,025.69	121.30208
D118	G	264,923.75	22,076.98	127.36719
D119	A	199,667.08	16,638.92	95.99379
D119	B	209,650.44	17,470.87	100.79348
D119	C	220,132.96	18,344.41	105.83315
D119	D	231,139.61	19,261.63	111.12481
D119	E	242,696.59	20,224.72	116.68105
D119	F	254,831.41	21,235.95	122.51510
D119	G	267,572.99	22,297.75	128.64086
D120	A	201,663.75	16,805.31	96.95373
D120	B	211,746.94	17,645.58	101.80141
D120	C	222,334.29	18,527.86	106.89148
D120	D	233,451.00	19,454.25	112.23606
D120	E	245,123.55	20,426.96	117.84786
D120	F	257,379.73	21,448.31	123.74025
D120	G	270,248.72	22,520.73	129.92727
D121	A	203,680.39	16,973.37	97.92326
D121	B	213,864.41	17,822.03	102.81943
D121	C	224,557.63	18,713.14	107.96040
D121	D	235,785.51	19,648.79	113.35842
D121	E	247,574.79	20,631.23	119.02634
D121	F	259,953.53	21,662.79	124.97766
D121	G	272,951.20	22,745.93	131.22654

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D122	A	205,717.19	17,143.10	98.90250
D122	B	216,003.05	18,000.25	103.84762
D122	C	226,803.21	18,900.27	109.04000
D122	D	238,143.37	19,845.28	114.49200
D122	E	250,050.53	20,837.54	120.21660
D122	F	262,553.06	21,879.42	126.22743
D122	G	275,680.71	22,973.39	132.53881
D123	A	207,774.37	17,314.53	99.89152
D123	B	218,163.08	18,180.26	104.88610
D123	C	229,071.24	19,089.27	110.13040
D123	D	240,524.80	20,043.73	115.63692
D123	E	252,551.04	21,045.92	121.41877
D123	F	265,178.59	22,098.22	127.48971
D123	G	278,437.52	23,203.13	133.86419
D124	A	209,852.11	17,487.68	100.89044
D124	B	220,344.71	18,362.06	105.93496
D124	C	231,361.95	19,280.16	111.23171
D124	D	242,930.05	20,244.17	116.79329
D124	E	255,076.55	21,256.38	122.63296
D124	F	267,830.38	22,319.20	128.76460
D124	G	281,221.90	23,435.16	135.20284
D125	A	211,950.63	17,662.55	101.89934
D125	B	222,548.16	18,545.68	106.99431
D125	C	233,675.57	19,472.96	112.34402
D125	D	245,359.35	20,446.61	117.96123
D125	E	257,627.32	21,468.94	123.85929
D125	F	270,508.68	22,542.39	130.05225
D125	G	284,034.12	23,669.51	136.55486

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G111	A	24,894.56	2,074.55	11.96854
G111	B	26,139.29	2,178.27	12.56697
G111	C	27,446.26	2,287.19	13.19532
G111	D	28,818.57	2,401.55	13.85508
G111	E	30,259.50	2,521.62	14.54784
G111	F	31,772.47	2,647.71	15.27523
G111	G	33,361.10	2,780.09	16.03899
G112	A	25,143.51	2,095.29	12.08823
G112	B	26,400.68	2,200.06	12.69264
G112	C	27,720.72	2,310.06	13.32727
G112	D	29,106.75	2,425.56	13.99363
G112	E	30,562.09	2,546.84	14.69331
G112	F	32,090.20	2,674.18	15.42798
G112	G	33,694.71	2,807.89	16.19938
G113	A	25,394.94	2,116.25	12.20911
G113	B	26,664.69	2,222.06	12.81956
G113	C	27,997.93	2,333.16	13.46054
G113	D	29,397.82	2,449.82	14.13357
G113	E	30,867.71	2,572.31	14.84025
G113	F	32,411.10	2,700.92	15.58226
G113	G	34,031.65	2,835.97	16.36137
G114	A	25,648.89	2,137.41	12.33120
G114	B	26,931.34	2,244.28	12.94776
G114	C	28,277.90	2,356.49	13.59515
G114	D	29,691.80	2,474.32	14.27490
G114	E	31,176.39	2,598.03	14.98865
G114	F	32,735.21	2,727.93	15.73808
G114	G	34,371.97	2,864.33	16.52499
G115	A	25,905.38	2,158.78	12.45451
G115	B	27,200.65	2,266.72	13.07724
G115	C	28,560.68	2,380.06	13.73110
G115	D	29,988.72	2,499.06	14.41765
G115	E	31,488.15	2,624.01	15.13854
G115	F	33,062.56	2,755.21	15.89546
G115	G	34,715.69	2,892.97	16.69024
G116	A	26,164.44	2,180.37	12.57906
G116	B	27,472.66	2,289.39	13.20801
G116	C	28,846.29	2,403.86	13.86841
G116	D	30,288.61	2,524.05	14.56183
G116	E	31,803.04	2,650.25	15.28992
G116	F	33,393.19	2,782.77	16.05442
G116	G	35,062.85	2,921.90	16.85714

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G117	A	26,426.08	2,202.17	12.70485
G117	B	27,747.38	2,312.28	13.34009
G117	C	29,134.75	2,427.90	14.00709
G117	D	30,591.49	2,549.29	14.70745
G117	E	32,121.07	2,676.76	15.44282
G117	F	33,727.12	2,810.59	16.21496
G117	G	35,413.48	2,951.12	17.02571
G118	A	26,690.34	2,224.20	12.83189
G118	B	28,024.86	2,335.40	13.47349
G118	C	29,426.10	2,452.18	14.14716
G118	D	30,897.41	2,574.78	14.85452
G118	E	32,442.28	2,703.52	15.59725
G118	F	34,064.39	2,838.70	16.37711
G118	G	35,767.61	2,980.63	17.19597
G119	A	26,957.24	2,246.44	12.96021
G119	B	28,305.11	2,358.76	13.60822
G119	C	29,720.36	2,476.70	14.28864
G119	D	31,206.38	2,600.53	15.00307
G119	E	32,766.70	2,730.56	15.75322
G119	F	34,405.03	2,867.09	16.54088
G119	G	36,125.29	3,010.44	17.36793
G120	A	27,226.82	2,268.90	13.08982
G120	B	28,588.16	2,382.35	13.74431
G120	C	30,017.57	2,501.46	14.43152
G120	D	31,518.44	2,626.54	15.15310
G120	E	33,094.37	2,757.86	15.91075
G120	F	34,749.08	2,895.76	16.70629
G120	G	36,486.54	3,040.54	17.54161
G121	A	27,499.09	2,291.59	13.22071
G121	B	28,874.04	2,406.17	13.88175
G121	C	30,317.74	2,526.48	14.57584
G121	D	31,833.63	2,652.80	15.30463
G121	E	33,425.31	2,785.44	16.06986
G121	F	35,096.58	2,924.71	16.87335
G121	G	36,851.40	3,070.95	17.71702
G122	A	27,774.08	2,314.51	13.35292
G122	B	29,162.78	2,430.23	14.02057
G122	C	30,620.92	2,551.74	14.72160
G122	D	32,151.96	2,679.33	15.45768
G122	E	33,759.56	2,813.30	16.23056
G122	F	35,447.54	2,953.96	17.04209
G122	G	37,219.92	3,101.66	17.89419

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G123	A	28,051.82	2,337.65	13.48645
G123	B	29,454.41	2,454.53	14.16077
G123	C	30,927.13	2,577.26	14.86881
G123	D	32,473.48	2,706.12	15.61225
G123	E	34,097.16	2,841.43	16.39286
G123	F	35,802.02	2,983.50	17.21251
G123	G	37,592.12	3,132.68	18.07313
G124	A	28,332.34	2,361.03	13.62131
G124	B	29,748.95	2,479.08	14.30238
G124	C	31,236.40	2,603.03	15.01750
G124	D	32,798.22	2,733.18	15.76837
G124	E	34,438.13	2,869.84	16.55679
G124	F	36,160.04	3,013.34	17.38463
G124	G	37,968.04	3,164.00	18.25386
G125	A	28,615.66	2,384.64	13.75753
G125	B	30,046.44	2,503.87	14.44540
G125	C	31,548.76	2,629.06	15.16767
G125	D	33,126.20	2,760.52	15.92606
G125	E	34,782.51	2,898.54	16.72236
G125	F	36,521.64	3,043.47	17.55848
G125	G	38,347.72	3,195.64	18.43640
G126	A	28,901.82	2,408.48	13.89510
G126	B	30,346.91	2,528.91	14.58986
G126	C	31,864.25	2,655.35	15.31935
G126	D	33,457.46	2,788.12	16.08532
G126	E	35,130.34	2,927.53	16.88959
G126	F	36,886.85	3,073.90	17.73406
G126	G	38,731.20	3,227.60	18.62077
G127	A	29,190.83	2,432.57	14.03405
G127	B	30,650.37	2,554.20	14.73576
G127	C	32,182.89	2,681.91	15.47254
G127	D	33,792.04	2,816.00	16.24617
G127	E	35,481.64	2,956.80	17.05848
G127	F	37,255.72	3,104.64	17.91140
G127	G	39,118.51	3,259.88	18.80698
G128	A	29,482.74	2,456.90	14.17439
G128	B	30,956.88	2,579.74	14.88311
G128	C	32,504.72	2,708.73	15.62727
G128	D	34,129.96	2,844.16	16.40863
G128	E	35,836.46	2,986.37	17.22907
G128	F	37,628.28	3,135.69	18.09052
G128	G	39,509.69	3,292.47	18.99504

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G129	A	29,777.57	2,481.46	14.31614
G129	B	31,266.45	2,605.54	15.03195
G129	C	32,829.77	2,735.81	15.78354
G129	D	34,471.26	2,872.60	16.57272
G129	E	36,194.82	3,016.24	17.40136
G129	F	38,004.56	3,167.05	18.27142
G129	G	39,904.79	3,325.40	19.18500
G130	A	30,075.34	2,506.28	14.45930
G130	B	31,579.11	2,631.59	15.18227
G130	C	33,158.07	2,763.17	15.94138
G130	D	34,815.97	2,901.33	16.73845
G130	E	36,556.77	3,046.40	17.57537
G130	F	38,384.61	3,198.72	18.45414
G130	G	40,303.84	3,358.65	19.37685
G131	A	30,376.10	2,531.34	14.60389
G131	B	31,894.90	2,657.91	15.33409
G131	C	33,489.65	2,790.80	16.10079
G131	D	35,164.13	2,930.34	16.90583
G131	E	36,922.34	3,076.86	17.75112
G131	F	38,768.45	3,230.70	18.63868
G131	G	40,706.88	3,392.24	19.57061
G132	A	30,679.86	2,556.65	14.74993
G132	B	32,213.85	2,684.49	15.48743
G132	C	33,824.54	2,818.71	16.26180
G132	D	35,515.77	2,959.65	17.07489
G132	E	37,291.56	3,107.63	17.92863
G132	F	39,156.14	3,263.01	18.82507
G132	G	41,113.95	3,426.16	19.76632
G133	A	30,986.66	2,582.22	14.89743
G133	B	32,535.99	2,711.33	15.64230
G133	C	34,162.79	2,846.90	16.42442
G133	D	35,870.93	2,989.24	17.24564
G133	E	37,664.48	3,138.71	18.10792
G133	F	39,547.70	3,295.64	19.01332
G133	G	41,525.08	3,460.42	19.96398
G134	A	31,296.52	2,608.04	15.04641
G134	B	32,861.35	2,738.45	15.79873
G134	C	34,504.42	2,875.37	16.58866
G134	D	36,229.64	3,019.14	17.41810
G134	E	38,041.12	3,170.09	18.28900
G134	F	39,943.18	3,328.60	19.20345
G134	G	41,940.34	3,495.03	20.16362

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G135	A	31,609.49	2,634.12	15.19687
G135	B	33,189.96	2,765.83	15.95671
G135	C	34,849.46	2,904.12	16.75455
G135	D	36,591.94	3,049.33	17.59228
G135	E	38,421.53	3,201.79	18.47189
G135	F	40,342.61	3,361.88	19.39548
G135	G	42,359.74	3,529.98	20.36526
G136	A	31,925.58	2,660.47	15.34884
G136	B	33,521.86	2,793.49	16.11628
G136	C	35,197.96	2,933.16	16.92209
G136	D	36,957.85	3,079.82	17.76820
G136	E	38,805.75	3,233.81	18.65661
G136	F	40,746.03	3,395.50	19.58944
G136	G	42,783.34	3,565.28	20.56891
G137	A	32,244.84	2,687.07	15.50233
G137	B	33,857.08	2,821.42	16.27744
G137	C	35,549.94	2,962.49	17.09132
G137	D	37,327.43	3,110.62	17.94588
G137	E	39,193.80	3,266.15	18.84318
G137	F	41,153.50	3,429.46	19.78533
G137	G	43,211.17	3,600.93	20.77460
G138	A	32,567.29	2,713.94	15.65735
G138	B	34,195.65	2,849.64	16.44022
G138	C	35,905.44	2,992.12	17.26223
G138	D	37,700.71	3,141.73	18.12534
G138	E	39,585.74	3,298.81	19.03161
G138	F	41,565.03	3,463.75	19.98319
G138	G	43,643.28	3,636.94	20.98235
G139	A	32,892.96	2,741.08	15.81392
G139	B	34,537.61	2,878.13	16.60462
G139	C	36,264.49	3,022.04	17.43485
G139	D	38,077.71	3,173.14	18.30659
G139	E	39,981.60	3,331.80	19.22192
G139	F	41,980.68	3,498.39	20.18302
G139	G	44,079.71	3,673.31	21.19217
G140	A	33,221.89	2,768.49	15.97206
G140	B	34,882.99	2,906.92	16.77067
G140	C	36,627.13	3,052.26	17.60920
G140	D	38,458.49	3,204.87	18.48966
G140	E	40,381.42	3,365.12	19.41414
G140	F	42,400.49	3,533.37	20.38485
G140	G	44,520.51	3,710.04	21.40409

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G141	A	33,554.11	2,796.18	16.13178
G141	B	35,231.82	2,935.98	16.93837
G141	C	36,993.41	3,082.78	17.78529
G141	D	38,843.08	3,236.92	18.67456
G141	E	40,785.23	3,398.77	19.60828
G141	F	42,824.49	3,568.71	20.58870
G141	G	44,965.72	3,747.14	21.61813
G142	A	33,889.65	2,824.14	16.29310
G142	B	35,584.13	2,965.34	17.10776
G142	C	37,363.34	3,113.61	17.96314
G142	D	39,231.51	3,269.29	18.86130
G142	E	41,193.08	3,432.76	19.80437
G142	F	43,252.74	3,604.39	20.79459
G142	G	45,415.37	3,784.61	21.83431
G143	A	34,228.55	2,852.38	16.45603
G143	B	35,939.97	2,995.00	17.27883
G143	C	37,736.97	3,144.75	18.14278
G143	D	39,623.82	3,301.99	19.04991
G143	E	41,605.01	3,467.08	20.00241
G143	F	43,685.26	3,640.44	21.00253
G143	G	45,869.53	3,822.46	22.05266
G144	A	34,570.83	2,880.90	16.62059
G144	B	36,299.37	3,024.95	17.45162
G144	C	38,114.34	3,176.20	18.32420
G144	D	40,020.06	3,335.00	19.24041
G144	E	42,021.06	3,501.76	20.20243
G144	F	44,122.12	3,676.84	21.21256
G144	G	46,328.22	3,860.69	22.27318
G145	A	34,916.54	2,909.71	16.78680
G145	B	36,662.37	3,055.20	17.62614
G145	C	38,495.49	3,207.96	18.50745
G145	D	40,420.26	3,368.36	19.43282
G145	E	42,441.27	3,536.77	20.40446
G145	F	44,563.34	3,713.61	21.42468
G145	G	46,791.50	3,899.29	22.49592
G146	A	35,265.71	2,938.81	16.95467
G146	B	37,028.99	3,085.75	17.80240
G146	C	38,880.44	3,240.04	18.69252
G146	D	40,824.46	3,402.04	19.62715
G146	E	42,865.69	3,572.14	20.60850
G146	F	45,008.97	3,750.75	21.63893
G146	G	47,259.42	3,938.28	22.72087

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G147	A	35,618.36	2,968.20	17.12421
G147	B	37,399.28	3,116.61	17.98042
G147	C	39,269.25	3,272.44	18.87945
G147	D	41,232.71	3,436.06	19.82342
G147	E	43,294.34	3,607.86	20.81459
G147	F	45,459.06	3,788.26	21.85532
G147	G	47,732.01	3,977.67	22.94808
G148	A	35,974.55	2,997.88	17.29546
G148	B	37,773.27	3,147.77	18.16023
G148	C	39,661.94	3,305.16	19.06824
G148	D	41,645.04	3,470.42	20.02165
G148	E	43,727.29	3,643.94	21.02273
G148	F	45,913.65	3,826.14	22.07387
G148	G	48,209.33	4,017.44	23.17756
G149	A	36,334.29	3,027.86	17.46841
G149	B	38,151.01	3,179.25	18.34183
G149	C	40,058.56	3,338.21	19.25892
G149	D	42,061.49	3,505.12	20.22187
G149	E	44,164.56	3,680.38	21.23296
G149	F	46,372.79	3,864.40	22.29461
G149	G	48,691.43	4,057.62	23.40934
G150	A	36,697.64	3,058.14	17.64309
G150	B	38,532.52	3,211.04	18.52525
G150	C	40,459.14	3,371.60	19.45151
G150	D	42,482.10	3,540.18	20.42409
G150	E	44,606.21	3,717.18	21.44529
G150	F	46,836.52	3,903.04	22.51756
G150	G	49,178.34	4,098.20	23.64343
G151	A	37,064.61	3,088.72	17.81953
G151	B	38,917.84	3,243.15	18.71050
G151	C	40,863.74	3,405.31	19.64603
G151	D	42,906.92	3,575.58	20.62833
G151	E	45,052.27	3,754.36	21.65974
G151	F	47,304.88	3,942.07	22.74273
G151	G	49,670.13	4,139.18	23.87987
G152	A	37,435.26	3,119.60	17.99772
G152	B	39,307.02	3,275.59	18.89761
G152	C	41,272.37	3,439.36	19.84249
G152	D	43,335.99	3,611.33	20.83461
G152	E	45,502.79	3,791.90	21.87634
G152	F	47,777.93	3,981.49	22.97016
G152	G	50,166.83	4,180.57	24.11867

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G153	A	37,809.61	3,150.80	18.17770
G153	B	39,700.09	3,308.34	19.08658
G153	C	41,685.10	3,473.76	20.04091
G153	D	43,769.35	3,647.45	21.04296
G153	E	45,957.82	3,829.82	22.09511
G153	F	48,255.71	4,021.31	23.19986
G153	G	50,668.49	4,222.37	24.35985
G154	A	38,187.71	3,182.31	18.35947
G154	B	40,097.09	3,341.42	19.27745
G154	C	42,101.95	3,508.50	20.24132
G154	D	44,207.04	3,683.92	21.25339
G154	E	46,417.40	3,868.12	22.31606
G154	F	48,738.27	4,061.52	23.43186
G154	G	51,175.18	4,264.60	24.60345
G155	A	38,569.58	3,214.13	18.54307
G155	B	40,498.06	3,374.84	19.47022
G155	C	42,522.97	3,543.58	20.44373
G155	D	44,649.11	3,720.76	21.46592
G155	E	46,881.57	3,906.80	22.53922
G155	F	49,225.65	4,102.14	23.66618
G155	G	51,686.93	4,307.24	24.84949
G156	A	38,955.28	3,246.27	18.72850
G156	B	40,903.04	3,408.59	19.66493
G156	C	42,948.20	3,579.02	20.64817
G156	D	45,095.61	3,757.97	21.68058
G156	E	47,350.39	3,945.87	22.76461
G156	F	49,717.91	4,143.16	23.90284
G156	G	52,203.80	4,350.32	25.09798
G157	A	39,344.83	3,278.74	18.91579
G157	B	41,312.07	3,442.67	19.86157
G157	C	43,377.68	3,614.81	20.85465
G157	D	45,546.56	3,795.55	21.89739
G157	E	47,823.89	3,985.32	22.99225
G157	F	50,215.08	4,184.59	24.14187
G157	G	52,725.84	4,393.82	25.34896
G158	A	39,738.28	3,311.52	19.10494
G158	B	41,725.20	3,477.10	20.06019
G158	C	43,811.45	3,650.95	21.06320
G158	D	46,002.03	3,833.50	22.11636
G158	E	48,302.13	4,025.18	23.22218
G158	F	50,717.24	4,226.44	24.38329
G158	G	53,253.10	4,437.76	25.60245

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G159	A	40,135.66	3,344.64	19.29599
G159	B	42,142.45	3,511.87	20.26079
G159	C	44,249.57	3,687.46	21.27383
G159	D	46,462.05	3,871.84	22.33752
G159	E	48,785.15	4,065.43	23.45440
G159	F	51,224.41	4,268.70	24.62712
G159	G	53,785.63	4,482.14	25.85848
G160	A	40,537.02	3,378.08	19.48895
G160	B	42,563.87	3,546.99	20.46340
G160	C	44,692.07	3,724.34	21.48657
G160	D	46,926.67	3,910.56	22.56090
G160	E	49,273.00	4,106.08	23.68894
G160	F	51,736.65	4,311.39	24.87339
G160	G	54,323.48	4,526.96	26.11706
G161	A	40,942.39	3,411.87	19.68384
G161	B	42,989.51	3,582.46	20.66803
G161	C	45,138.99	3,761.58	21.70144
G161	D	47,395.94	3,949.66	22.78651
G161	E	49,765.73	4,147.14	23.92583
G161	F	52,254.02	4,354.50	25.12212
G161	G	54,866.72	4,572.23	26.37823
G162	A	41,351.81	3,445.98	19.88068
G162	B	43,419.41	3,618.28	20.87471
G162	C	45,590.38	3,799.20	21.91845
G162	D	47,869.89	3,989.16	23.01437
G162	E	50,263.39	4,188.62	24.16509
G162	F	52,776.56	4,398.05	25.37335
G162	G	55,415.39	4,617.95	26.64201
G163	A	41,765.33	3,480.44	20.07949
G163	B	43,853.60	3,654.47	21.08346
G163	C	46,046.28	3,837.19	22.13763
G163	D	48,348.59	4,029.05	23.24452
G163	E	50,766.02	4,230.50	24.40674
G163	F	53,304.32	4,442.03	25.62708
G163	G	55,969.54	4,664.13	26.90843
G164	A	42,182.99	3,515.25	20.28028
G164	B	44,292.14	3,691.01	21.29430
G164	C	46,506.74	3,875.56	22.35901
G164	D	48,832.08	4,069.34	23.47696
G164	E	51,273.68	4,272.81	24.65081
G164	F	53,837.37	4,486.45	25.88335
G164	G	56,529.24	4,710.77	27.17752

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G165	A	42,604.82	3,550.40	20.48308
G165	B	44,735.06	3,727.92	21.50724
G165	C	46,971.81	3,914.32	22.58260
G165	D	49,320.40	4,110.03	23.71173
G165	E	51,786.42	4,315.53	24.89732
G165	F	54,375.74	4,531.31	26.14218
G165	G	57,094.53	4,757.88	27.44929
G166	A	43,030.86	3,585.91	20.68792
G166	B	45,182.41	3,765.20	21.72231
G166	C	47,441.53	3,953.46	22.80843
G166	D	49,813.60	4,151.13	23.94885
G166	E	52,304.28	4,358.69	25.14629
G166	F	54,919.50	4,576.62	26.40361
G166	G	57,665.47	4,805.46	27.72379
G167	A	43,461.17	3,621.76	20.89479
G167	B	45,634.23	3,802.85	21.93953
G167	C	47,915.94	3,993.00	23.03651
G167	D	50,311.74	4,192.64	24.18834
G167	E	52,827.33	4,402.28	25.39775
G167	F	55,468.69	4,622.39	26.66764
G167	G	58,242.13	4,853.51	28.00102
G168	A	43,895.78	3,657.98	21.10374
G168	B	46,090.57	3,840.88	22.15893
G168	C	48,395.10	4,032.93	23.26688
G168	D	50,814.86	4,234.57	24.43022
G168	E	53,355.60	4,446.30	25.65173
G168	F	56,023.38	4,668.61	26.93432
G168	G	58,824.55	4,902.05	28.28103
G169	A	44,334.74	3,694.56	21.31478
G169	B	46,551.48	3,879.29	22.38052
G169	C	48,879.05	4,073.25	23.49954
G169	D	51,323.01	4,276.92	24.67452
G169	E	53,889.16	4,490.76	25.90825
G169	F	56,583.61	4,715.30	27.20366
G169	G	59,412.80	4,951.07	28.56384
G170	A	44,778.09	3,731.51	21.52793
G170	B	47,016.99	3,918.08	22.60432
G170	C	49,367.84	4,113.99	23.73454
G170	D	51,836.24	4,319.69	24.92127
G170	E	54,428.05	4,535.67	26.16733
G170	F	57,149.45	4,762.45	27.47570
G170	G	60,006.92	5,000.58	28.84948

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G171	A	45,225.87	3,768.82	21.74321
G171	B	47,487.16	3,957.26	22.83037
G171	C	49,861.52	4,155.13	23.97189
G171	D	52,354.60	4,362.88	25.17048
G171	E	54,972.33	4,581.03	26.42900
G171	F	57,720.95	4,810.08	27.75045
G171	G	60,606.99	5,050.58	29.13798
G172	A	45,678.13	3,806.51	21.96064
G172	B	47,962.04	3,996.84	23.05867
G172	C	50,360.14	4,196.68	24.21160
G172	D	52,878.14	4,406.51	25.42218
G172	E	55,522.05	4,626.84	26.69329
G172	F	58,298.15	4,858.18	28.02796
G172	G	61,213.06	5,101.09	29.42936
G173	A	46,134.91	3,844.58	22.18025
G173	B	48,441.66	4,036.80	23.28926
G173	C	50,863.74	4,238.64	24.45372
G173	D	53,406.93	4,450.58	25.67641
G173	E	56,077.27	4,673.11	26.96023
G173	F	58,881.14	4,906.76	28.30824
G173	G	61,825.19	5,152.10	29.72365
G174	A	46,596.26	3,883.02	22.40205
G174	B	48,926.07	4,077.17	23.52215
G174	C	51,372.38	4,281.03	24.69826
G174	D	53,941.00	4,495.08	25.93317
G174	E	56,638.05	4,719.84	27.22983
G174	F	59,469.95	4,955.83	28.59132
G174	G	62,443.44	5,203.62	30.02089
G175	A	47,062.22	3,921.85	22.62607
G175	B	49,415.33	4,117.94	23.75737
G175	C	51,886.10	4,323.84	24.94524
G175	D	54,480.41	4,540.03	26.19250
G175	E	57,204.43	4,767.04	27.50213
G175	F	60,064.65	5,005.39	28.87723
G175	G	63,067.88	5,255.66	30.32110
G176	A	47,532.84	3,961.07	22.85233
G176	B	49,909.49	4,159.12	23.99495
G176	C	52,404.96	4,367.08	25.19469
G176	D	55,025.21	4,585.43	26.45443
G176	E	57,776.47	4,814.71	27.77715
G176	F	60,665.29	5,055.44	29.16601
G176	G	63,698.56	5,308.21	30.62431

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G177	A	48,008.17	4,000.68	23.08085
G177	B	50,408.58	4,200.72	24.23490
G177	C	52,929.01	4,410.75	25.44664
G177	D	55,575.46	4,631.29	26.71897
G177	E	58,354.23	4,862.85	28.05492
G177	F	61,271.95	5,106.00	29.45767
G177	G	64,335.54	5,361.30	30.93055
G178	A	48,488.25	4,040.69	23.31166
G178	B	50,912.67	4,242.72	24.47724
G178	C	53,458.30	4,454.86	25.70111
G178	D	56,131.22	4,677.60	26.98616
G178	E	58,937.78	4,911.48	28.33547
G178	F	61,884.67	5,157.06	29.75224
G178	G	64,978.90	5,414.91	31.23986
G179	A	48,973.14	4,081.09	23.54478
G179	B	51,421.79	4,285.15	24.72202
G179	C	53,992.88	4,499.41	25.95812
G179	D	56,692.53	4,724.38	27.25602
G179	E	59,527.15	4,960.60	28.61882
G179	F	62,503.51	5,208.63	30.04977
G179	G	65,628.69	5,469.06	31.55225
G180	A	49,462.87	4,121.91	23.78023
G180	B	51,936.01	4,328.00	24.96924
G180	C	54,532.81	4,544.40	26.21770
G180	D	57,259.45	4,771.62	27.52858
G180	E	60,122.43	5,010.20	28.90501
G180	F	63,128.55	5,260.71	30.35026
G180	G	66,284.97	5,523.75	31.86778
G181	A	49,957.50	4,163.12	24.01803
G181	B	52,455.37	4,371.28	25.21893
G181	C	55,078.14	4,589.84	26.47988
G181	D	57,832.05	4,819.34	27.80387
G181	E	60,723.65	5,060.30	29.19406
G181	F	63,759.83	5,313.32	30.65377
G181	G	66,947.82	5,578.99	32.18645
G182	A	50,457.07	4,204.76	24.25821
G182	B	52,979.93	4,414.99	25.47112
G182	C	55,628.92	4,635.74	26.74467
G182	D	58,410.37	4,867.53	28.08191
G182	E	61,330.89	5,110.91	29.48600
G182	F	64,397.43	5,366.45	30.96030
G182	G	67,617.30	5,634.78	32.50832

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G183	A	50,961.64	4,246.80	24.50079
G183	B	53,509.73	4,459.14	25.72583
G183	C	56,185.21	4,682.10	27.01212
G183	D	58,994.47	4,916.21	28.36273
G183	E	61,944.20	5,162.02	29.78086
G183	F	65,041.41	5,420.12	31.26991
G183	G	68,293.48	5,691.12	32.83340
G184	A	51,471.26	4,289.27	24.74580
G184	B	54,044.82	4,503.74	25.98309
G184	C	56,747.06	4,728.92	27.28224
G184	D	59,584.42	4,965.37	28.64635
G184	E	62,563.64	5,213.64	30.07867
G184	F	65,691.82	5,474.32	31.58261
G184	G	68,976.41	5,748.03	33.16174
G185	A	51,985.97	4,332.16	24.99326
G185	B	54,585.27	4,548.77	26.24292
G185	C	57,314.53	4,776.21	27.55506
G185	D	60,180.26	5,015.02	28.93282
G185	E	63,189.27	5,265.77	30.37946
G185	F	66,348.74	5,529.06	31.89843
G185	G	69,666.17	5,805.51	33.49335
G186	A	52,505.83	4,375.49	25.24319
G186	B	55,131.12	4,594.26	26.50535
G186	C	57,887.68	4,823.97	27.83062
G186	D	60,782.06	5,065.17	29.22215
G186	E	63,821.17	5,318.43	30.68325
G186	F	67,012.23	5,584.35	32.21742
G186	G	70,362.84	5,863.57	33.82829
G187	A	53,030.89	4,419.24	25.49562
G187	B	55,682.43	4,640.20	26.77040
G187	C	58,466.56	4,872.21	28.10892
G187	D	61,389.88	5,115.82	29.51437
G187	E	64,459.38	5,371.61	30.99009
G187	F	67,682.35	5,640.20	32.53959
G187	G	71,066.46	5,922.21	34.16657
G188	A	53,561.20	4,463.43	25.75058
G188	B	56,239.26	4,686.60	27.03811
G188	C	59,051.22	4,920.94	28.39001
G188	D	62,003.78	5,166.98	29.80951
G188	E	65,103.97	5,425.33	31.29999
G188	F	68,359.17	5,696.60	32.86499
G188	G	71,777.13	5,981.43	34.50824

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G189	A	54,096.81	4,508.07	26.00808
G189	B	56,801.65	4,733.47	27.30849
G189	C	59,641.73	4,970.14	28.67391
G189	D	62,623.82	5,218.65	30.10761
G189	E	65,755.01	5,479.58	31.61299
G189	F	69,042.76	5,753.56	33.19364
G189	G	72,494.90	6,041.24	34.85332
G190	A	54,637.78	4,553.15	26.26816
G190	B	57,369.67	4,780.81	27.58157
G190	C	60,238.15	5,019.85	28.96065
G190	D	63,250.06	5,270.84	30.40868
G190	E	66,412.56	5,534.38	31.92912
G190	F	69,733.19	5,811.10	33.52557
G190	G	73,219.85	6,101.65	35.20185
G191	A	55,184.16	4,598.68	26.53084
G191	B	57,943.36	4,828.61	27.85739
G191	C	60,840.53	5,070.04	29.25026
G191	D	63,882.56	5,323.55	30.71277
G191	E	67,076.69	5,589.72	32.24841
G191	F	70,430.52	5,869.21	33.86083
G191	G	73,952.05	6,162.67	35.55387
G192	A	55,736.00	4,644.67	26.79615
G192	B	58,522.80	4,876.90	28.13596
G192	C	61,448.94	5,120.74	29.54276
G192	D	64,521.39	5,376.78	31.01990
G192	E	67,747.45	5,645.62	32.57089
G192	F	71,134.83	5,927.90	34.19944
G192	G	74,691.57	6,224.30	35.90941
G193	A	56,293.36	4,691.11	27.06411
G193	B	59,108.03	4,925.67	28.41732
G193	C	62,063.43	5,171.95	29.83819
G193	D	65,166.60	5,430.55	31.33010
G193	E	68,424.93	5,702.08	32.89660
G193	F	71,846.18	5,987.18	34.54143
G193	G	75,438.48	6,286.54	36.26850
G194	A	56,856.29	4,738.02	27.33476
G194	B	59,699.11	4,974.93	28.70149
G194	C	62,684.06	5,223.67	30.13657
G194	D	65,818.27	5,484.86	31.64340
G194	E	69,109.18	5,759.10	33.22557
G194	F	72,564.64	6,047.05	34.88684
G194	G	76,192.87	6,349.41	36.63119

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G195	A	57,424.86	4,785.40	27.60810
G195	B	60,296.10	5,024.67	28.98851
G195	C	63,310.90	5,275.91	30.43793
G195	D	66,476.45	5,539.70	31.95983
G195	E	69,800.27	5,816.69	33.55782
G195	F	73,290.28	6,107.52	35.23571
G195	G	76,954.80	6,412.90	36.99750
G196	A	57,999.10	4,833.26	27.88418
G196	B	60,899.06	5,074.92	29.27839
G196	C	63,944.01	5,328.67	30.74231
G196	D	67,141.21	5,595.10	32.27943
G196	E	70,498.27	5,874.86	33.89340
G196	F	74,023.19	6,168.60	35.58807
G196	G	77,724.35	6,477.03	37.36747
G197	A	58,579.09	4,881.59	28.16303
G197	B	61,508.05	5,125.67	29.57118
G197	C	64,583.45	5,381.95	31.04974
G197	D	67,812.62	5,651.05	32.60222
G197	E	71,203.26	5,933.60	34.23233
G197	F	74,763.42	6,230.28	35.94395
G197	G	78,501.59	6,541.80	37.74115
G198	A	59,164.89	4,930.41	28.44466
G198	B	62,123.13	5,176.93	29.86689
G198	C	65,229.29	5,435.77	31.36023
G198	D	68,490.75	5,707.56	32.92825
G198	E	71,915.29	5,992.94	34.57466
G198	F	75,511.05	6,292.59	36.30339
G198	G	79,286.61	6,607.22	38.11856
G199	A	59,756.53	4,979.71	28.72910
G199	B	62,744.36	5,228.70	30.16556
G199	C	65,881.58	5,490.13	31.67384
G199	D	69,175.66	5,764.64	33.25753
G199	E	72,634.44	6,052.87	34.92040
G199	F	76,266.16	6,355.51	36.66642
G199	G	80,079.47	6,673.29	38.49975
G200	A	60,354.10	5,029.51	29.01639
G200	B	63,371.80	5,280.98	30.46721
G200	C	66,540.40	5,545.03	31.99057
G200	D	69,867.41	5,822.28	33.59010
G200	E	73,360.79	6,113.40	35.26961
G200	F	77,028.82	6,419.07	37.03309
G200	G	80,880.27	6,740.02	38.88474

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G201	A	60,957.64	5,079.80	29.30656
G201	B	64,005.52	5,333.79	30.77189
G201	C	67,205.80	5,600.48	32.31048
G201	D	70,566.09	5,880.51	33.92600
G201	E	74,094.39	6,174.53	35.62230
G201	F	77,799.11	6,483.26	37.40342
G201	G	81,689.07	6,807.42	39.27359
G202	A	61,567.22	5,130.60	29.59962
G202	B	64,645.58	5,387.13	31.07960
G202	C	67,877.86	5,656.49	32.63359
G202	D	71,271.75	5,939.31	34.26526
G202	E	74,835.34	6,236.28	35.97853
G202	F	78,577.10	6,548.09	37.77745
G202	G	82,505.96	6,875.50	39.66633
G203	A	62,182.89	5,181.91	29.89562
G203	B	65,292.03	5,441.00	31.39040
G203	C	68,556.64	5,713.05	32.95992
G203	D	71,984.47	5,998.71	34.60792
G203	E	75,583.69	6,298.64	36.33831
G203	F	79,362.88	6,613.57	38.15523
G203	G	83,331.02	6,944.25	40.06299
G204	A	62,804.72	5,233.73	30.19458
G204	B	65,944.95	5,495.41	31.70430
G204	C	69,242.20	5,770.18	33.28952
G204	D	72,704.31	6,058.69	34.95400
G204	E	76,339.53	6,361.63	36.70170
G204	F	80,156.50	6,679.71	38.53678
G204	G	84,164.33	7,013.69	40.46362
G205	A	63,432.77	5,286.06	30.49652
G205	B	66,604.40	5,550.37	32.02135
G205	C	69,934.62	5,827.89	33.62242
G205	D	73,431.36	6,119.28	35.30354
G205	E	77,102.92	6,425.24	37.06871
G205	F	80,958.07	6,746.51	38.92215
G205	G	85,005.97	7,083.83	40.86826
G206	A	64,067.09	5,338.92	30.80149
G206	B	67,270.45	5,605.87	32.34156
G206	C	70,633.97	5,886.16	33.95864
G206	D	74,165.67	6,180.47	35.65657
G206	E	77,873.95	6,489.50	37.43940
G206	F	81,767.65	6,813.97	39.31137
G206	G	85,856.03	7,154.67	41.27694

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G207	A	64,707.76	5,392.31	31.10950
G207	B	67,943.15	5,661.93	32.66498
G207	C	71,340.31	5,945.03	34.29823
G207	D	74,907.33	6,242.28	36.01314
G207	E	78,652.69	6,554.39	37.81379
G207	F	82,585.33	6,882.11	39.70448
G207	G	86,714.59	7,226.22	41.68971
G208	A	65,354.84	5,446.24	31.42060
G208	B	68,622.58	5,718.55	32.99163
G208	C	72,053.71	6,004.48	34.64121
G208	D	75,656.40	6,304.70	36.37327
G208	E	79,439.22	6,619.93	38.19193
G208	F	83,411.18	6,950.93	40.10153
G208	G	87,581.74	7,298.48	42.10661
G209	A	66,008.39	5,500.70	31.73480
G209	B	69,308.81	5,775.73	33.32154
G209	C	72,774.25	6,064.52	34.98762
G209	D	76,412.96	6,367.75	36.73700
G209	E	80,233.61	6,686.13	38.57385
G209	F	84,245.29	7,020.44	40.50254
G209	G	88,457.56	7,371.46	42.52767
G210	A	66,668.47	5,555.71	32.05215
G210	B	70,001.90	5,833.49	33.65476
G210	C	73,501.99	6,125.17	35.33750
G210	D	77,177.09	6,431.42	37.10437
G210	E	81,035.95	6,753.00	38.95959
G210	F	85,087.74	7,090.65	40.90757
G210	G	89,342.13	7,445.18	42.95295
G211	A	67,335.16	5,611.26	32.37267
G211	B	70,701.92	5,891.83	33.99131
G211	C	74,237.01	6,186.42	35.69087
G211	D	77,948.86	6,495.74	37.47542
G211	E	81,846.31	6,820.53	39.34919
G211	F	85,938.62	7,161.55	41.31665
G211	G	90,235.55	7,519.63	43.38248
G212	A	68,008.51	5,667.38	32.69640
G212	B	71,408.94	5,950.74	34.33122
G212	C	74,979.38	6,248.28	36.04778
G212	D	78,728.35	6,560.70	37.85017
G212	E	82,664.77	6,888.73	39.74268
G212	F	86,798.01	7,233.17	41.72981
G212	G	91,137.91	7,594.83	43.81630

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G213	A	68,688.60	5,724.05	33.02336
G213	B	72,123.03	6,010.25	34.67453
G213	C	75,729.18	6,310.76	36.40826
G213	D	79,515.64	6,626.30	38.22867
G213	E	83,491.42	6,957.62	40.14010
G213	F	87,665.99	7,305.50	42.14711
G213	G	92,049.29	7,670.77	44.25447
G214	A	69,375.48	5,781.29	33.35360
G214	B	72,844.26	6,070.35	35.02128
G214	C	76,486.47	6,373.87	36.77234
G214	D	80,310.79	6,692.57	38.61096
G214	E	84,326.33	7,027.19	40.54151
G214	F	88,542.65	7,378.55	42.56858
G214	G	92,969.78	7,747.48	44.69701
G215	A	70,069.24	5,839.10	33.68713
G215	B	73,572.70	6,131.06	35.37149
G215	C	77,251.33	6,437.61	37.14006
G215	D	81,113.90	6,759.49	38.99707
G215	E	85,169.59	7,097.47	40.94692
G215	F	89,428.07	7,452.34	42.99427
G215	G	93,899.48	7,824.96	45.14398
G216	A	70,769.93	5,897.49	34.02400
G216	B	74,308.43	6,192.37	35.72520
G216	C	78,023.85	6,501.99	37.51146
G216	D	81,925.04	6,827.09	39.38704
G216	E	86,021.29	7,168.44	41.35639
G216	F	90,322.36	7,526.86	43.42421
G216	G	94,838.47	7,903.21	45.59542
G217	A	71,477.63	5,956.47	34.36424
G217	B	75,051.51	6,254.29	36.08246
G217	C	78,804.08	6,567.01	37.88658
G217	D	82,744.29	6,895.36	39.78091
G217	E	86,881.50	7,240.13	41.76995
G217	F	91,225.58	7,602.13	43.85845
G217	G	95,786.86	7,982.24	46.05137
G218	A	72,192.40	6,016.03	34.70789
G218	B	75,802.02	6,316.84	36.44328
G218	C	79,592.13	6,632.68	38.26545
G218	D	83,571.73	6,964.31	40.17872
G218	E	87,750.32	7,312.53	42.18765
G218	F	92,137.83	7,678.15	44.29704
G218	G	96,744.73	8,062.06	46.51189

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G219	A	72,914.33	6,076.19	35.05497
G219	B	76,560.04	6,380.00	36.80771
G219	C	80,388.05	6,699.00	38.64810
G219	D	84,407.45	7,033.95	40.58050
G219	E	88,627.82	7,385.65	42.60953
G219	F	93,059.21	7,754.93	44.74001
G219	G	97,712.17	8,142.68	46.97701
G220	A	73,643.47	6,136.96	35.40552
G220	B	77,325.65	6,443.80	37.17579
G220	C	81,191.93	6,765.99	39.03458
G220	D	85,251.52	7,104.29	40.98631
G220	E	89,514.10	7,459.51	43.03562
G220	F	93,989.80	7,832.48	45.18741
G220	G	98,689.30	8,224.11	47.44678
G221	A	74,379.91	6,198.33	35.75957
G221	B	78,098.90	6,508.24	37.54755
G221	C	82,003.85	6,833.65	39.42493
G221	D	86,104.04	7,175.34	41.39617
G221	E	90,409.24	7,534.10	43.46598
G221	F	94,929.70	7,910.81	45.63928
G221	G	99,676.19	8,306.35	47.92124
G222	A	75,123.71	6,260.31	36.11717
G222	B	78,879.89	6,573.32	37.92302
G222	C	82,823.89	6,901.99	39.81918
G222	D	86,965.08	7,247.09	41.81013
G222	E	91,313.33	7,609.44	43.90064
G222	F	95,879.00	7,989.92	46.09567
G222	G	100,672.95	8,389.41	48.40046
G223	A	75,874.94	6,322.91	36.47834
G223	B	79,668.69	6,639.06	38.30225
G223	C	83,652.12	6,971.01	40.21737
G223	D	87,834.73	7,319.56	42.22824
G223	E	92,226.47	7,685.54	44.33965
G223	F	96,837.79	8,069.82	46.55663
G223	G	101,679.68	8,473.31	48.88446
G224	A	76,633.69	6,386.14	36.84312
G224	B	80,465.38	6,705.45	38.68528
G224	C	84,488.65	7,040.72	40.61954
G224	D	88,713.08	7,392.76	42.65052
G224	E	93,148.73	7,762.39	44.78304
G224	F	97,806.17	8,150.51	47.02220
G224	G	102,696.48	8,558.04	49.37331

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G225	A	77,400.03	6,450.00	37.21155
G225	B	81,270.03	6,772.50	39.07213
G225	C	85,333.53	7,111.13	41.02574
G225	D	89,600.21	7,466.68	43.07702
G225	E	94,080.22	7,840.02	45.23087
G225	F	98,784.23	8,232.02	47.49242
G225	G	103,723.44	8,643.62	49.86704
G226	A	78,174.03	6,514.50	37.58367
G226	B	82,082.73	6,840.23	39.46285
G226	C	86,186.87	7,182.24	41.43599
G226	D	90,496.21	7,541.35	43.50779
G226	E	95,021.02	7,918.42	45.68318
G226	F	99,772.07	8,314.34	47.96734
G226	G	104,760.68	8,730.06	50.36571
G227	A	78,955.77	6,579.65	37.95950
G227	B	82,903.56	6,908.63	39.85748
G227	C	87,048.74	7,254.06	41.85035
G227	D	91,401.17	7,616.76	43.94287
G227	E	95,971.23	7,997.60	46.14001
G227	F	100,769.79	8,397.48	48.44702
G227	G	105,808.28	8,817.36	50.86937
G228	A	79,745.33	6,645.44	38.33910
G228	B	83,732.59	6,977.72	40.25605
G228	C	87,919.22	7,326.60	42.26886
G228	D	92,315.18	7,692.93	44.38230
G228	E	96,930.94	8,077.58	46.60142
G228	F	101,777.49	8,481.46	48.93149
G228	G	106,866.37	8,905.53	51.37806
G229	A	80,542.78	6,711.90	38.72249
G229	B	84,569.92	7,047.49	40.65862
G229	C	88,798.42	7,399.87	42.69155
G229	D	93,238.34	7,769.86	44.82612
G229	E	97,900.25	8,158.35	47.06743
G229	F	102,795.27	8,566.27	49.42080
G229	G	107,935.03	8,994.59	51.89184
G230	A	81,348.21	6,779.02	39.10972
G230	B	85,415.62	7,117.97	41.06520
G230	C	89,686.40	7,473.87	43.11846
G230	D	94,170.72	7,847.56	45.27438
G230	E	98,879.26	8,239.94	47.53810
G230	F	103,823.22	8,651.93	49.91501
G230	G	109,014.38	9,084.53	52.41076

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G231	A	82,161.69	6,846.81	39.50081
G231	B	86,269.77	7,189.15	41.47585
G231	C	90,583.26	7,548.61	43.54965
G231	D	95,112.43	7,926.04	45.72713
G231	E	99,868.05	8,322.34	48.01348
G231	F	104,861.45	8,738.45	50.41416
G231	G	110,104.52	9,175.38	52.93487
G232	A	82,983.31	6,915.28	39.89582
G232	B	87,132.47	7,261.04	41.89061
G232	C	91,489.10	7,624.09	43.98514
G232	D	96,063.55	8,005.30	46.18440
G232	E	100,866.73	8,405.56	48.49362
G232	F	105,910.06	8,825.84	50.91830
G232	G	111,205.57	9,267.13	53.46422
G233	A	83,813.14	6,984.43	40.29478
G233	B	88,003.80	7,333.65	42.30952
G233	C	92,403.99	7,700.33	44.42499
G233	D	97,024.19	8,085.35	46.64624
G233	E	101,875.40	8,489.62	48.97856
G233	F	106,969.17	8,914.10	51.42748
G233	G	112,317.62	9,359.80	53.99886
G234	A	84,651.27	7,054.27	40.69773
G234	B	88,883.84	7,406.99	42.73261
G234	C	93,328.03	7,777.34	44.86924
G234	D	97,994.43	8,166.20	47.11271
G234	E	102,894.15	8,574.51	49.46834
G234	F	108,038.86	9,003.24	51.94176
G234	G	113,440.80	9,453.40	54.53885
G235	A	85,497.78	7,124.82	41.10470
G235	B	89,772.67	7,481.06	43.15994
G235	C	94,261.31	7,855.11	45.31794
G235	D	98,974.37	8,247.86	47.58383
G235	E	103,923.09	8,660.26	49.96302
G235	F	109,119.25	9,093.27	52.46118
G235	G	114,575.21	9,547.93	55.08423
G236	A	86,352.76	7,196.06	41.51575
G236	B	90,670.40	7,555.87	43.59154
G236	C	95,203.92	7,933.66	45.77112
G236	D	99,964.12	8,330.34	48.05967
G236	E	104,962.32	8,746.86	50.46265
G236	F	110,210.44	9,184.20	52.98579
G236	G	115,720.96	9,643.41	55.63508

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G237	A	87,216.29	7,268.02	41.93091
G237	B	91,577.10	7,631.43	44.02745
G237	C	96,155.96	8,013.00	46.22883
G237	D	100,963.76	8,413.65	48.54027
G237	E	106,011.95	8,834.33	50.96728
G237	F	111,312.54	9,276.05	53.51565
G237	G	116,878.17	9,739.85	56.19143
G238	A	88,088.45	7,340.70	42.35022
G238	B	92,492.88	7,707.74	44.46773
G238	C	97,117.52	8,093.13	46.69111
G238	D	101,973.39	8,497.78	49.02567
G238	E	107,072.06	8,922.67	51.47695
G238	F	112,425.67	9,368.81	54.05080
G238	G	118,046.95	9,837.25	56.75334
G239	A	88,969.34	7,414.11	42.77372
G239	B	93,417.80	7,784.82	44.91241
G239	C	98,088.69	8,174.06	47.15803
G239	D	102,993.13	8,582.76	49.51593
G239	E	108,142.79	9,011.90	51.99172
G239	F	113,549.92	9,462.49	54.59131
G239	G	119,227.42	9,935.62	57.32088
G240	A	89,859.03	7,488.25	43.20146
G240	B	94,351.98	7,862.67	45.36153
G240	C	99,069.58	8,255.80	47.62961
G240	D	104,023.06	8,668.59	50.01109
G240	E	109,224.21	9,102.02	52.51164
G240	F	114,685.42	9,557.12	55.13722
G240	G	120,419.70	10,034.97	57.89408
G241	A	90,757.62	7,563.13	43.63347
G241	B	95,295.50	7,941.29	45.81515
G241	C	100,060.28	8,338.36	48.10590
G241	D	105,063.29	8,755.27	50.51120
G241	E	110,316.46	9,193.04	53.03676
G241	F	115,832.28	9,652.69	55.68860
G241	G	121,623.89	10,135.32	58.47302
G242	A	91,665.20	7,638.77	44.06981
G242	B	96,248.46	8,020.70	46.27330
G242	C	101,060.88	8,421.74	48.58696
G242	D	106,113.92	8,842.83	51.01631
G242	E	111,419.62	9,284.97	53.56712
G242	F	116,990.60	9,749.22	56.24548
G242	G	122,840.13	10,236.68	59.05776

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G243	A	92,581.85	7,715.15	44.51050
G243	B	97,210.94	8,100.91	46.73603
G243	C	102,071.49	8,505.96	49.07283
G243	D	107,175.06	8,931.26	51.52647
G243	E	112,533.82	9,377.82	54.10280
G243	F	118,160.51	9,846.71	56.80794
G243	G	124,068.53	10,339.04	59.64833
G244	A	93,507.67	7,792.31	44.95561
G244	B	98,183.05	8,181.92	47.20339
G244	C	103,092.20	8,591.02	49.56356
G244	D	108,246.81	9,020.57	52.04174
G244	E	113,659.15	9,471.60	54.64382
G244	F	119,342.11	9,945.18	57.37602
G244	G	125,309.22	10,442.43	60.24482
G245	A	94,442.74	7,870.23	45.40517
G245	B	99,164.88	8,263.74	47.67542
G245	C	104,123.13	8,676.93	50.05919
G245	D	109,329.28	9,110.77	52.56215
G245	E	114,795.75	9,566.31	55.19026
G245	F	120,535.53	10,044.63	57.94978
G245	G	126,562.31	10,546.86	60.84726
G246	A	95,387.17	7,948.93	45.85922
G246	B	100,156.53	8,346.38	48.15218
G246	C	105,164.36	8,763.70	50.55979
G246	D	110,422.57	9,201.88	53.08778
G246	E	115,943.70	9,661.98	55.74217
G246	F	121,740.89	10,145.07	58.52927
G246	G	127,827.93	10,652.33	61.45574
G247	A	96,341.04	8,028.42	46.31781
G247	B	101,158.10	8,429.84	48.63370
G247	C	106,216.00	8,851.33	51.06538
G247	D	111,526.80	9,293.90	53.61865
G247	E	117,103.14	9,758.59	56.29959
G247	F	122,958.30	10,246.52	59.11457
G247	G	129,106.21	10,758.85	62.07029
G248	A	97,304.45	8,108.70	46.78099
G248	B	102,169.68	8,514.14	49.12004
G248	C	107,278.16	8,939.85	51.57604
G248	D	112,642.07	9,386.84	54.15484
G248	E	118,274.17	9,856.18	56.86258
G248	F	124,187.88	10,348.99	59.70571
G248	G	130,397.27	10,866.44	62.69100

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G249	A	98,277.50	8,189.79	47.24880
G249	B	103,191.37	8,599.28	49.61124
G249	C	108,350.94	9,029.24	52.09180
G249	D	113,768.49	9,480.71	54.69639
G249	E	119,456.91	9,954.74	57.43121
G249	F	125,429.76	10,452.48	60.30277
G249	G	131,701.25	10,975.10	63.31791
G250	A	99,260.27	8,271.69	47.72129
G250	B	104,223.29	8,685.27	50.10735
G250	C	109,434.45	9,119.54	52.61272
G250	D	114,906.17	9,575.51	55.24335
G250	E	120,651.48	10,054.29	58.00552
G250	F	126,684.06	10,557.00	60.90580
G250	G	133,018.26	11,084.85	63.95109
G251	A	100,252.88	8,354.41	48.19850
G251	B	105,265.52	8,772.13	50.60842
G251	C	110,528.80	9,210.73	53.13884
G251	D	116,055.24	9,671.27	55.79579
G251	E	121,858.00	10,154.83	58.58558
G251	F	127,950.90	10,662.57	61.51485
G251	G	134,348.44	11,195.70	64.59060
G252	A	101,255.40	8,437.95	48.68048
G252	B	106,318.17	8,859.85	51.11451
G252	C	111,634.08	9,302.84	53.67023
G252	D	117,215.79	9,767.98	56.35374
G252	E	123,076.58	10,256.38	59.17143
G252	F	129,230.41	10,769.20	62.13000
G252	G	135,691.93	11,307.66	65.23650
G253	A	102,267.96	8,522.33	49.16729
G253	B	107,381.36	8,948.45	51.62565
G253	C	112,750.42	9,395.87	54.20693
G253	D	118,387.95	9,865.66	56.91728
G253	E	124,307.34	10,358.95	59.76315
G253	F	130,522.71	10,876.89	62.75130
G253	G	137,048.85	11,420.74	65.88887
G254	A	103,290.64	8,607.55	49.65896
G254	B	108,455.17	9,037.93	52.14191
G254	C	113,877.93	9,489.83	54.74900
G254	D	119,571.83	9,964.32	57.48645
G254	E	125,550.42	10,462.53	60.36078
G254	F	131,827.94	10,985.66	63.37882
G254	G	138,419.33	11,534.94	66.54776

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G255	A	104,323.54	8,693.63	50.15555
G255	B	109,539.72	9,128.31	52.66333
G255	C	115,016.71	9,584.73	55.29649
G255	D	120,767.54	10,063.96	58.06132
G255	E	126,805.92	10,567.16	60.96438
G255	F	133,146.22	11,095.52	64.01260
G255	G	139,803.53	11,650.29	67.21323
G256	A	105,366.78	8,780.56	50.65711
G256	B	110,635.12	9,219.59	53.18996
G256	C	116,166.88	9,680.57	55.84946
G256	D	121,975.22	10,164.60	58.64193
G256	E	128,073.98	10,672.83	61.57403
G256	F	134,477.68	11,206.47	64.65273
G256	G	141,201.56	11,766.80	67.88537
G257	A	106,420.45	8,868.37	51.16368
G257	B	111,741.47	9,311.79	53.72186
G257	C	117,328.54	9,777.38	56.40795
G257	D	123,194.97	10,266.25	59.22835
G257	E	129,354.72	10,779.56	62.18977
G257	F	135,822.46	11,318.54	65.29926
G257	G	142,613.58	11,884.46	68.56422
G258	A	107,484.65	8,957.05	51.67531
G258	B	112,858.89	9,404.91	54.25908
G258	C	118,501.83	9,875.15	56.97203
G258	D	124,426.92	10,368.91	59.82064
G258	E	130,648.27	10,887.36	62.81167
G258	F	137,180.68	11,431.72	65.95225
G258	G	144,039.71	12,003.31	69.24986
G259	A	108,559.50	9,046.62	52.19207
G259	B	113,987.47	9,498.96	54.80167
G259	C	119,686.85	9,973.90	57.54175
G259	D	125,671.19	10,472.60	60.41884
G259	E	131,954.75	10,996.23	63.43978
G259	F	138,552.49	11,546.04	66.61177
G259	G	145,480.11	12,123.34	69.94236
G260	A	109,645.09	9,137.09	52.71399
G260	B	115,127.35	9,593.95	55.34969
G260	C	120,883.72	10,073.64	58.11717
G260	D	126,927.90	10,577.32	61.02303
G260	E	133,274.30	11,106.19	64.07418
G260	F	139,938.01	11,661.50	67.27789
G260	G	146,934.91	12,244.58	70.64178

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G261	A	110,741.54	9,228.46	53.24113
G261	B	116,278.62	9,689.88	55.90318
G261	C	122,092.55	10,174.38	58.69834
G261	D	128,197.18	10,683.10	61.63326
G261	E	134,607.04	11,217.25	64.71492
G261	F	141,337.39	11,778.12	67.95067
G261	G	148,404.26	12,367.02	71.34820
G262	A	111,848.96	9,320.75	53.77354
G262	B	117,441.41	9,786.78	56.46222
G262	C	123,313.48	10,276.12	59.28533
G262	D	129,479.15	10,789.93	62.24959
G262	E	135,953.11	11,329.43	65.36207
G262	F	142,750.77	11,895.90	68.63018
G262	G	149,888.30	12,490.69	72.06168
G263	A	112,967.45	9,413.95	54.31127
G263	B	118,615.82	9,884.65	57.02684
G263	C	124,546.61	10,378.88	59.87818
G263	D	130,773.94	10,897.83	62.87209
G263	E	137,312.64	11,442.72	66.01569
G263	F	144,178.27	12,014.86	69.31648
G263	G	151,387.19	12,615.60	72.78230
G264	A	114,097.12	9,508.09	54.85439
G264	B	119,801.98	9,983.50	57.59711
G264	C	125,792.08	10,482.67	60.47696
G264	D	132,081.68	11,006.81	63.50081
G264	E	138,685.77	11,557.15	66.67585
G264	F	145,620.06	12,135.00	70.00964
G264	G	152,901.06	12,741.75	73.51012
G265	A	115,238.10	9,603.17	55.40293
G265	B	121,000.00	10,083.33	58.17308
G265	C	127,050.00	10,587.50	61.08173
G265	D	133,402.50	11,116.87	64.13582
G265	E	140,072.63	11,672.72	67.34261
G265	F	147,076.26	12,256.35	70.70974
G265	G	154,430.07	12,869.17	74.24523
G266	A	116,390.48	9,699.21	55.95696
G266	B	122,210.00	10,184.17	58.75481
G266	C	128,320.50	10,693.37	61.69255
G266	D	134,736.53	11,228.04	64.77718
G266	E	141,473.35	11,789.45	68.01603
G266	F	148,547.02	12,378.92	71.41684
G266	G	155,974.37	12,997.86	74.98768

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G267	A	117,554.38	9,796.20	56.51653
G267	B	123,432.10	10,286.01	59.34236
G267	C	129,603.71	10,800.31	62.30947
G267	D	136,083.89	11,340.32	65.42495
G267	E	142,888.09	11,907.34	68.69619
G267	F	150,032.49	12,502.71	72.13100
G267	G	157,534.11	13,127.84	75.73755
G268	A	118,729.93	9,894.16	57.08169
G268	B	124,666.42	10,388.87	59.93578
G268	C	130,899.74	10,908.31	62.93257
G268	D	137,444.73	11,453.73	66.07920
G268	E	144,316.97	12,026.41	69.38316
G268	F	151,532.81	12,627.73	72.85231
G268	G	159,109.46	13,259.12	76.49493
G269	A	119,917.22	9,993.10	57.65251
G269	B	125,913.09	10,492.76	60.53514
G269	C	132,208.74	11,017.39	63.56189
G269	D	138,819.18	11,568.26	66.73999
G269	E	145,760.14	12,146.68	70.07699
G269	F	153,048.14	12,754.01	73.58084
G269	G	160,700.55	13,391.71	77.25988
G270	A	121,116.40	10,093.03	58.22904
G270	B	127,172.22	10,597.68	61.14049
G270	C	133,530.83	11,127.57	64.19751
G270	D	140,207.37	11,683.95	67.40739
G270	E	147,217.74	12,268.14	70.77776
G270	F	154,578.62	12,881.55	74.31665
G270	G	162,307.56	13,525.63	78.03248
G271	A	122,327.56	10,193.96	58.81133
G271	B	128,443.94	10,703.66	61.75189
G271	C	134,866.14	11,238.84	64.83949
G271	D	141,609.44	11,800.79	68.08146
G271	E	148,689.91	12,390.83	71.48554
G271	F	156,124.41	13,010.37	75.05981
G271	G	163,930.63	13,660.89	78.81280
G272	A	123,550.84	10,295.90	59.39944
G272	B	129,728.38	10,810.70	62.36941
G272	C	136,214.80	11,351.23	65.48788
G272	D	143,025.54	11,918.79	68.76228
G272	E	150,176.81	12,514.73	72.20039
G272	F	157,685.65	13,140.47	75.81041
G272	G	165,569.94	13,797.49	79.60093

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G273	A	124,786.34	10,398.86	59.99343
G273	B	131,025.66	10,918.80	62.99311
G273	C	137,576.95	11,464.75	66.14276
G273	D	144,455.79	12,037.98	69.44990
G273	E	151,678.58	12,639.88	72.92240
G273	F	159,262.51	13,271.88	76.56851
G273	G	167,225.64	13,935.47	80.39694
G274	A	126,034.21	10,502.85	60.59337
G274	B	132,335.92	11,027.99	63.62304
G274	C	138,952.71	11,579.39	66.80419
G274	D	145,900.35	12,158.36	70.14440
G274	E	153,195.37	12,766.28	73.65162
G274	F	160,855.14	13,404.59	77.33420
G274	G	168,897.89	14,074.82	81.20091
G275	A	127,294.55	10,607.88	61.19930
G275	B	133,659.28	11,138.27	64.25927
G275	C	140,342.24	11,695.19	67.47223
G275	D	147,359.35	12,279.95	70.84584
G275	E	154,727.32	12,893.94	74.38814
G275	F	162,463.69	13,538.64	78.10754
G275	G	170,586.87	14,215.57	82.01292
G276	A	128,567.50	10,713.96	61.81130
G276	B	134,995.87	11,249.66	64.90186
G276	C	141,745.66	11,812.14	68.14695
G276	D	148,832.95	12,402.75	71.55430
G276	E	156,274.59	13,022.88	75.13202
G276	F	164,088.32	13,674.03	78.88862
G276	G	172,292.74	14,357.73	82.83305
G277	A	129,853.17	10,821.10	62.42941
G277	B	136,345.83	11,362.15	65.55088
G277	C	143,163.12	11,930.26	68.82842
G277	D	150,321.28	12,526.77	72.26984
G277	E	157,837.34	13,153.11	75.88334
G277	F	165,729.21	13,810.77	79.67750
G277	G	174,015.67	14,501.31	83.66138
G278	A	131,151.70	10,929.31	63.05370
G278	B	137,709.29	11,475.77	66.20639
G278	C	144,594.75	12,049.56	69.51671
G278	D	151,824.49	12,652.04	72.99254
G278	E	159,415.71	13,284.64	76.64217
G278	F	167,386.50	13,948.87	80.47428
G278	G	175,755.82	14,646.32	84.49799

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G279	A	132,463.22	11,038.60	63.68424
G279	B	139,086.38	11,590.53	66.86845
G279	C	146,040.70	12,170.06	70.21187
G279	D	153,342.73	12,778.56	73.72247
G279	E	161,009.87	13,417.49	77.40859
G279	F	169,060.36	14,088.36	81.27902
G279	G	177,513.38	14,792.78	85.34297
G280	A	133,787.85	11,148.99	64.32108
G280	B	140,477.24	11,706.44	67.53714
G280	C	147,501.11	12,291.76	70.91399
G280	D	154,876.16	12,906.35	74.45969
G280	E	162,619.97	13,551.66	78.18268
G280	F	170,750.97	14,229.25	82.09181
G280	G	179,288.52	14,940.71	86.19640
G281	A	135,125.73	11,260.48	64.96429
G281	B	141,882.02	11,823.50	68.21251
G281	C	148,976.12	12,414.68	71.62313
G281	D	156,424.92	13,035.41	75.20429
G281	E	164,246.17	13,687.18	78.96450
G281	F	172,458.48	14,371.54	82.91273
G281	G	181,081.40	15,090.12	87.05837
G282	A	136,476.99	11,373.08	65.61394
G282	B	143,300.84	11,941.74	68.89463
G282	C	150,465.88	12,538.82	72.33936
G282	D	157,989.17	13,165.76	75.95633
G282	E	165,888.63	13,824.05	79.75415
G282	F	174,183.06	14,515.25	83.74186
G282	G	182,892.22	15,241.02	87.92895
G283	A	137,841.76	11,486.81	66.27008
G283	B	144,733.85	12,061.15	69.58358
G283	C	151,970.54	12,664.21	73.06276
G283	D	159,569.06	13,297.42	76.71590
G283	E	167,547.52	13,962.29	80.55169
G283	F	175,924.89	14,660.41	84.57928
G283	G	184,721.14	15,393.43	88.80824
G284	A	139,220.17	11,601.68	66.93278
G284	B	146,181.18	12,181.77	70.27942
G284	C	153,490.24	12,790.85	73.79339
G284	D	161,164.75	13,430.40	77.48306
G284	E	169,222.99	14,101.92	81.35721
G284	F	177,684.14	14,807.01	85.42507
G284	G	186,568.35	15,547.36	89.69632

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G285	A	140,612.38	11,717.70	67.60210
G285	B	147,643.00	12,303.58	70.98221
G285	C	155,025.15	12,918.76	74.53132
G285	D	162,776.40	13,564.70	78.25789
G285	E	170,915.22	14,242.93	82.17078
G285	F	179,460.98	14,955.08	86.27932
G285	G	188,434.03	15,702.84	90.59329
G286	A	142,018.50	11,834.87	68.27813
G286	B	149,119.43	12,426.62	71.69203
G286	C	156,575.40	13,047.95	75.27663
G286	D	164,404.17	13,700.35	79.04046
G286	E	172,624.37	14,385.36	82.99249
G286	F	181,255.59	15,104.63	87.14211
G286	G	190,318.37	15,859.86	91.49922
G287	A	143,438.69	11,953.22	68.96091
G287	B	150,610.62	12,550.88	72.40895
G287	C	158,141.15	13,178.43	76.02940
G287	D	166,048.21	13,837.35	79.83087
G287	E	174,350.62	14,529.22	83.82241
G287	F	183,068.15	15,255.68	88.01353
G287	G	192,221.56	16,018.46	92.41421
G288	A	144,873.07	12,072.76	69.65052
G288	B	152,116.73	12,676.39	73.13304
G288	C	159,722.56	13,310.21	76.78969
G288	D	167,708.69	13,975.72	80.62918
G288	E	176,094.12	14,674.51	84.66064
G288	F	184,898.83	15,408.24	88.89367
G288	G	194,143.77	16,178.65	93.33835
G289	A	146,321.80	12,193.48	70.34702
G289	B	153,637.89	12,803.16	73.86437
G289	C	161,319.79	13,443.32	77.55759
G289	D	169,385.78	14,115.48	81.43547
G289	E	177,855.07	14,821.26	85.50724
G289	F	186,747.82	15,562.32	89.78261
G289	G	196,085.21	16,340.43	94.27174
G290	A	147,785.02	12,315.42	71.05049
G290	B	155,174.27	12,931.19	74.60302
G290	C	162,932.99	13,577.75	78.33317
G290	D	171,079.63	14,256.64	82.24982
G290	E	179,633.62	14,969.47	86.36232
G290	F	188,615.30	15,717.94	90.68043
G290	G	198,046.06	16,503.84	95.21445

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G291	A	149,262.87	12,438.57	71.76100
G291	B	156,726.01	13,060.50	75.34905
G291	C	164,562.32	13,713.53	79.11650
G291	D	172,790.43	14,399.20	83.07232
G291	E	181,429.95	15,119.16	87.22594
G291	F	190,501.45	15,875.12	91.58724
G291	G	200,026.52	16,668.88	96.16660
G292	A	150,755.50	12,562.96	72.47861
G292	B	158,293.27	13,191.11	76.10254
G292	C	166,207.94	13,850.66	79.90766
G292	D	174,518.34	14,543.19	83.90305
G292	E	183,244.25	15,270.35	88.09820
G292	F	192,406.46	16,033.87	92.50311
G292	G	202,026.79	16,835.57	97.12826
G293	A	152,263.05	12,688.59	73.20339
G293	B	159,876.21	13,323.02	76.86356
G293	C	167,870.02	13,989.17	80.70674
G293	D	176,263.52	14,688.63	84.74208
G293	E	185,076.69	15,423.06	88.97918
G293	F	194,330.53	16,194.21	93.42814
G293	G	204,047.06	17,003.92	98.09955
G294	A	153,785.69	12,815.47	73.93543
G294	B	161,474.97	13,456.25	77.63220
G294	C	169,548.72	14,129.06	81.51381
G294	D	178,026.15	14,835.51	85.58950
G294	E	186,927.46	15,577.29	89.86897
G294	F	196,273.83	16,356.15	94.36242
G294	G	206,087.53	17,173.96	99.08054
G295	A	155,323.54	12,943.63	74.67478
G295	B	163,089.72	13,590.81	78.40852
G295	C	171,244.21	14,270.35	82.32894
G295	D	179,806.42	14,983.87	86.44539
G295	E	188,796.74	15,733.06	90.76766
G295	F	198,236.57	16,519.71	95.30604
G295	G	208,148.40	17,345.70	100.07135
G296	A	156,876.78	13,073.06	75.42153
G296	B	164,720.62	13,726.72	79.19260
G296	C	172,956.65	14,413.05	83.15223
G296	D	181,604.48	15,133.71	87.30985
G296	E	190,684.70	15,890.39	91.67534
G296	F	200,218.94	16,684.91	96.25911
G296	G	210,229.89	17,519.16	101.07206

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G297	A	158,445.55	13,203.80	76.17574
G297	B	166,367.82	13,863.98	79.98453
G297	C	174,686.21	14,557.18	83.98376
G297	D	183,420.52	15,285.04	88.18294
G297	E	192,591.55	16,049.30	92.59209
G297	F	202,221.13	16,851.76	97.22170
G297	G	212,332.18	17,694.35	102.08278
G298	A	160,030.00	13,335.83	76.93750
G298	B	168,031.50	14,002.62	80.78438
G298	C	176,433.08	14,702.76	84.82359
G298	D	185,254.73	15,437.89	89.06477
G298	E	194,517.47	16,209.79	93.51801
G298	F	204,243.34	17,020.28	98.19391
G298	G	214,455.51	17,871.29	103.10361
G299	A	161,630.30	13,469.19	77.70688
G299	B	169,711.82	14,142.65	81.59222
G299	C	178,197.41	14,849.78	85.67183
G299	D	187,107.28	15,592.27	89.95542
G299	E	196,462.64	16,371.89	94.45319
G299	F	206,285.77	17,190.48	99.17585
G299	G	216,600.06	18,050.00	104.13465
G300	A	163,246.60	13,603.88	78.48394
G300	B	171,408.93	14,284.08	82.40814
G300	C	179,979.38	14,998.28	86.52855
G300	D	188,978.35	15,748.20	90.85498
G300	E	198,427.27	16,535.61	95.39772
G300	F	208,348.63	17,362.39	100.16761
G300	G	218,766.06	18,230.50	105.17599

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N111	A	24,987.66	2,082.31	12.01330
N111	B	26,237.05	2,186.42	12.61397
N111	C	27,548.90	2,295.74	13.24466
N111	D	28,926.34	2,410.53	13.90690
N111	E	30,372.66	2,531.06	14.60224
N111	F	31,891.29	2,657.61	15.33235
N111	G	33,485.86	2,790.49	16.09897
N112	A	25,237.54	2,103.13	12.13343
N112	B	26,499.42	2,208.28	12.74010
N112	C	27,824.39	2,318.70	13.37711
N112	D	29,215.61	2,434.63	14.04597
N112	E	30,676.39	2,556.37	14.74826
N112	F	32,210.21	2,684.18	15.48568
N112	G	33,820.72	2,818.39	16.25996
N113	A	25,489.92	2,124.16	12.25477
N113	B	26,764.41	2,230.37	12.86751
N113	C	28,102.63	2,341.89	13.51088
N113	D	29,507.76	2,458.98	14.18643
N113	E	30,983.15	2,581.93	14.89575
N113	F	32,532.31	2,711.03	15.64053
N113	G	34,158.93	2,846.58	16.42256
N114	A	25,744.82	2,145.40	12.37732
N114	B	27,032.06	2,252.67	12.99618
N114	C	28,383.66	2,365.30	13.64599
N114	D	29,802.84	2,483.57	14.32829
N114	E	31,292.98	2,607.75	15.04470
N114	F	32,857.63	2,738.14	15.79694
N114	G	34,500.51	2,875.04	16.58679
N115	A	26,002.26	2,166.86	12.50109
N115	B	27,302.38	2,275.20	13.12614
N115	C	28,667.50	2,388.96	13.78245
N115	D	30,100.87	2,508.41	14.47157
N115	E	31,605.91	2,633.83	15.19515
N115	F	33,186.21	2,765.52	15.95491
N115	G	34,845.52	2,903.79	16.75265
N116	A	26,262.29	2,188.52	12.62610
N116	B	27,575.40	2,297.95	13.25740
N116	C	28,954.17	2,412.85	13.92027
N116	D	30,401.88	2,533.49	14.61629
N116	E	31,921.97	2,660.16	15.34710
N116	F	33,518.07	2,793.17	16.11446
N116	G	35,193.97	2,932.83	16.92018

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N117	A	26,524.91	2,210.41	12.75236
N117	B	27,851.15	2,320.93	13.38998
N117	C	29,243.71	2,436.98	14.05948
N117	D	30,705.90	2,558.82	14.76245
N117	E	32,241.19	2,686.77	15.50057
N117	F	33,853.25	2,821.10	16.27560
N117	G	35,545.91	2,962.16	17.08938
N118	A	26,790.16	2,232.51	12.87988
N118	B	28,129.67	2,344.14	13.52388
N118	C	29,536.15	2,461.35	14.20007
N118	D	31,012.96	2,584.41	14.91008
N118	E	32,563.60	2,713.63	15.65558
N118	F	34,191.78	2,849.32	16.43836
N118	G	35,901.37	2,991.78	17.26028
N119	A	27,058.06	2,254.84	13.00868
N119	B	28,410.96	2,367.58	13.65912
N119	C	29,831.51	2,485.96	14.34207
N119	D	31,323.09	2,610.26	15.05918
N119	E	32,889.24	2,740.77	15.81213
N119	F	34,533.70	2,877.81	16.60274
N119	G	36,260.39	3,021.70	17.43288
N120	A	27,328.64	2,277.39	13.13877
N120	B	28,695.07	2,391.26	13.79571
N120	C	30,129.83	2,510.82	14.48549
N120	D	31,636.32	2,636.36	15.20977
N120	E	33,218.13	2,768.18	15.97026
N120	F	34,879.04	2,906.59	16.76877
N120	G	36,622.99	3,051.92	17.60721
N121	A	27,601.93	2,300.16	13.27016
N121	B	28,982.02	2,415.17	13.93366
N121	C	30,431.12	2,535.93	14.63035
N121	D	31,952.68	2,662.72	15.36187
N121	E	33,550.31	2,795.86	16.12996
N121	F	35,227.83	2,935.65	16.93646
N121	G	36,989.22	3,082.44	17.78328
N122	A	27,877.95	2,323.16	13.40286
N122	B	29,271.84	2,439.32	14.07300
N122	C	30,735.44	2,561.29	14.77665
N122	D	32,272.21	2,689.35	15.51548
N122	E	33,885.82	2,823.82	16.29126
N122	F	35,580.11	2,965.01	17.10582
N122	G	37,359.11	3,113.26	17.96111

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N123	A	28,156.73	2,346.39	13.53689
N123	B	29,564.56	2,463.71	14.21373
N123	C	31,042.79	2,586.90	14.92442
N123	D	32,594.93	2,716.24	15.67064
N123	E	34,224.68	2,852.06	16.45417
N123	F	35,935.91	2,994.66	17.27688
N123	G	37,732.70	3,144.39	18.14072
N124	A	28,438.29	2,369.86	13.67226
N124	B	29,860.21	2,488.35	14.35587
N124	C	31,353.22	2,612.77	15.07366
N124	D	32,920.88	2,743.41	15.82735
N124	E	34,566.92	2,880.58	16.61871
N124	F	36,295.27	3,024.61	17.44965
N124	G	38,110.03	3,175.84	18.32213
N125	A	28,722.68	2,393.56	13.80898
N125	B	30,158.81	2,513.23	14.49943
N125	C	31,666.75	2,638.90	15.22440
N125	D	33,250.09	2,770.84	15.98562
N125	E	34,912.59	2,909.38	16.78490
N125	F	36,658.22	3,054.85	17.62414
N125	G	38,491.13	3,207.59	18.50535
N126	A	29,009.90	2,417.49	13.94707
N126	B	30,460.40	2,538.37	14.64442
N126	C	31,983.42	2,665.28	15.37664
N126	D	33,582.59	2,798.55	16.14548
N126	E	35,261.72	2,938.48	16.95275
N126	F	37,024.80	3,085.40	17.80039
N126	G	38,876.04	3,239.67	18.69041
N127	A	29,300.00	2,441.67	14.08654
N127	B	30,765.00	2,563.75	14.79087
N127	C	32,303.25	2,691.94	15.53041
N127	D	33,918.41	2,826.53	16.30693
N127	E	35,614.33	2,967.86	17.12228
N127	F	37,395.05	3,116.25	17.97839
N127	G	39,264.80	3,272.07	18.87731
N128	A	29,593.00	2,466.08	14.22740
N128	B	31,072.65	2,589.39	14.93877
N128	C	32,626.28	2,718.86	15.68571
N128	D	34,257.60	2,854.80	16.47000
N128	E	35,970.48	2,997.54	17.29350
N128	F	37,769.00	3,147.42	18.15817
N128	G	39,657.45	3,304.79	19.06608

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N129	A	29,888.93	2,490.74	14.36968
N129	B	31,383.38	2,615.28	15.08816
N129	C	32,952.55	2,746.05	15.84257
N129	D	34,600.17	2,883.35	16.63470
N129	E	36,330.18	3,027.52	17.46643
N129	F	38,146.69	3,178.89	18.33976
N129	G	40,054.03	3,337.84	19.25674
N130	A	30,187.82	2,515.65	14.51338
N130	B	31,697.21	2,641.43	15.23904
N130	C	33,282.07	2,773.51	16.00100
N130	D	34,946.18	2,912.18	16.80105
N130	E	36,693.48	3,057.79	17.64110
N130	F	38,528.16	3,210.68	18.52315
N130	G	40,454.57	3,371.21	19.44931
N131	A	30,489.70	2,540.81	14.65851
N131	B	32,014.18	2,667.85	15.39143
N131	C	33,614.89	2,801.24	16.16101
N131	D	35,295.64	2,941.30	16.96906
N131	E	37,060.42	3,088.37	17.81751
N131	F	38,913.44	3,242.79	18.70838
N131	G	40,859.11	3,404.93	19.64380
N132	A	30,794.60	2,566.22	14.80509
N132	B	32,334.33	2,694.53	15.54535
N132	C	33,951.04	2,829.25	16.32262
N132	D	35,648.59	2,970.72	17.13875
N132	E	37,431.02	3,119.25	17.99568
N132	F	39,302.57	3,275.21	18.89547
N132	G	41,267.70	3,438.98	19.84024
N133	A	31,102.54	2,591.88	14.95315
N133	B	32,657.67	2,721.47	15.70080
N133	C	34,290.55	2,857.55	16.48584
N133	D	36,005.08	3,000.42	17.31013
N133	E	37,805.33	3,150.44	18.17564
N133	F	39,695.60	3,307.97	19.08442
N133	G	41,680.38	3,473.36	20.03864
N134	A	31,413.57	2,617.80	15.10268
N134	B	32,984.25	2,748.69	15.85781
N134	C	34,633.46	2,886.12	16.65070
N134	D	36,365.13	3,030.43	17.48324
N134	E	38,183.39	3,181.95	18.35740
N134	F	40,092.56	3,341.05	19.27527
N134	G	42,097.18	3,508.10	20.23903

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N135	A	31,727.70	2,643.98	15.25370
N135	B	33,314.09	2,776.17	16.01639
N135	C	34,979.79	2,914.98	16.81721
N135	D	36,728.78	3,060.73	17.65807
N135	E	38,565.22	3,213.77	18.54097
N135	F	40,493.48	3,374.46	19.46802
N135	G	42,518.16	3,543.18	20.44142
N136	A	32,044.98	2,670.41	15.40624
N136	B	33,647.23	2,803.94	16.17655
N136	C	35,329.59	2,944.13	16.98538
N136	D	37,096.07	3,091.34	17.83465
N136	E	38,950.87	3,245.91	18.72638
N136	F	40,898.42	3,408.20	19.66270
N136	G	42,943.34	3,578.61	20.64584
N137	A	32,365.43	2,697.12	15.56030
N137	B	33,983.70	2,831.98	16.33832
N137	C	35,682.89	2,973.57	17.15523
N137	D	37,467.03	3,122.25	18.01300
N137	E	39,340.38	3,278.37	18.91365
N137	F	41,307.40	3,442.28	19.85933
N137	G	43,372.77	3,614.40	20.85229
N138	A	32,689.08	2,724.09	15.71591
N138	B	34,323.54	2,860.29	16.50170
N138	C	36,039.71	3,003.31	17.32679
N138	D	37,841.70	3,153.48	18.19313
N138	E	39,733.79	3,311.15	19.10278
N138	F	41,720.48	3,476.71	20.05792
N138	G	43,806.50	3,650.54	21.06082
N139	A	33,015.97	2,751.33	15.87306
N139	B	34,666.77	2,888.90	16.66672
N139	C	36,400.11	3,033.34	17.50005
N139	D	38,220.12	3,185.01	18.37506
N139	E	40,131.12	3,344.26	19.29381
N139	F	42,137.68	3,511.47	20.25850
N139	G	44,244.56	3,687.05	21.27142
N140	A	33,346.13	2,778.84	16.03180
N140	B	35,013.44	2,917.79	16.83339
N140	C	36,764.11	3,063.68	17.67505
N140	D	38,602.32	3,216.86	18.55881
N140	E	40,532.43	3,377.70	19.48675
N140	F	42,559.06	3,546.59	20.46108
N140	G	44,687.01	3,723.92	21.48414

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N141	A	33,679.60	2,806.63	16.19211
N141	B	35,363.58	2,946.96	17.00172
N141	C	37,131.75	3,094.31	17.85180
N141	D	38,988.34	3,249.03	18.74440
N141	E	40,937.76	3,411.48	19.68162
N141	F	42,984.65	3,582.05	20.66570
N141	G	45,133.88	3,761.16	21.69898
N142	A	34,016.39	2,834.70	16.35403
N142	B	35,717.21	2,976.43	17.17174
N142	C	37,503.07	3,125.26	18.03032
N142	D	39,378.23	3,281.52	18.93184
N142	E	41,347.14	3,445.59	19.87843
N142	F	43,414.49	3,617.87	20.87235
N142	G	45,585.22	3,798.77	21.91597
N143	A	34,356.56	2,863.05	16.51757
N143	B	36,074.38	3,006.20	17.34345
N143	C	37,878.10	3,156.51	18.21063
N143	D	39,772.01	3,314.33	19.12116
N143	E	41,760.61	3,480.05	20.07722
N143	F	43,848.64	3,654.05	21.08108
N143	G	46,041.07	3,836.76	22.13513
N144	A	34,700.12	2,891.68	16.68275
N144	B	36,435.13	3,036.26	17.51689
N144	C	38,256.88	3,188.07	18.39273
N144	D	40,169.73	3,347.48	19.31237
N144	E	42,178.21	3,514.85	20.27799
N144	F	44,287.12	3,690.59	21.29189
N144	G	46,501.48	3,875.12	22.35648
N145	A	35,047.12	2,920.59	16.84958
N145	B	36,799.48	3,066.62	17.69206
N145	C	38,639.45	3,219.95	18.57666
N145	D	40,571.43	3,380.95	19.50549
N145	E	42,600.00	3,550.00	20.48077
N145	F	44,730.00	3,727.50	21.50481
N145	G	46,966.50	3,913.87	22.58005
N146	A	35,397.59	2,949.80	17.01807
N146	B	37,167.47	3,097.29	17.86898
N146	C	39,025.85	3,252.15	18.76243
N146	D	40,977.14	3,414.76	19.70055
N146	E	43,026.00	3,585.50	20.68558
N146	F	45,177.30	3,764.77	21.71985
N146	G	47,436.16	3,953.01	22.80585

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N147	A	35,751.57	2,979.30	17.18825
N147	B	37,539.15	3,128.26	18.04767
N147	C	39,416.11	3,284.68	18.95005
N147	D	41,386.91	3,448.91	19.89755
N147	E	43,456.26	3,621.35	20.89243
N147	F	45,629.07	3,802.42	21.93705
N147	G	47,910.52	3,992.54	23.03391
N148	A	36,109.09	3,009.09	17.36014
N148	B	37,914.54	3,159.54	18.22814
N148	C	39,810.27	3,317.52	19.13955
N148	D	41,800.78	3,483.40	20.09653
N148	E	43,890.82	3,657.57	21.10136
N148	F	46,085.36	3,840.45	22.15642
N148	G	48,389.63	4,032.47	23.26424
N149	A	36,470.18	3,039.18	17.53374
N149	B	38,293.68	3,191.14	18.41043
N149	C	40,208.37	3,350.70	19.33095
N149	D	42,218.79	3,518.23	20.29749
N149	E	44,329.73	3,694.14	21.31237
N149	F	46,546.21	3,878.85	22.37799
N149	G	48,873.52	4,072.79	23.49689
N150	A	36,834.88	3,069.57	17.70908
N150	B	38,676.62	3,223.05	18.59453
N150	C	40,610.45	3,384.20	19.52426
N150	D	42,640.98	3,553.41	20.50047
N150	E	44,773.02	3,731.09	21.52549
N150	F	47,011.68	3,917.64	22.60177
N150	G	49,362.26	4,113.52	23.73186
N151	A	37,203.23	3,100.27	17.88617
N151	B	39,063.39	3,255.28	18.78048
N151	C	41,016.56	3,418.05	19.71950
N151	D	43,067.39	3,588.95	20.70547
N151	E	45,220.75	3,768.40	21.74075
N151	F	47,481.79	3,956.82	22.82778
N151	G	49,855.88	4,154.66	23.96917
N152	A	37,575.26	3,131.27	18.06503
N152	B	39,454.02	3,287.84	18.96828
N152	C	41,426.72	3,452.23	19.91669
N152	D	43,498.06	3,624.84	20.91253
N152	E	45,672.96	3,806.08	21.95815
N152	F	47,956.61	3,996.38	23.05606
N152	G	50,354.44	4,196.20	24.20887

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N153	A	37,951.01	3,162.58	18.24568
N153	B	39,848.56	3,320.71	19.15796
N153	C	41,840.99	3,486.75	20.11586
N153	D	43,933.04	3,661.09	21.12165
N153	E	46,129.69	3,844.14	22.17774
N153	F	48,436.18	4,036.35	23.28662
N153	G	50,857.99	4,238.17	24.45095
N154	A	38,330.52	3,194.21	18.42814
N154	B	40,247.05	3,353.92	19.34954
N154	C	42,259.40	3,521.62	20.31702
N154	D	44,372.37	3,697.70	21.33287
N154	E	46,590.99	3,882.58	22.39951
N154	F	48,920.54	4,076.71	23.51949
N154	G	51,366.57	4,280.55	24.69546
N155	A	38,713.83	3,226.15	18.61242
N155	B	40,649.52	3,387.46	19.54304
N155	C	42,681.99	3,556.83	20.52019
N155	D	44,816.09	3,734.67	21.54620
N155	E	47,056.90	3,921.41	22.62351
N155	F	49,409.74	4,117.48	23.75468
N155	G	51,880.23	4,323.35	24.94242
N156	A	39,100.97	3,258.41	18.79854
N156	B	41,056.01	3,421.33	19.73847
N156	C	43,108.81	3,592.40	20.72539
N156	D	45,264.25	3,772.02	21.76166
N156	E	47,527.47	3,960.62	22.84974
N156	F	49,903.84	4,158.65	23.99223
N156	G	52,399.03	4,366.59	25.19184
N157	A	39,491.97	3,291.00	18.98653
N157	B	41,466.57	3,455.55	19.93585
N157	C	43,539.90	3,628.33	20.93265
N157	D	45,716.90	3,809.74	21.97928
N157	E	48,002.74	4,000.23	23.07824
N157	F	50,402.88	4,200.24	24.23215
N157	G	52,923.02	4,410.25	25.44376
N158	A	39,886.89	3,323.91	19.17639
N158	B	41,881.24	3,490.10	20.13521
N158	C	43,975.30	3,664.61	21.14197
N158	D	46,174.07	3,847.84	22.19907
N158	E	48,482.77	4,040.23	23.30902
N158	F	50,906.91	4,242.24	24.47448
N158	G	53,452.25	4,454.35	25.69820

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N159	A	40,285.76	3,357.15	19.36816
N159	B	42,300.05	3,525.00	20.33656
N159	C	44,415.05	3,701.25	21.35339
N159	D	46,635.81	3,886.32	22.42106
N159	E	48,967.60	4,080.63	23.54211
N159	F	51,415.98	4,284.66	24.71922
N159	G	53,986.78	4,498.90	25.95518
N160	A	40,688.62	3,390.72	19.56184
N160	B	42,723.05	3,560.25	20.53993
N160	C	44,859.20	3,738.27	21.56693
N160	D	47,102.17	3,925.18	22.64527
N160	E	49,457.27	4,121.44	23.77754
N160	F	51,930.14	4,327.51	24.96641
N160	G	54,526.64	4,543.89	26.21473
N161	A	41,095.51	3,424.63	19.75746
N161	B	43,150.28	3,595.86	20.74533
N161	C	45,307.80	3,775.65	21.78259
N161	D	47,573.19	3,964.43	22.87172
N161	E	49,951.85	4,162.65	24.01531
N161	F	52,449.44	4,370.79	25.21608
N161	G	55,071.91	4,589.33	26.47688
N162	A	41,506.46	3,458.87	19.95503
N162	B	43,581.79	3,631.82	20.95278
N162	C	45,760.87	3,813.41	22.00042
N162	D	48,048.92	4,004.08	23.10044
N162	E	50,451.36	4,204.28	24.25546
N162	F	52,973.93	4,414.49	25.46824
N162	G	55,622.63	4,635.22	26.74165
N163	A	41,921.53	3,493.46	20.15458
N163	B	44,017.60	3,668.13	21.16231
N163	C	46,218.48	3,851.54	22.22042
N163	D	48,529.41	4,044.12	23.33145
N163	E	50,955.88	4,246.32	24.49802
N163	F	53,503.67	4,458.64	25.72292
N163	G	56,178.86	4,681.57	27.00907
N164	A	42,340.74	3,528.40	20.35613
N164	B	44,457.78	3,704.81	21.37393
N164	C	46,680.67	3,890.06	22.44263
N164	D	49,014.70	4,084.56	23.56476
N164	E	51,465.44	4,288.79	24.74300
N164	F	54,038.71	4,503.23	25.98015
N164	G	56,740.64	4,728.39	27.27916

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N165	A	42,764.15	3,563.68	20.55969
N165	B	44,902.36	3,741.86	21.58767
N165	C	47,147.48	3,928.96	22.66706
N165	D	49,504.85	4,125.40	23.80041
N165	E	51,980.09	4,331.67	24.99043
N165	F	54,579.10	4,548.26	26.23995
N165	G	57,308.05	4,775.67	27.55195
N166	A	43,191.79	3,599.32	20.76528
N166	B	45,351.38	3,779.28	21.80355
N166	C	47,618.95	3,968.25	22.89373
N166	D	49,999.90	4,166.66	24.03841
N166	E	52,499.89	4,374.99	25.24033
N166	F	55,124.89	4,593.74	26.50235
N166	G	57,881.13	4,823.43	27.82747
N167	A	43,623.71	3,635.31	20.97294
N167	B	45,804.89	3,817.07	22.02158
N167	C	48,095.14	4,007.93	23.12266
N167	D	50,499.90	4,208.32	24.27880
N167	E	53,024.89	4,418.74	25.49274
N167	F	55,676.14	4,639.68	26.76737
N167	G	58,459.94	4,871.66	28.10574
N168	A	44,059.95	3,671.66	21.18267
N168	B	46,262.94	3,855.25	22.24180
N168	C	48,576.09	4,048.01	23.35389
N168	D	51,004.90	4,250.41	24.52158
N168	E	53,555.14	4,462.93	25.74766
N168	F	56,232.90	4,686.07	27.03505
N168	G	59,044.54	4,920.38	28.38680
N169	A	44,500.55	3,708.38	21.39449
N169	B	46,725.57	3,893.80	22.46422
N169	C	49,061.85	4,088.49	23.58743
N169	D	51,514.94	4,292.91	24.76680
N169	E	54,090.69	4,507.56	26.00514
N169	F	56,795.23	4,732.94	27.30540
N169	G	59,634.99	4,969.58	28.67067
N170	A	44,945.55	3,745.46	21.60844
N170	B	47,192.83	3,932.74	22.68886
N170	C	49,552.47	4,129.37	23.82330
N170	D	52,030.09	4,335.84	25.01447
N170	E	54,631.60	4,552.63	26.26519
N170	F	57,363.18	4,780.26	27.57845
N170	G	60,231.34	5,019.28	28.95737

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N171	A	45,395.01	3,782.92	21.82452
N171	B	47,664.76	3,972.06	22.91575
N171	C	50,047.99	4,170.67	24.06154
N171	D	52,550.39	4,379.20	25.26461
N171	E	55,177.91	4,598.16	26.52784
N171	F	57,936.81	4,828.07	27.85424
N171	G	60,833.65	5,069.47	29.24695
N172	A	45,848.96	3,820.75	22.04277
N172	B	48,141.40	4,011.78	23.14491
N172	C	50,548.47	4,212.37	24.30215
N172	D	53,075.90	4,422.99	25.51726
N172	E	55,729.69	4,644.14	26.79312
N172	F	58,516.18	4,876.35	28.13278
N172	G	61,441.99	5,120.17	29.53942
N173	A	46,307.45	3,858.95	22.26320
N173	B	48,622.82	4,051.90	23.37636
N173	C	51,053.96	4,254.50	24.54517
N173	D	53,606.66	4,467.22	25.77243
N173	E	56,286.99	4,690.58	27.06105
N173	F	59,101.34	4,925.11	28.41411
N173	G	62,056.41	5,171.37	29.83481
N174	A	46,770.52	3,897.54	22.48583
N174	B	49,109.05	4,092.42	23.61012
N174	C	51,564.50	4,297.04	24.79062
N174	D	54,142.72	4,511.89	26.03016
N174	E	56,849.86	4,737.49	27.33166
N174	F	59,692.35	4,974.36	28.69825
N174	G	62,676.97	5,223.08	30.13316
N175	A	47,238.23	3,936.52	22.71069
N175	B	49,600.14	4,133.34	23.84622
N175	C	52,080.14	4,340.01	25.03853
N175	D	54,684.15	4,557.01	26.29046
N175	E	57,418.36	4,784.86	27.60498
N175	F	60,289.28	5,024.11	28.98523
N175	G	63,303.74	5,275.31	30.43449
N176	A	47,710.61	3,975.88	22.93779
N176	B	50,096.14	4,174.68	24.08468
N176	C	52,600.95	4,383.41	25.28892
N176	D	55,230.99	4,602.58	26.55336
N176	E	57,992.54	4,832.71	27.88103
N176	F	60,892.17	5,074.35	29.27508
N176	G	63,936.78	5,328.06	30.73884

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N177	A	48,187.71	4,015.64	23.16717
N177	B	50,597.10	4,216.42	24.32553
N177	C	53,126.96	4,427.25	25.54181
N177	D	55,783.30	4,648.61	26.81890
N177	E	58,572.47	4,881.04	28.15984
N177	F	61,501.09	5,125.09	29.56783
N177	G	64,576.15	5,381.35	31.04622
N178	A	48,669.59	4,055.80	23.39884
N178	B	51,103.07	4,258.59	24.56878
N178	C	53,658.22	4,471.52	25.79722
N178	D	56,341.14	4,695.09	27.08708
N178	E	59,158.19	4,929.85	28.44144
N178	F	62,116.10	5,176.34	29.86351
N178	G	65,221.91	5,435.16	31.35669
N179	A	49,156.29	4,096.36	23.63283
N179	B	51,614.10	4,301.18	24.81447
N179	C	54,194.81	4,516.23	26.05520
N179	D	56,904.55	4,742.05	27.35796
N179	E	59,749.77	4,979.15	28.72585
N179	F	62,737.26	5,228.11	30.16215
N179	G	65,874.13	5,489.51	31.67025
N180	A	49,647.85	4,137.32	23.86916
N180	B	52,130.24	4,344.19	25.06262
N180	C	54,736.75	4,561.40	26.31575
N180	D	57,473.59	4,789.47	27.63153
N180	E	60,347.27	5,028.94	29.01311
N180	F	63,364.64	5,280.39	30.46377
N180	G	66,532.87	5,544.41	31.98696
N181	A	50,144.33	4,178.69	24.10785
N181	B	52,651.55	4,387.63	25.31324
N181	C	55,284.12	4,607.01	26.57891
N181	D	58,048.33	4,837.36	27.90785
N181	E	60,950.75	5,079.23	29.30324
N181	F	63,998.28	5,333.19	30.76840
N181	G	67,198.20	5,599.85	32.30683
N182	A	50,645.77	4,220.48	24.34893
N182	B	53,178.06	4,431.50	25.56638
N182	C	55,836.96	4,653.08	26.84469
N182	D	58,628.81	4,885.73	28.18693
N182	E	61,560.25	5,130.02	29.59628
N182	F	64,638.27	5,386.52	31.07609
N182	G	67,870.18	5,655.85	32.62989

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N183	A	51,152.23	4,262.69	24.59242
N183	B	53,709.84	4,475.82	25.82204
N183	C	56,395.33	4,699.61	27.11314
N183	D	59,215.10	4,934.59	28.46880
N183	E	62,175.86	5,181.32	29.89224
N183	F	65,284.65	5,440.39	31.38685
N183	G	68,548.88	5,712.41	32.95619
N184	A	51,663.75	4,305.31	24.83834
N184	B	54,246.94	4,520.58	26.08026
N184	C	56,959.29	4,746.61	27.38427
N184	D	59,807.25	4,983.94	28.75349
N184	E	62,797.61	5,233.13	30.19116
N184	F	65,937.49	5,494.79	31.70072
N184	G	69,234.37	5,769.53	33.28575
N185	A	52,180.39	4,348.37	25.08673
N185	B	54,789.41	4,565.78	26.34106
N185	C	57,528.88	4,794.07	27.65812
N185	D	60,405.32	5,033.78	29.04102
N185	E	63,425.59	5,285.47	30.49307
N185	F	66,596.87	5,549.74	32.01773
N185	G	69,926.71	5,827.23	33.61861
N186	A	52,702.19	4,391.85	25.33759
N186	B	55,337.30	4,611.44	26.60447
N186	C	58,104.17	4,842.01	27.93470
N186	D	61,009.38	5,084.11	29.33143
N186	E	64,059.85	5,338.32	30.79800
N186	F	67,262.84	5,605.24	32.33790
N186	G	70,625.98	5,885.50	33.95480
N187	A	53,229.22	4,435.77	25.59097
N187	B	55,890.68	4,657.56	26.87052
N187	C	58,685.21	4,890.43	28.21404
N187	D	61,619.47	5,134.96	29.62475
N187	E	64,700.44	5,391.70	31.10598
N187	F	67,935.47	5,661.29	32.66128
N187	G	71,332.24	5,944.35	34.29435
N188	A	53,761.51	4,480.13	25.84688
N188	B	56,449.58	4,704.13	27.13922
N188	C	59,272.06	4,939.34	28.49618
N188	D	62,235.67	5,186.31	29.92099
N188	E	65,347.45	5,445.62	31.41704
N188	F	68,614.82	5,717.90	32.98789
N188	G	72,045.56	6,003.80	34.63729

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N189	A	54,299.12	4,524.93	26.10535
N189	B	57,014.08	4,751.17	27.41061
N189	C	59,864.78	4,988.73	28.78115
N189	D	62,858.02	5,238.17	30.22020
N189	E	66,000.92	5,500.08	31.73121
N189	F	69,300.97	5,775.08	33.31777
N189	G	72,766.02	6,063.83	34.98366
N190	A	54,842.11	4,570.18	26.36640
N190	B	57,584.22	4,798.68	27.68472
N190	C	60,463.43	5,038.62	29.06896
N190	D	63,486.60	5,290.55	30.52240
N190	E	66,660.93	5,555.08	32.04853
N190	F	69,993.98	5,832.83	33.65095
N190	G	73,493.68	6,124.47	35.33350
N191	A	55,390.54	4,615.88	26.63006
N191	B	58,160.06	4,846.67	27.96157
N191	C	61,068.06	5,089.01	29.35965
N191	D	64,121.47	5,343.46	30.82763
N191	E	67,327.54	5,610.63	32.36901
N191	F	70,693.92	5,891.16	33.98746
N191	G	74,228.61	6,185.72	35.68683
N192	A	55,944.44	4,662.04	26.89637
N192	B	58,741.66	4,895.14	28.24118
N192	C	61,678.75	5,139.90	29.65324
N192	D	64,762.68	5,396.89	31.13591
N192	E	68,000.82	5,666.73	32.69270
N192	F	71,400.86	5,950.07	34.32734
N192	G	74,970.90	6,247.57	36.04370
N193	A	56,503.88	4,708.66	27.16533
N193	B	59,329.08	4,944.09	28.52360
N193	C	62,295.53	5,191.29	29.94978
N193	D	65,410.31	5,450.86	31.44726
N193	E	68,680.83	5,723.40	33.01963
N193	F	72,114.87	6,009.57	34.67061
N193	G	75,720.61	6,310.05	36.40414
N194	A	57,068.92	4,755.74	27.43698
N194	B	59,922.37	4,993.53	28.80883
N194	C	62,918.49	5,243.21	30.24927
N194	D	66,064.41	5,505.37	31.76174
N194	E	69,367.63	5,780.64	33.34982
N194	F	72,836.02	6,069.67	35.01731
N194	G	76,477.82	6,373.15	36.76818

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N195	A	57,639.61	4,803.30	27.71135
N195	B	60,521.59	5,043.47	29.09692
N195	C	63,547.67	5,295.64	30.55177
N195	D	66,725.06	5,560.42	32.07935
N195	E	70,061.31	5,838.44	33.68332
N195	F	73,564.38	6,130.36	35.36749
N195	G	77,242.59	6,436.88	37.13586
N196	A	58,216.01	4,851.33	27.98847
N196	B	61,126.81	5,093.90	29.38789
N196	C	64,183.15	5,348.60	30.85728
N196	D	67,392.31	5,616.03	32.40015
N196	E	70,761.92	5,896.83	34.02016
N196	F	74,300.02	6,191.67	35.72116
N196	G	78,015.02	6,501.25	37.50722
N197	A	58,798.17	4,899.85	28.26835
N197	B	61,738.08	5,144.84	29.68177
N197	C	64,824.98	5,402.08	31.16586
N197	D	68,066.23	5,672.19	32.72415
N197	E	71,469.54	5,955.80	34.36036
N197	F	75,043.02	6,253.58	36.07837
N197	G	78,795.17	6,566.26	37.88229
N198	A	59,386.15	4,948.85	28.55103
N198	B	62,355.46	5,196.29	29.97859
N198	C	65,473.23	5,456.10	31.47752
N198	D	68,746.89	5,728.91	33.05139
N198	E	72,184.24	6,015.35	34.70396
N198	F	75,793.45	6,316.12	36.43916
N198	G	79,583.12	6,631.93	38.26112
N199	A	59,980.01	4,998.33	28.83654
N199	B	62,979.01	5,248.25	30.27837
N199	C	66,127.96	5,510.66	31.79229
N199	D	69,434.36	5,786.20	33.38190
N199	E	72,906.08	6,075.51	35.05100
N199	F	76,551.38	6,379.28	36.80355
N199	G	80,378.95	6,698.25	38.64373
N200	A	60,579.81	5,048.32	29.12491
N200	B	63,608.80	5,300.73	30.58116
N200	C	66,789.24	5,565.77	32.11021
N200	D	70,128.71	5,844.06	33.71572
N200	E	73,635.14	6,136.26	35.40151
N200	F	77,316.90	6,443.07	37.17159
N200	G	81,182.74	6,765.23	39.03016

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N201	A	61,185.61	5,098.80	29.41616
N201	B	64,244.89	5,353.74	30.88697
N201	C	67,457.14	5,621.43	32.43132
N201	D	70,829.99	5,902.50	34.05288
N201	E	74,371.49	6,197.62	35.75553
N201	F	78,090.07	6,507.51	37.54330
N201	G	81,994.57	6,832.88	39.42047
N202	A	61,797.47	5,149.79	29.71032
N202	B	64,887.34	5,407.28	31.19584
N202	C	68,131.71	5,677.64	32.75563
N202	D	71,538.29	5,961.52	34.39341
N202	E	75,115.21	6,259.60	36.11308
N202	F	78,870.97	6,572.58	37.91873
N202	G	82,814.52	6,901.21	39.81467
N203	A	62,415.44	5,201.29	30.00742
N203	B	65,536.21	5,461.35	31.50779
N203	C	68,813.02	5,734.42	33.08318
N203	D	72,253.68	6,021.14	34.73734
N203	E	75,866.36	6,322.20	36.47421
N203	F	79,659.68	6,638.31	38.29792
N203	G	83,642.66	6,970.22	40.21282
N204	A	63,039.60	5,253.30	30.30750
N204	B	66,191.58	5,515.96	31.82287
N204	C	69,501.15	5,791.76	33.41402
N204	D	72,976.21	6,081.35	35.08472
N204	E	76,625.02	6,385.42	36.83895
N204	F	80,456.27	6,704.69	38.68090
N204	G	84,479.09	7,039.92	40.61495
N205	A	63,669.99	5,305.83	30.61057
N205	B	66,853.49	5,571.12	32.14110
N205	C	70,196.17	5,849.68	33.74816
N205	D	73,705.97	6,142.16	35.43556
N205	E	77,391.27	6,449.27	37.20734
N205	F	81,260.84	6,771.74	39.06771
N205	G	85,323.88	7,110.32	41.02110
N206	A	64,306.69	5,358.89	30.91668
N206	B	67,522.03	5,626.84	32.46251
N206	C	70,898.13	5,908.18	34.08564
N206	D	74,443.03	6,203.59	35.78992
N206	E	78,165.19	6,513.77	37.57942
N206	F	82,073.44	6,839.45	39.45839
N206	G	86,177.12	7,181.43	41.43131

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N207	A	64,949.76	5,412.48	31.22585
N207	B	68,197.25	5,683.10	32.78714
N207	C	71,607.11	5,967.26	34.42649
N207	D	75,187.46	6,265.62	36.14782
N207	E	78,946.84	6,578.90	37.95521
N207	F	82,894.18	6,907.85	39.85297
N207	G	87,038.89	7,253.24	41.84562
N208	A	65,599.26	5,466.60	31.53810
N208	B	68,879.22	5,739.93	33.11501
N208	C	72,323.18	6,026.93	34.77076
N208	D	75,939.34	6,328.28	36.50930
N208	E	79,736.31	6,644.69	38.33476
N208	F	83,723.12	6,976.93	40.25150
N208	G	87,909.28	7,325.77	42.26408
N209	A	66,255.25	5,521.27	31.85348
N209	B	69,568.01	5,797.33	33.44616
N209	C	73,046.41	6,087.20	35.11847
N209	D	76,698.73	6,391.56	36.87439
N209	E	80,533.67	6,711.14	38.71811
N209	F	84,560.35	7,046.70	40.65402
N209	G	88,788.37	7,399.03	42.68672
N210	A	66,917.80	5,576.48	32.17202
N210	B	70,263.69	5,855.31	33.78062
N210	C	73,776.88	6,148.07	35.46965
N210	D	77,465.72	6,455.48	37.24313
N210	E	81,339.01	6,778.25	39.10529
N210	F	85,405.96	7,117.16	41.06056
N210	G	89,676.25	7,473.02	43.11358
N211	A	67,586.98	5,632.25	32.49374
N211	B	70,966.33	5,913.86	34.11843
N211	C	74,514.64	6,209.55	35.82435
N211	D	78,240.38	6,520.03	37.61557
N211	E	82,152.40	6,846.03	39.49634
N211	F	86,260.02	7,188.33	41.47116
N211	G	90,573.02	7,547.75	43.54472
N212	A	68,262.85	5,688.57	32.81868
N212	B	71,675.99	5,973.00	34.45961
N212	C	75,259.79	6,271.65	36.18259
N212	D	79,022.78	6,585.23	37.99172
N212	E	82,973.92	6,914.49	39.89131
N212	F	87,122.62	7,260.22	41.88587
N212	G	91,478.75	7,623.23	43.98017

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N213	A	68,945.48	5,745.46	33.14686
N213	B	72,392.75	6,032.73	34.80421
N213	C	76,012.39	6,334.37	36.54442
N213	D	79,813.01	6,651.08	38.37164
N213	E	83,803.66	6,983.64	40.29022
N213	F	87,993.84	7,332.82	42.30473
N213	G	92,393.53	7,699.46	44.41997
N214	A	69,634.93	5,802.91	33.47833
N214	B	73,116.68	6,093.06	35.15225
N214	C	76,772.51	6,397.71	36.90986
N214	D	80,611.14	6,717.59	38.75535
N214	E	84,641.70	7,053.47	40.69312
N214	F	88,873.78	7,406.15	42.72778
N214	G	93,317.47	7,776.46	44.86417
N215	A	70,331.28	5,860.94	33.81312
N215	B	73,847.85	6,153.99	35.50377
N215	C	77,540.24	6,461.69	37.27896
N215	D	81,417.25	6,784.77	39.14291
N215	E	85,488.11	7,124.01	41.10005
N215	F	89,762.52	7,480.21	43.15506
N215	G	94,250.64	7,854.22	45.31281
N216	A	71,034.59	5,919.55	34.15125
N216	B	74,586.32	6,215.53	35.85881
N216	C	78,315.64	6,526.30	37.65175
N216	D	82,231.42	6,852.62	39.53434
N216	E	86,342.99	7,195.25	41.51105
N216	F	90,660.14	7,555.01	43.58661
N216	G	95,193.15	7,932.76	45.76594
N217	A	71,744.94	5,978.74	34.49276
N217	B	75,332.19	6,277.68	36.21740
N217	C	79,098.80	6,591.57	38.02827
N217	D	83,053.74	6,921.14	39.92968
N217	E	87,206.42	7,267.20	41.92617
N217	F	91,566.74	7,630.56	44.02247
N217	G	96,145.08	8,012.09	46.22360
N218	A	72,462.39	6,038.53	34.83769
N218	B	76,085.51	6,340.46	36.57957
N218	C	79,889.78	6,657.48	38.40855
N218	D	83,884.27	6,990.36	40.32898
N218	E	88,078.49	7,339.87	42.34543
N218	F	92,482.41	7,706.87	44.46270
N218	G	97,106.53	8,092.21	46.68583

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N219	A	73,187.01	6,098.92	35.18606
N219	B	76,846.36	6,403.86	36.94537
N219	C	80,688.68	6,724.06	38.79264
N219	D	84,723.12	7,060.26	40.73227
N219	E	88,959.27	7,413.27	42.76888
N219	F	93,407.24	7,783.94	44.90733
N219	G	98,077.60	8,173.13	47.15269
N220	A	73,918.88	6,159.91	35.53792
N220	B	77,614.83	6,467.90	37.31482
N220	C	81,495.57	6,791.30	39.18056
N220	D	85,570.35	7,130.86	41.13959
N220	E	89,848.87	7,487.41	43.19657
N220	F	94,341.31	7,861.78	45.35640
N220	G	99,058.37	8,254.86	47.62422
N221	A	74,658.07	6,221.51	35.89330
N221	B	78,390.98	6,532.58	37.68797
N221	C	82,310.52	6,859.21	39.57237
N221	D	86,426.05	7,202.17	41.55099
N221	E	90,747.35	7,562.28	43.62854
N221	F	95,284.72	7,940.39	45.80996
N221	G	100,048.96	8,337.41	48.10046
N222	A	75,404.65	6,283.72	36.25224
N222	B	79,174.89	6,597.91	38.06485
N222	C	83,133.63	6,927.80	39.96809
N222	D	87,290.31	7,274.19	41.96650
N222	E	91,654.83	7,637.90	44.06482
N222	F	96,237.57	8,019.80	46.26806
N222	G	101,049.45	8,420.79	48.58146
N223	A	76,158.70	6,346.56	36.61476
N223	B	79,966.63	6,663.89	38.44550
N223	C	83,964.97	6,997.08	40.36777
N223	D	88,163.21	7,346.93	42.38616
N223	E	92,571.38	7,714.28	44.50547
N223	F	97,199.94	8,100.00	46.73074
N223	G	102,059.94	8,504.99	49.06728
N224	A	76,920.29	6,410.02	36.98091
N224	B	80,766.30	6,730.52	38.82995
N224	C	84,804.62	7,067.05	40.77145
N224	D	89,044.85	7,420.40	42.81002
N224	E	93,497.09	7,791.42	44.95052
N224	F	98,171.94	8,181.00	47.19805
N224	G	103,080.54	8,590.04	49.55795

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N225	A	77,689.49	6,474.12	37.35072
N225	B	81,573.96	6,797.83	39.21825
N225	C	85,652.66	7,137.72	41.17916
N225	D	89,935.30	7,494.61	43.23812
N225	E	94,432.06	7,869.34	45.40003
N225	F	99,153.66	8,262.81	47.67003
N225	G	104,111.35	8,675.95	50.05353
N226	A	78,466.38	6,538.87	37.72422
N226	B	82,389.70	6,865.81	39.61043
N226	C	86,509.19	7,209.10	41.59096
N226	D	90,834.65	7,569.55	43.67050
N226	E	95,376.38	7,948.03	45.85403
N226	F	100,145.20	8,345.43	48.14673
N226	G	105,152.46	8,762.70	50.55407
N227	A	79,251.05	6,604.25	38.10147
N227	B	83,213.60	6,934.47	40.00654
N227	C	87,374.28	7,281.19	42.00687
N227	D	91,742.99	7,645.25	44.10721
N227	E	96,330.14	8,027.51	46.31257
N227	F	101,146.65	8,428.89	48.62820
N227	G	106,203.98	8,850.33	51.05961
N228	A	80,043.56	6,670.30	38.48248
N228	B	84,045.74	7,003.81	40.40660
N228	C	88,248.02	7,354.00	42.42693
N228	D	92,660.42	7,721.70	44.54828
N228	E	97,293.45	8,107.79	46.77570
N228	F	102,158.12	8,513.18	49.11448
N228	G	107,266.02	8,938.84	51.57020
N229	A	80,843.99	6,737.00	38.86731
N229	B	84,886.19	7,073.85	40.81067
N229	C	89,130.50	7,427.54	42.85120
N229	D	93,587.03	7,798.92	44.99376
N229	E	98,266.38	8,188.86	47.24345
N229	F	103,179.70	8,598.31	49.60562
N229	G	108,338.68	9,028.22	52.08591
N230	A	81,652.43	6,804.37	39.25598
N230	B	85,735.06	7,144.59	41.21878
N230	C	90,021.81	7,501.82	43.27972
N230	D	94,522.90	7,876.91	45.44370
N230	E	99,249.04	8,270.75	47.71589
N230	F	104,211.50	8,684.29	50.10168
N230	G	109,422.07	9,118.51	52.60677

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N231	A	82,468.96	6,872.41	39.64854
N231	B	86,592.41	7,216.03	41.63096
N231	C	90,922.03	7,576.84	43.71251
N231	D	95,468.13	7,955.68	45.89814
N231	E	100,241.53	8,353.46	48.19305
N231	F	105,253.61	8,771.13	50.60270
N231	G	110,516.29	9,209.69	53.13283
N232	A	83,293.65	6,941.14	40.04502
N232	B	87,458.33	7,288.19	42.04727
N232	C	91,831.25	7,652.60	44.14964
N232	D	96,422.81	8,035.23	46.35712
N232	E	101,243.95	8,437.00	48.67498
N232	F	106,306.15	8,858.85	51.10872
N232	G	111,621.46	9,301.79	53.66416
N233	A	84,126.58	7,010.55	40.44547
N233	B	88,332.91	7,361.08	42.46775
N233	C	92,749.56	7,729.13	44.59113
N233	D	97,387.04	8,115.59	46.82069
N233	E	102,256.39	8,521.37	49.16173
N233	F	107,369.21	8,947.43	51.61981
N233	G	112,737.67	9,394.81	54.20080
N234	A	84,967.85	7,080.65	40.84993
N234	B	89,216.24	7,434.69	42.89242
N234	C	93,677.06	7,806.42	45.03705
N234	D	98,360.91	8,196.74	47.28890
N234	E	103,278.95	8,606.58	49.65334
N234	F	108,442.90	9,036.91	52.13601
N234	G	113,865.05	9,488.75	54.74281
N235	A	85,817.53	7,151.46	41.25843
N235	B	90,108.41	7,509.03	43.32135
N235	C	94,613.83	7,884.49	45.48742
N235	D	99,344.52	8,278.71	47.76179
N235	E	104,311.74	8,692.65	50.14988
N235	F	109,527.33	9,127.28	52.65737
N235	G	115,003.70	9,583.64	55.29024
N236	A	86,675.70	7,222.98	41.67101
N236	B	91,009.49	7,584.12	43.75456
N236	C	95,559.96	7,963.33	45.94229
N236	D	100,337.96	8,361.50	48.23941
N236	E	105,354.86	8,779.57	50.65138
N236	F	110,622.60	9,218.55	53.18394
N236	G	116,153.73	9,679.48	55.84314

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N237	A	87,542.46	7,295.20	42.08772
N237	B	91,919.58	7,659.97	44.19211
N237	C	96,515.56	8,042.96	46.40171
N237	D	101,341.34	8,445.11	48.72180
N237	E	106,408.41	8,867.37	51.15789
N237	F	111,728.83	9,310.74	53.71578
N237	G	117,315.27	9,776.27	56.40157
N238	A	88,417.89	7,368.16	42.50860
N238	B	92,838.78	7,736.56	44.63403
N238	C	97,480.72	8,123.39	46.86573
N238	D	102,354.76	8,529.56	49.20902
N238	E	107,472.49	8,956.04	51.66947
N238	F	112,846.12	9,403.84	54.25294
N238	G	118,488.42	9,874.04	56.96559
N239	A	89,302.07	7,441.84	42.93369
N239	B	93,767.17	7,813.93	45.08037
N239	C	98,455.53	8,204.63	47.33439
N239	D	103,378.30	8,614.86	49.70111
N239	E	108,547.22	9,045.60	52.18616
N239	F	113,974.58	9,497.88	54.79547
N239	G	119,673.31	9,972.78	57.53524
N240	A	90,195.09	7,516.26	43.36302
N240	B	94,704.84	7,892.07	45.53117
N240	C	99,440.08	8,286.67	47.80773
N240	D	104,412.09	8,701.01	50.19812
N240	E	109,632.69	9,136.06	52.70802
N240	F	115,114.32	9,592.86	55.34343
N240	G	120,870.04	10,072.50	58.11060
N241	A	91,097.04	7,591.42	43.79665
N241	B	95,651.89	7,970.99	45.98648
N241	C	100,434.48	8,369.54	48.28581
N241	D	105,456.21	8,788.02	50.70010
N241	E	110,729.02	9,227.42	53.23510
N241	F	116,265.47	9,688.79	55.89686
N241	G	122,078.74	10,173.23	58.69170
N242	A	92,008.01	7,667.33	44.23462
N242	B	96,608.41	8,050.70	46.44635
N242	C	101,438.83	8,453.24	48.76867
N242	D	106,510.77	8,875.90	51.20710
N242	E	111,836.31	9,319.69	53.76746
N242	F	117,428.12	9,785.68	56.45583
N242	G	123,299.53	10,274.96	59.27862

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N243	A	92,928.09	7,744.01	44.67696
N243	B	97,574.49	8,131.21	46.91081
N243	C	102,453.22	8,537.77	49.25635
N243	D	107,575.88	8,964.66	51.71917
N243	E	112,954.67	9,412.89	54.30513
N243	F	118,602.40	9,883.53	57.02039
N243	G	124,532.52	10,377.71	59.87141
N244	A	93,857.37	7,821.45	45.12373
N244	B	98,550.24	8,212.52	47.37992
N244	C	103,477.75	8,623.15	49.74892
N244	D	108,651.64	9,054.30	52.23636
N244	E	114,084.22	9,507.02	54.84818
N244	F	119,788.43	9,982.37	57.59059
N244	G	125,777.85	10,481.49	60.47012
N245	A	94,795.94	7,899.66	45.57497
N245	B	99,535.74	8,294.64	47.85372
N245	C	104,512.53	8,709.38	50.24641
N245	D	109,738.15	9,144.85	52.75873
N245	E	115,225.06	9,602.09	55.39666
N245	F	120,986.31	10,082.19	58.16650
N245	G	127,035.63	10,586.30	61.07482
N246	A	95,743.90	7,978.66	46.03072
N246	B	100,531.10	8,377.59	48.33226
N246	C	105,557.65	8,796.47	50.74887
N246	D	110,835.53	9,236.29	53.28631
N246	E	116,377.31	9,698.11	55.95063
N246	F	122,196.18	10,183.01	58.74816
N246	G	128,305.98	10,692.17	61.68557
N247	A	96,701.34	8,058.44	46.49103
N247	B	101,536.41	8,461.37	48.81558
N247	C	106,613.23	8,884.44	51.25636
N247	D	111,943.89	9,328.66	53.81918
N247	E	117,541.08	9,795.09	56.51014
N247	F	123,418.14	10,284.84	59.33564
N247	G	129,589.04	10,799.09	62.30243
N248	A	97,668.35	8,139.03	46.95594
N248	B	102,551.77	8,545.98	49.30374
N248	C	107,679.36	8,973.28	51.76892
N248	D	113,063.33	9,421.94	54.35737
N248	E	118,716.49	9,893.04	57.07524
N248	F	124,652.32	10,387.69	59.92900
N248	G	130,884.93	10,907.08	62.92545

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N249	A	98,645.04	8,220.42	47.42550
N249	B	103,577.29	8,631.44	49.79677
N249	C	108,756.15	9,063.01	52.28661
N249	D	114,193.96	9,516.16	54.90094
N249	E	119,903.66	9,991.97	57.64599
N249	F	125,898.84	10,491.57	60.52829
N249	G	132,193.78	11,016.15	63.55470
N250	A	99,631.49	8,302.62	47.89975
N250	B	104,613.06	8,717.75	50.29474
N250	C	109,843.71	9,153.64	52.80948
N250	D	115,335.90	9,611.32	55.44995
N250	E	121,102.70	10,091.89	58.22245
N250	F	127,157.83	10,596.49	61.13357
N250	G	133,515.72	11,126.31	64.19025
N251	A	100,627.80	8,385.65	48.37875
N251	B	105,659.19	8,804.93	50.79769
N251	C	110,942.15	9,245.18	53.33757
N251	D	116,489.26	9,707.44	56.00445
N251	E	122,313.72	10,192.81	58.80467
N251	F	128,429.41	10,702.45	61.74491
N251	G	134,850.88	11,237.57	64.83215
N252	A	101,634.08	8,469.51	48.86254
N252	B	106,715.78	8,892.98	51.30567
N252	C	112,051.57	9,337.63	53.87095
N252	D	117,654.15	9,804.51	56.56450
N252	E	123,536.86	10,294.74	59.39272
N252	F	129,713.70	10,809.48	62.36236
N252	G	136,199.39	11,349.95	65.48047
N253	A	102,650.42	8,554.20	49.35116
N253	B	107,782.94	8,981.91	51.81872
N253	C	113,172.09	9,431.01	54.40966
N253	D	118,830.69	9,902.56	57.13014
N253	E	124,772.23	10,397.69	59.98665
N253	F	131,010.84	10,917.57	62.98598
N253	G	137,561.38	11,463.45	66.13528
N254	A	103,676.93	8,639.74	49.84468
N254	B	108,860.77	9,071.73	52.33691
N254	C	114,303.81	9,525.32	54.95375
N254	D	120,019.00	10,001.58	57.70144
N254	E	126,019.95	10,501.66	60.58651
N254	F	132,320.95	11,026.75	63.61584
N254	G	138,937.00	11,578.08	66.79663

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N255	A	104,713.69	8,726.14	50.34312
N255	B	109,949.38	9,162.45	52.86028
N255	C	115,446.85	9,620.57	55.50329
N255	D	121,219.19	10,101.60	58.27846
N255	E	127,280.15	10,606.68	61.19238
N255	F	133,644.16	11,137.01	64.25200
N255	G	140,326.37	11,693.86	67.46460
N256	A	105,760.83	8,813.40	50.84655
N256	B	111,048.87	9,254.07	53.38888
N256	C	116,601.32	9,716.78	56.05833
N256	D	122,431.38	10,202.62	58.86124
N256	E	128,552.95	10,712.75	61.80430
N256	F	134,980.60	11,248.38	64.89452
N256	G	141,729.63	11,810.80	68.13924
N257	A	106,818.44	8,901.54	51.35502
N257	B	112,159.36	9,346.61	53.92277
N257	C	117,767.33	9,813.94	56.61891
N257	D	123,655.70	10,304.64	59.44985
N257	E	129,838.48	10,819.87	62.42235
N257	F	136,330.41	11,360.87	65.54346
N257	G	143,146.93	11,928.91	68.82064
N258	A	107,886.62	8,990.55	51.86857
N258	B	113,280.96	9,440.08	54.46200
N258	C	118,945.00	9,912.08	57.18510
N258	D	124,892.25	10,407.69	60.04435
N258	E	131,136.87	10,928.07	63.04657
N258	F	137,693.71	11,474.48	66.19890
N258	G	144,578.39	12,048.20	69.50884
N259	A	108,965.49	9,080.46	52.38725
N259	B	114,413.76	9,534.48	55.00662
N259	C	120,134.45	10,011.20	57.75695
N259	D	126,141.18	10,511.76	60.64480
N259	E	132,448.23	11,037.35	63.67704
N259	F	139,070.65	11,589.22	66.86089
N259	G	146,024.18	12,168.68	70.20393
N260	A	110,055.15	9,171.26	52.91113
N260	B	115,557.90	9,629.83	55.55668
N260	C	121,335.80	10,111.32	58.33452
N260	D	127,402.59	10,616.88	61.25124
N260	E	133,772.72	11,147.73	64.31381
N260	F	140,461.35	11,705.11	67.52950
N260	G	147,484.42	12,290.37	70.90597

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N261	A	111,155.70	9,262.97	53.44024
N261	B	116,713.48	9,726.12	56.11225
N261	C	122,549.16	10,212.43	58.91786
N261	D	128,676.61	10,723.05	61.86376
N261	E	135,110.44	11,259.20	64.95694
N261	F	141,865.97	11,822.16	68.20479
N261	G	148,959.26	12,413.27	71.61503
N262	A	112,267.25	9,355.60	53.97464
N262	B	117,880.62	9,823.38	56.67337
N262	C	123,774.65	10,314.55	59.50704
N262	D	129,963.38	10,830.28	62.48239
N262	E	136,461.55	11,371.80	65.60651
N262	F	143,284.63	11,940.39	68.88684
N262	G	150,448.86	12,537.40	72.33118
N263	A	113,389.93	9,449.16	54.51439
N263	B	119,059.42	9,921.62	57.24011
N263	C	125,012.39	10,417.70	60.10211
N263	D	131,263.01	10,938.58	63.10722
N263	E	137,826.16	11,485.51	66.26258
N263	F	144,717.47	12,059.79	69.57571
N263	G	151,953.35	12,662.78	73.05449
N264	A	114,523.83	9,543.65	55.05953
N264	B	120,250.02	10,020.83	57.81251
N264	C	126,262.52	10,521.88	60.70313
N264	D	132,575.64	11,047.97	63.73829
N264	E	139,204.43	11,600.37	66.92520
N264	F	146,164.65	12,180.39	70.27146
N264	G	153,472.88	12,789.41	73.78504
N265	A	115,669.06	9,639.09	55.61013
N265	B	121,452.52	10,121.04	58.39063
N265	C	127,525.14	10,627.10	61.31016
N265	D	133,901.40	11,158.45	64.37567
N265	E	140,596.47	11,716.37	67.59446
N265	F	147,626.29	12,302.19	70.97418
N265	G	155,007.61	12,917.30	74.52289
N266	A	116,825.75	9,735.48	56.16623
N266	B	122,667.04	10,222.25	58.97454
N266	C	128,800.39	10,733.37	61.92327
N266	D	135,240.41	11,270.03	65.01943
N266	E	142,002.43	11,833.54	68.27040
N266	F	149,102.56	12,425.21	71.68392
N266	G	156,557.68	13,046.47	75.26812

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N267	A	117,994.01	9,832.83	56.72789
N267	B	123,893.71	10,324.48	59.56428
N267	C	130,088.40	10,840.70	62.54250
N267	D	136,592.82	11,382.73	65.66962
N267	E	143,422.46	11,951.87	68.95311
N267	F	150,593.58	12,549.46	72.40076
N267	G	158,123.26	13,176.94	76.02080
N268	A	119,173.95	9,931.16	57.29517
N268	B	125,132.65	10,427.72	60.15993
N268	C	131,389.28	10,949.11	63.16792
N268	D	137,958.75	11,496.56	66.32632
N268	E	144,856.68	12,071.39	69.64264
N268	F	152,099.52	12,674.96	73.12477
N268	G	159,704.49	13,308.71	76.78101
N269	A	120,365.69	10,030.47	57.86812
N269	B	126,383.98	10,532.00	60.76153
N269	C	132,703.17	11,058.60	63.79960
N269	D	139,338.33	11,611.53	66.98958
N269	E	146,305.25	12,192.10	70.33906
N269	F	153,620.51	12,801.71	73.85602
N269	G	161,301.54	13,441.79	77.54882
N270	A	121,569.35	10,130.78	58.44680
N270	B	127,647.82	10,637.32	61.36914
N270	C	134,030.21	11,169.18	64.43760
N270	D	140,731.72	11,727.64	67.65948
N270	E	147,768.30	12,314.02	71.04245
N270	F	155,156.72	12,929.73	74.59458
N270	G	162,914.55	13,576.21	78.32430
N271	A	122,785.04	10,232.09	59.03127
N271	B	128,924.29	10,743.69	61.98283
N271	C	135,370.51	11,280.88	65.08198
N271	D	142,139.03	11,844.92	68.33607
N271	E	149,245.99	12,437.17	71.75288
N271	F	156,708.29	13,059.02	75.34052
N271	G	164,543.70	13,711.97	79.10755
N272	A	124,012.89	10,334.41	59.62158
N272	B	130,213.54	10,851.13	62.60266
N272	C	136,724.21	11,393.68	65.73280
N272	D	143,560.42	11,963.37	69.01943
N272	E	150,738.45	12,561.54	72.47041
N272	F	158,275.37	13,189.61	76.09393
N272	G	166,189.14	13,849.09	79.89862

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N273	A	125,253.02	10,437.75	60.21780
N273	B	131,515.67	10,959.64	63.22869
N273	C	138,091.46	11,507.62	66.39012
N273	D	144,996.03	12,083.00	69.70963
N273	E	152,245.83	12,687.15	73.19511
N273	F	159,858.12	13,321.51	76.85487
N273	G	167,851.03	13,987.59	80.69761
N274	A	126,505.55	10,542.13	60.81998
N274	B	132,830.83	11,069.24	63.86098
N274	C	139,472.37	11,622.70	67.05402
N274	D	146,445.99	12,203.83	70.40673
N274	E	153,768.29	12,814.02	73.92706
N274	F	161,456.70	13,454.72	77.62341
N274	G	169,529.54	14,127.46	81.50459
N275	A	127,770.61	10,647.55	61.42818
N275	B	134,159.14	11,179.93	64.49959
N275	C	140,867.09	11,738.92	67.72456
N275	D	147,910.45	12,325.87	71.11079
N275	E	155,305.97	12,942.16	74.66633
N275	F	163,071.27	13,589.27	78.39965
N275	G	171,224.83	14,268.74	82.31963
N276	A	129,048.31	10,754.03	62.04246
N276	B	135,500.73	11,291.73	65.14458
N276	C	142,275.77	11,856.31	68.40181
N276	D	149,389.55	12,449.13	71.82190
N276	E	156,859.03	13,071.59	75.41300
N276	F	164,701.98	13,725.16	79.18365
N276	G	172,937.08	14,411.42	83.14283
N277	A	130,338.80	10,861.57	62.66288
N277	B	136,855.74	11,404.64	65.79603
N277	C	143,698.52	11,974.88	69.08583
N277	D	150,883.45	12,573.62	72.54012
N277	E	158,427.62	13,202.30	76.16713
N277	F	166,349.00	13,862.42	79.97548
N277	G	174,666.45	14,555.54	83.97426
N278	A	131,642.18	10,970.18	63.28951
N278	B	138,224.29	11,518.69	66.45399
N278	C	145,135.51	12,094.63	69.77669
N278	D	152,392.28	12,699.36	73.26552
N278	E	160,011.90	13,334.32	76.92880
N278	F	168,012.49	14,001.04	80.77524
N278	G	176,413.12	14,701.09	84.81400

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N279	A	132,958.61	11,079.88	63.92241
N279	B	139,606.54	11,633.88	67.11853
N279	C	146,586.86	12,215.57	70.47445
N279	D	153,916.21	12,826.35	73.99818
N279	E	161,612.02	13,467.67	77.69808
N279	F	169,692.62	14,141.05	81.58299
N279	G	178,177.25	14,848.10	85.66214
N280	A	134,288.19	11,190.68	64.56163
N280	B	141,002.60	11,750.22	67.78971
N280	C	148,052.73	12,337.73	71.17920
N280	D	155,455.37	12,954.61	74.73816
N280	E	163,228.14	13,602.34	78.47507
N280	F	171,389.54	14,282.46	82.39882
N280	G	179,959.02	14,996.58	86.51876
N281	A	135,631.07	11,302.59	65.20725
N281	B	142,412.63	11,867.72	68.46761
N281	C	149,533.26	12,461.10	71.89099
N281	D	157,009.92	13,084.16	75.48554
N281	E	164,860.42	13,738.37	79.25982
N281	F	173,103.44	14,425.29	83.22281
N281	G	181,758.61	15,146.55	87.38395
N282	A	136,987.38	11,415.62	65.85932
N282	B	143,836.75	11,986.40	69.15229
N282	C	151,028.59	12,585.72	72.60990
N282	D	158,580.02	13,215.00	76.24039
N282	E	166,509.02	13,875.75	80.05241
N282	F	174,834.47	14,569.54	84.05504
N282	G	183,576.20	15,298.02	88.25779
N283	A	138,357.26	11,529.77	66.51791
N283	B	145,275.12	12,106.26	69.84381
N283	C	152,538.88	12,711.57	73.33600
N283	D	160,165.82	13,347.15	77.00280
N283	E	168,174.11	14,014.51	80.85294
N283	F	176,582.82	14,715.23	84.89559
N283	G	185,411.96	15,451.00	89.14036
N284	A	139,740.83	11,645.07	67.18309
N284	B	146,727.87	12,227.32	70.54225
N284	C	154,064.27	12,838.69	74.06936
N284	D	161,767.48	13,480.62	77.77283
N284	E	169,855.85	14,154.65	81.66147
N284	F	178,348.65	14,862.39	85.74454
N284	G	187,266.08	15,605.51	90.03177

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N285	A	141,138.24	11,761.52	67.85492
N285	B	148,195.15	12,349.60	71.24767
N285	C	155,604.91	12,967.08	74.81005
N285	D	163,385.15	13,615.43	78.55056
N285	E	171,554.41	14,296.20	82.47808
N285	F	180,132.13	15,011.01	86.60199
N285	G	189,138.74	15,761.56	90.93209
N286	A	142,549.62	11,879.13	68.53347
N286	B	149,677.10	12,473.09	71.96015
N286	C	157,160.96	13,096.75	75.55815
N286	D	165,019.01	13,751.58	79.33606
N286	E	173,269.96	14,439.16	83.30286
N286	F	181,933.45	15,161.12	87.46801
N286	G	191,030.13	15,919.18	91.84141
N287	A	143,975.12	11,997.93	69.21881
N287	B	151,173.87	12,597.82	72.67975
N287	C	158,732.57	13,227.71	76.31373
N287	D	166,669.20	13,889.10	80.12942
N287	E	175,002.66	14,583.55	84.13589
N287	F	183,752.79	15,312.73	88.34269
N287	G	192,940.43	16,078.37	92.75982
N288	A	145,414.87	12,117.91	69.91099
N288	B	152,685.61	12,723.80	73.40654
N288	C	160,319.89	13,359.99	77.07687
N288	D	168,335.89	14,027.99	80.93072
N288	E	176,752.68	14,729.39	84.97725
N288	F	185,590.32	15,465.86	89.22611
N288	G	194,869.83	16,239.15	93.68742
N289	A	146,869.02	12,239.08	70.61010
N289	B	154,212.47	12,851.04	74.14061
N289	C	161,923.09	13,493.59	77.84764
N289	D	170,019.25	14,168.27	81.74002
N289	E	178,520.21	14,876.68	85.82702
N289	F	187,446.22	15,620.52	90.11837
N289	G	196,818.53	16,401.54	94.62429
N290	A	148,337.71	12,361.48	71.31621
N290	B	155,754.59	12,979.55	74.88202
N290	C	163,542.32	13,628.53	78.62612
N290	D	171,719.44	14,309.95	82.55742
N290	E	180,305.41	15,025.45	86.68529
N290	F	189,320.68	15,776.72	91.01956
N290	G	198,786.72	16,565.56	95.57054

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N291	A	149,821.09	12,485.09	72.02937
N291	B	157,312.14	13,109.34	75.63084
N291	C	165,177.75	13,764.81	79.41238
N291	D	173,436.63	14,453.05	83.38300
N291	E	182,108.47	15,175.71	87.55215
N291	F	191,213.89	15,934.49	91.92975
N291	G	200,774.58	16,731.21	96.52624
N292	A	151,319.30	12,609.94	72.74966
N292	B	158,885.26	13,240.44	76.38714
N292	C	166,829.52	13,902.46	80.20650
N292	D	175,171.00	14,597.58	84.21683
N292	E	183,929.55	15,327.46	88.42767
N292	F	193,126.03	16,093.84	92.84905
N292	G	202,782.33	16,898.53	97.49150
N293	A	152,832.49	12,736.04	73.47716
N293	B	160,474.11	13,372.84	77.15102
N293	C	168,497.82	14,041.48	81.00857
N293	D	176,922.71	14,743.56	85.05900
N293	E	185,768.85	15,480.74	89.31194
N293	F	195,057.29	16,254.77	93.77754
N293	G	204,810.15	17,067.51	98.46642
N294	A	154,360.81	12,863.40	74.21193
N294	B	162,078.85	13,506.57	77.92253
N294	C	170,182.80	14,181.90	81.81865
N294	D	178,691.94	14,890.99	85.90959
N294	E	187,626.53	15,635.54	90.20506
N294	F	197,007.86	16,417.32	94.71532
N294	G	206,858.25	17,238.19	99.45108
N295	A	155,904.42	12,992.03	74.95405
N295	B	163,699.64	13,641.64	78.70175
N295	C	171,884.63	14,323.72	82.63684
N295	D	180,478.86	15,039.90	86.76868
N295	E	189,502.80	15,791.90	91.10712
N295	F	198,977.94	16,581.49	95.66247
N295	G	208,926.84	17,410.57	100.44559
N296	A	157,463.47	13,121.96	75.70359
N296	B	165,336.64	13,778.05	79.48877
N296	C	173,603.47	14,466.96	83.46321
N296	D	182,283.65	15,190.30	87.63637
N296	E	191,397.83	15,949.82	92.01819
N296	F	200,967.72	16,747.31	96.61910
N296	G	211,016.10	17,584.68	101.45005

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N297	A	159,038.10	13,253.17	76.46063
N297	B	166,990.01	13,915.83	80.28366
N297	C	175,339.51	14,611.63	84.29784
N297	D	184,106.48	15,342.21	88.51273
N297	E	193,311.81	16,109.32	92.93837
N297	F	202,977.40	16,914.78	97.58529
N297	G	213,126.27	17,760.52	102.46455
N298	A	160,628.48	13,385.71	77.22523
N298	B	168,659.91	14,054.99	81.08649
N298	C	177,092.90	14,757.74	85.14082
N298	D	185,947.55	15,495.63	89.39786
N298	E	195,244.92	16,270.41	93.86775
N298	F	205,007.17	17,083.93	98.56114
N298	G	215,257.53	17,938.13	103.48920
N299	A	162,234.77	13,519.56	77.99748
N299	B	170,346.51	14,195.54	81.89736
N299	C	178,863.83	14,905.32	85.99223
N299	D	187,807.02	15,650.58	90.29184
N299	E	197,197.37	16,433.11	94.80643
N299	F	207,057.24	17,254.77	99.54675
N299	G	217,410.10	18,117.51	104.52409
N300	A	163,857.11	13,654.76	78.77746
N300	B	172,049.97	14,337.50	82.71633
N300	C	180,652.47	15,054.37	86.85215
N300	D	189,685.09	15,807.09	91.19476
N300	E	199,169.35	16,597.45	95.75449
N300	F	209,127.81	17,427.32	100.54222
N300	G	219,584.20	18,298.68	105.56933

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M113	A	29,096.18	2,424.68	13.98855
M113	B	30,550.99	2,545.92	14.68798
M113	C	32,078.54	2,673.21	15.42238
M113	D	33,682.47	2,806.87	16.19350
M113	E	35,366.59	2,947.22	17.00317
M113	F	37,134.92	3,094.58	17.85333
M113	G	38,991.67	3,249.31	18.74599
M114	A	29,387.15	2,448.93	14.12844
M114	B	30,856.50	2,571.38	14.83486
M114	C	32,399.33	2,699.94	15.57660
M114	D	34,019.29	2,834.94	16.35543
M114	E	35,720.26	2,976.69	17.17320
M114	F	37,506.27	3,125.52	18.03186
M114	G	39,381.59	3,281.80	18.93345
M115	A	29,681.02	2,473.42	14.26972
M115	B	31,165.07	2,597.09	14.98321
M115	C	32,723.32	2,726.94	15.73237
M115	D	34,359.49	2,863.29	16.51898
M115	E	36,077.46	3,006.46	17.34493
M115	F	37,881.34	3,156.78	18.21218
M115	G	39,775.40	3,314.62	19.12279
M116	A	29,977.83	2,498.15	14.41242
M116	B	31,476.72	2,623.06	15.13304
M116	C	33,050.55	2,754.21	15.88969
M116	D	34,703.08	2,891.92	16.68417
M116	E	36,438.24	3,036.52	17.51838
M116	F	38,260.15	3,188.35	18.39430
M116	G	40,173.16	3,347.76	19.31402
M117	A	30,277.61	2,523.13	14.55654
M117	B	31,791.49	2,649.29	15.28437
M117	C	33,381.06	2,781.75	16.04859
M117	D	35,050.11	2,920.84	16.85102
M117	E	36,802.62	3,066.88	17.69357
M117	F	38,642.75	3,220.23	18.57825
M117	G	40,574.89	3,381.24	19.50716
M118	A	30,580.38	2,548.37	14.70211
M118	B	32,109.40	2,675.78	15.43721
M118	C	33,714.87	2,809.57	16.20907
M118	D	35,400.61	2,950.05	17.01953
M118	E	37,170.65	3,097.55	17.87050
M118	F	39,029.18	3,252.43	18.76403
M118	G	40,980.64	3,415.05	19.70223

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M119	A	30,886.19	2,573.85	14.84913
M119	B	32,430.49	2,702.54	15.59158
M119	C	34,052.02	2,837.67	16.37116
M119	D	35,754.62	2,979.55	17.18972
M119	E	37,542.35	3,128.53	18.04921
M119	F	39,419.47	3,284.96	18.95167
M119	G	41,390.44	3,449.20	19.89925
M120	A	31,195.05	2,599.59	14.99762
M120	B	32,754.80	2,729.57	15.74750
M120	C	34,392.54	2,866.04	16.53487
M120	D	36,112.17	3,009.35	17.36162
M120	E	37,917.78	3,159.81	18.22970
M120	F	39,813.66	3,317.81	19.14118
M120	G	41,804.35	3,483.70	20.09824
M121	A	31,507.00	2,625.58	15.14760
M121	B	33,082.35	2,756.86	15.90497
M121	C	34,736.47	2,894.71	16.70022
M121	D	36,473.29	3,039.44	17.53523
M121	E	38,296.95	3,191.41	18.41200
M121	F	40,211.80	3,350.98	19.33260
M121	G	42,222.39	3,518.53	20.29923
M122	A	31,822.07	2,651.84	15.29907
M122	B	33,413.17	2,784.43	16.06402
M122	C	35,083.83	2,923.65	16.86723
M122	D	36,838.02	3,069.84	17.71059
M122	E	38,679.92	3,223.33	18.59612
M122	F	40,613.92	3,384.49	19.52592
M122	G	42,644.61	3,553.72	20.50222
M123	A	32,140.29	2,678.36	15.45206
M123	B	33,747.30	2,812.28	16.22466
M123	C	35,434.67	2,952.89	17.03590
M123	D	37,206.40	3,100.53	17.88769
M123	E	39,066.72	3,255.56	18.78208
M123	F	41,020.06	3,418.34	19.72118
M123	G	43,071.06	3,589.25	20.70724
M124	A	32,461.69	2,705.14	15.60658
M124	B	34,084.78	2,840.40	16.38691
M124	C	35,789.01	2,982.42	17.20626
M124	D	37,578.47	3,131.54	18.06657
M124	E	39,457.39	3,288.12	18.96990
M124	F	41,430.26	3,452.52	19.91839
M124	G	43,501.77	3,625.15	20.91431

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M125	A	32,786.31	2,732.19	15.76265
M125	B	34,425.62	2,868.80	16.55078
M125	C	36,146.91	3,012.24	17.37832
M125	D	37,954.25	3,162.85	18.24724
M125	E	39,851.96	3,321.00	19.15960
M125	F	41,844.56	3,487.05	20.11758
M125	G	43,936.79	3,661.40	21.12346
M126	A	33,114.17	2,759.51	15.92027
M126	B	34,769.88	2,897.49	16.71629
M126	C	36,508.37	3,042.36	17.55210
M126	D	38,333.79	3,194.48	18.42971
M126	E	40,250.48	3,354.21	19.35119
M126	F	42,263.01	3,521.92	20.31875
M126	G	44,376.16	3,698.01	21.33469
M127	A	33,445.31	2,787.11	16.07948
M127	B	35,117.58	2,926.46	16.88345
M127	C	36,873.46	3,072.79	17.72762
M127	D	38,717.13	3,226.43	18.61401
M127	E	40,652.99	3,387.75	19.54471
M127	F	42,685.64	3,557.14	20.52194
M127	G	44,819.92	3,734.99	21.54804
M128	A	33,779.77	2,814.98	16.24027
M128	B	35,468.75	2,955.73	17.05229
M128	C	37,242.19	3,103.52	17.90490
M128	D	39,104.30	3,258.69	18.80015
M128	E	41,059.52	3,421.63	19.74015
M128	F	43,112.49	3,592.71	20.72716
M128	G	45,268.12	3,772.34	21.76352
M129	A	34,117.56	2,843.13	16.40268
M129	B	35,823.44	2,985.29	17.22281
M129	C	37,614.61	3,134.55	18.08395
M129	D	39,495.35	3,291.28	18.98815
M129	E	41,470.11	3,455.84	19.93755
M129	F	43,543.62	3,628.63	20.93443
M129	G	45,720.80	3,810.07	21.98115
M130	A	34,458.74	2,871.56	16.56670
M130	B	36,181.68	3,015.14	17.39504
M130	C	37,990.76	3,165.90	18.26479
M130	D	39,890.30	3,324.19	19.17803
M130	E	41,884.81	3,490.40	20.13693
M130	F	43,979.05	3,664.92	21.14378
M130	G	46,178.01	3,848.17	22.20096

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M131	A	34,803.33	2,900.28	16.73237
M131	B	36,543.49	3,045.29	17.56899
M131	C	38,370.67	3,197.56	18.44744
M131	D	40,289.20	3,357.43	19.36981
M131	E	42,303.66	3,525.31	20.33830
M131	F	44,418.84	3,701.57	21.35521
M131	G	46,639.79	3,886.65	22.42297
M132	A	35,151.36	2,929.28	16.89969
M132	B	36,908.93	3,075.74	17.74468
M132	C	38,754.37	3,229.53	18.63191
M132	D	40,692.09	3,391.01	19.56351
M132	E	42,726.70	3,560.56	20.54168
M132	F	44,863.03	3,738.59	21.56877
M132	G	47,106.18	3,925.52	22.64720
M133	A	35,502.87	2,958.57	17.06869
M133	B	37,278.02	3,106.50	17.92212
M133	C	39,141.92	3,261.83	18.81823
M133	D	41,099.01	3,424.92	19.75914
M133	E	43,153.97	3,596.16	20.74710
M133	F	45,311.66	3,775.97	21.78445
M133	G	47,577.25	3,964.77	22.87368
M134	A	35,857.90	2,988.16	17.23938
M134	B	37,650.80	3,137.57	18.10135
M134	C	39,533.34	3,294.44	19.00641
M134	D	41,510.00	3,459.17	19.95673
M134	E	43,585.50	3,632.13	20.95457
M134	F	45,764.78	3,813.73	22.00230
M134	G	48,053.02	4,004.42	23.10241
M135	A	36,216.48	3,018.04	17.41177
M135	B	38,027.31	3,168.94	18.28236
M135	C	39,928.67	3,327.39	19.19648
M135	D	41,925.10	3,493.76	20.15630
M135	E	44,021.36	3,668.45	21.16412
M135	F	46,222.43	3,851.87	22.22232
M135	G	48,533.55	4,044.46	23.33344
M136	A	36,578.65	3,048.22	17.58589
M136	B	38,407.58	3,200.63	18.46518
M136	C	40,327.96	3,360.66	19.38844
M136	D	42,344.36	3,528.70	20.35786
M136	E	44,461.57	3,705.13	21.37576
M136	F	46,684.65	3,890.39	22.44454
M136	G	49,018.88	4,084.91	23.56677

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M137	A	36,944.43	3,078.70	17.76175
M137	B	38,791.65	3,232.64	18.64983
M137	C	40,731.24	3,394.27	19.58233
M137	D	42,767.80	3,563.98	20.56144
M137	E	44,906.19	3,742.18	21.58951
M137	F	47,151.50	3,929.29	22.66899
M137	G	49,509.07	4,125.76	23.80244
M138	A	37,313.88	3,109.49	17.93936
M138	B	39,179.57	3,264.96	18.83633
M138	C	41,138.55	3,428.21	19.77815
M138	D	43,195.48	3,599.62	20.76706
M138	E	45,355.25	3,779.60	21.80541
M138	F	47,623.01	3,968.58	22.89568
M138	G	50,004.16	4,167.01	24.04046
M139	A	37,687.02	3,140.58	18.11876
M139	B	39,571.37	3,297.61	19.02470
M139	C	41,549.94	3,462.49	19.97593
M139	D	43,627.43	3,635.62	20.97473
M139	E	45,808.80	3,817.40	22.02346
M139	F	48,099.24	4,008.27	23.12464
M139	G	50,504.21	4,208.68	24.28087
M140	A	38,063.89	3,171.99	18.29995
M140	B	39,967.08	3,330.59	19.21494
M140	C	41,965.43	3,497.12	20.17569
M140	D	44,063.71	3,671.98	21.18447
M140	E	46,266.89	3,855.57	22.24370
M140	F	48,580.24	4,048.35	23.35588
M140	G	51,009.25	4,250.77	24.52368
M141	A	38,444.53	3,203.71	18.48294
M141	B	40,366.75	3,363.90	19.40709
M141	C	42,385.09	3,532.09	20.37745
M141	D	44,504.34	3,708.70	21.39632
M141	E	46,729.56	3,894.13	22.46613
M141	F	49,066.04	4,088.84	23.58944
M141	G	51,519.34	4,293.28	24.76891
M142	A	38,828.97	3,235.75	18.66777
M142	B	40,770.42	3,397.53	19.60116
M142	C	42,808.94	3,567.41	20.58122
M142	D	44,949.39	3,745.78	21.61028
M142	E	47,196.86	3,933.07	22.69080
M142	F	49,556.70	4,129.72	23.82534
M142	G	52,034.53	4,336.21	25.01660

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M143	A	39,217.26	3,268.10	18.85445
M143	B	41,178.12	3,431.51	19.79717
M143	C	43,237.03	3,603.09	20.78703
M143	D	45,398.88	3,783.24	21.82638
M143	E	47,668.82	3,972.40	22.91770
M143	F	50,052.27	4,171.02	24.06359
M143	G	52,554.88	4,379.57	25.26677
M144	A	39,609.43	3,300.79	19.04300
M144	B	41,589.90	3,465.83	19.99515
M144	C	43,669.40	3,639.12	20.99490
M144	D	45,852.87	3,821.07	22.04465
M144	E	48,145.51	4,012.13	23.14688
M144	F	50,552.79	4,212.73	24.30423
M144	G	53,080.43	4,423.37	25.51944
M145	A	40,005.53	3,333.79	19.23343
M145	B	42,005.80	3,500.48	20.19510
M145	C	44,106.09	3,675.51	21.20485
M145	D	46,311.40	3,859.28	22.26510
M145	E	48,626.97	4,052.25	23.37835
M145	F	51,058.32	4,254.86	24.54727
M145	G	53,611.23	4,467.60	25.77463
M146	A	40,405.58	3,367.13	19.42576
M146	B	42,425.86	3,535.49	20.39705
M146	C	44,547.15	3,712.26	21.41690
M146	D	46,774.51	3,897.88	22.48775
M146	E	49,113.24	4,092.77	23.61213
M146	F	51,568.90	4,297.41	24.79274
M146	G	54,147.34	4,512.28	26.03238
M147	A	40,809.64	3,400.80	19.62002
M147	B	42,850.12	3,570.84	20.60102
M147	C	44,992.63	3,749.39	21.63107
M147	D	47,242.26	3,936.85	22.71262
M147	E	49,604.37	4,133.70	23.84825
M147	F	52,084.59	4,340.38	25.04067
M147	G	54,688.82	4,557.40	26.29270
M148	A	41,217.73	3,434.81	19.81622
M148	B	43,278.62	3,606.55	20.80703
M148	C	45,442.55	3,786.88	21.84738
M148	D	47,714.68	3,976.22	22.93975
M148	E	50,100.41	4,175.03	24.08674
M148	F	52,605.43	4,383.79	25.29107
M148	G	55,235.71	4,602.98	26.55563

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M149	A	41,629.91	3,469.16	20.01438
M149	B	43,711.41	3,642.62	21.01510
M149	C	45,896.98	3,824.75	22.06585
M149	D	48,191.83	4,015.99	23.16915
M149	E	50,601.42	4,216.78	24.32760
M149	F	53,131.49	4,427.62	25.54399
M149	G	55,788.06	4,649.01	26.82118
M150	A	42,046.21	3,503.85	20.21452
M150	B	44,148.52	3,679.04	21.22525
M150	C	46,355.95	3,863.00	22.28651
M150	D	48,673.74	4,056.15	23.40084
M150	E	51,107.43	4,258.95	24.57088
M150	F	53,662.80	4,471.90	25.79942
M150	G	56,345.94	4,695.50	27.08940
M151	A	42,466.67	3,538.89	20.41667
M151	B	44,590.01	3,715.83	21.43750
M151	C	46,819.51	3,901.63	22.50938
M151	D	49,160.48	4,096.71	23.63485
M151	E	51,618.51	4,301.54	24.81659
M151	F	54,199.43	4,516.62	26.05742
M151	G	56,909.40	4,742.45	27.36029
M152	A	42,891.34	3,574.28	20.62084
M152	B	45,035.91	3,752.99	21.65188
M152	C	47,287.70	3,940.64	22.73447
M152	D	49,652.09	4,137.67	23.87120
M152	E	52,134.69	4,344.56	25.06476
M152	F	54,741.43	4,561.79	26.31799
M152	G	57,478.50	4,789.87	27.63389
M153	A	43,320.25	3,610.02	20.82704
M153	B	45,486.27	3,790.52	21.86840
M153	C	47,760.58	3,980.05	22.96182
M153	D	50,148.61	4,179.05	24.10991
M153	E	52,656.04	4,388.00	25.31540
M153	F	55,288.84	4,607.40	26.58117
M153	G	58,053.28	4,837.77	27.91023
M154	A	43,753.46	3,646.12	21.03532
M154	B	45,941.13	3,828.43	22.08708
M154	C	48,238.18	4,019.85	23.19144
M154	D	50,650.09	4,220.84	24.35101
M154	E	53,182.60	4,431.88	25.56856
M154	F	55,841.73	4,653.48	26.84698
M154	G	58,633.82	4,886.15	28.18933

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M155	A	44,190.99	3,682.58	21.24567
M155	B	46,400.54	3,866.71	22.30795
M155	C	48,720.57	4,060.05	23.42335
M155	D	51,156.60	4,263.05	24.59452
M155	E	53,714.42	4,476.20	25.82424
M155	F	56,400.15	4,700.01	27.11545
M155	G	59,220.15	4,935.01	28.47123
M156	A	44,632.90	3,719.41	21.45813
M156	B	46,864.55	3,905.38	22.53103
M156	C	49,207.77	4,100.65	23.65758
M156	D	51,668.16	4,305.68	24.84046
M156	E	54,251.57	4,520.96	26.08249
M156	F	56,964.15	4,747.01	27.38661
M156	G	59,812.35	4,984.36	28.75594
M157	A	45,079.23	3,756.60	21.67271
M157	B	47,333.19	3,944.43	22.75634
M157	C	49,699.85	4,141.65	23.89416
M157	D	52,184.84	4,348.74	25.08887
M157	E	54,794.08	4,566.17	26.34331
M157	F	57,533.79	4,794.48	27.66048
M157	G	60,410.48	5,034.21	29.04350
M158	A	45,530.02	3,794.17	21.88943
M158	B	47,806.52	3,983.88	22.98391
M158	C	50,196.85	4,183.07	24.13310
M158	D	52,706.69	4,392.22	25.33976
M158	E	55,342.03	4,611.84	26.60674
M158	F	58,109.13	4,842.43	27.93708
M158	G	61,014.58	5,084.55	29.33393
M159	A	45,985.32	3,832.11	22.10833
M159	B	48,284.59	4,023.72	23.21374
M159	C	50,698.82	4,224.90	24.37443
M159	D	53,233.76	4,436.15	25.59315
M159	E	55,895.45	4,657.95	26.87281
M159	F	58,690.22	4,890.85	28.21645
M159	G	61,624.73	5,135.39	29.62727
M160	A	46,445.17	3,870.43	22.32941
M160	B	48,767.43	4,063.95	23.44588
M160	C	51,205.81	4,267.15	24.61818
M160	D	53,766.10	4,480.51	25.84908
M160	E	56,454.40	4,704.53	27.14154
M160	F	59,277.12	4,939.76	28.49862
M160	G	62,240.98	5,186.75	29.92355

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M161	A	46,909.63	3,909.14	22.55271
M161	B	49,255.11	4,104.59	23.68034
M161	C	51,717.86	4,309.82	24.86436
M161	D	54,303.76	4,525.31	26.10758
M161	E	57,018.94	4,751.58	27.41295
M161	F	59,869.89	4,989.16	28.78360
M161	G	62,863.39	5,238.62	30.22278
M162	A	47,378.72	3,948.23	22.77823
M162	B	49,747.66	4,145.64	23.91714
M162	C	52,235.04	4,352.92	25.11300
M162	D	54,846.79	4,570.57	26.36865
M162	E	57,589.13	4,799.09	27.68708
M162	F	60,468.59	5,039.05	29.07144
M162	G	63,492.02	5,291.00	30.52501
M163	A	47,852.51	3,987.71	23.00601
M163	B	50,245.14	4,187.09	24.15632
M163	C	52,757.39	4,396.45	25.36413
M163	D	55,395.26	4,616.27	26.63234
M163	E	58,165.03	4,847.09	27.96395
M163	F	61,073.28	5,089.44	29.36215
M163	G	64,126.94	5,343.91	30.83026
M164	A	48,331.04	4,027.59	23.23607
M164	B	50,747.59	4,228.97	24.39788
M164	C	53,284.97	4,440.41	25.61777
M164	D	55,949.21	4,662.43	26.89866
M164	E	58,746.68	4,895.56	28.24359
M164	F	61,684.01	5,140.33	29.65577
M164	G	64,768.21	5,397.35	31.13856
M165	A	48,814.35	4,067.86	23.46844
M165	B	51,255.06	4,271.26	24.64186
M165	C	53,817.82	4,484.82	25.87395
M165	D	56,508.71	4,709.06	27.16765
M165	E	59,334.14	4,944.51	28.52603
M165	F	62,300.85	5,191.74	29.95233
M165	G	65,415.89	5,451.32	31.44995
M166	A	49,302.49	4,108.54	23.70312
M166	B	51,767.61	4,313.97	24.88828
M166	C	54,355.99	4,529.67	26.13269
M166	D	57,073.79	4,756.15	27.43932
M166	E	59,927.48	4,993.96	28.81129
M166	F	62,923.86	5,243.65	30.25185
M166	G	66,070.05	5,505.84	31.76445

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M167	A	49,795.51	4,149.63	23.94015
M167	B	52,285.29	4,357.11	25.13716
M167	C	54,899.55	4,574.96	26.39402
M167	D	57,644.53	4,803.71	27.71372
M167	E	60,526.76	5,043.90	29.09940
M167	F	63,553.10	5,296.09	30.55437
M167	G	66,730.75	5,560.90	32.08209
M168	A	50,293.47	4,191.12	24.17955
M168	B	52,808.14	4,400.68	25.38853
M168	C	55,448.55	4,620.71	26.65796
M168	D	58,220.98	4,851.75	27.99085
M168	E	61,132.03	5,094.34	29.39040
M168	F	64,188.63	5,349.05	30.85992
M168	G	67,398.06	5,616.50	32.40291
M169	A	50,796.40	4,233.03	24.42135
M169	B	53,336.22	4,444.69	25.64242
M169	C	56,003.04	4,666.92	26.92454
M169	D	58,803.19	4,900.27	28.27076
M169	E	61,743.35	5,145.28	29.68430
M169	F	64,830.51	5,402.54	31.16852
M169	G	68,072.04	5,672.67	32.72694
M170	A	51,304.37	4,275.36	24.66556
M170	B	53,869.59	4,489.13	25.89884
M170	C	56,563.07	4,713.59	27.19378
M170	D	59,391.22	4,949.27	28.55347
M170	E	62,360.78	5,196.73	29.98114
M170	F	65,478.82	5,456.57	31.48020
M170	G	68,752.76	5,729.40	33.05421
M171	A	51,817.41	4,318.12	24.91222
M171	B	54,408.28	4,534.02	26.15783
M171	C	57,128.70	4,760.72	27.46572
M171	D	59,985.13	4,998.76	28.83901
M171	E	62,984.39	5,248.70	30.28096
M171	F	66,133.61	5,511.13	31.79500
M171	G	69,440.29	5,786.69	33.38475
M172	A	52,335.59	4,361.30	25.16134
M172	B	54,952.36	4,579.36	26.41941
M172	C	57,699.98	4,808.33	27.74038
M172	D	60,584.98	5,048.75	29.12740
M172	E	63,614.23	5,301.19	30.58377
M172	F	66,794.94	5,566.25	32.11295
M172	G	70,134.69	5,844.56	33.71860

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M173	A	52,858.94	4,404.91	25.41295
M173	B	55,501.89	4,625.16	26.68360
M173	C	58,276.98	4,856.42	28.01778
M173	D	61,190.83	5,099.24	29.41867
M173	E	64,250.37	5,354.20	30.88960
M173	F	67,462.89	5,621.91	32.43408
M173	G	70,836.04	5,903.00	34.05579
M174	A	53,387.53	4,448.96	25.66708
M174	B	56,056.91	4,671.41	26.95044
M174	C	58,859.75	4,904.98	28.29796
M174	D	61,802.74	5,150.23	29.71286
M174	E	64,892.88	5,407.74	31.19850
M174	F	68,137.52	5,678.13	32.75842
M174	G	71,544.40	5,962.03	34.39634
M175	A	53,921.41	4,493.45	25.92375
M175	B	56,617.48	4,718.12	27.21994
M175	C	59,448.35	4,954.03	28.58094
M175	D	62,420.77	5,201.73	30.00998
M175	E	65,541.81	5,461.82	31.51048
M175	F	68,818.90	5,734.91	33.08601
M175	G	72,259.84	6,021.65	34.74031
M176	A	54,460.62	4,538.38	26.18299
M176	B	57,183.65	4,765.30	27.49214
M176	C	60,042.83	5,003.57	28.86675
M176	D	63,044.98	5,253.75	30.31008
M176	E	66,197.22	5,516.44	31.82559
M176	F	69,507.09	5,792.26	33.41687
M176	G	72,982.44	6,081.87	35.08771
M177	A	55,005.23	4,583.77	26.44482
M177	B	57,755.49	4,812.96	27.76706
M177	C	60,643.26	5,053.61	29.15541
M177	D	63,675.43	5,306.29	30.61319
M177	E	66,859.20	5,571.60	32.14384
M177	F	70,202.16	5,850.18	33.75104
M177	G	73,712.26	6,142.69	35.43859
M178	A	55,555.28	4,629.61	26.70927
M178	B	58,333.04	4,861.09	28.04473
M178	C	61,249.69	5,104.14	29.44697
M178	D	64,312.18	5,359.35	30.91932
M178	E	67,527.79	5,627.32	32.46528
M178	F	70,904.18	5,908.68	34.08855
M178	G	74,449.39	6,204.12	35.79297

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M179	A	56,110.83	4,675.90	26.97636
M179	B	58,916.37	4,909.70	28.32518
M179	C	61,862.19	5,155.18	29.74144
M179	D	64,955.30	5,412.94	31.22851
M179	E	68,203.07	5,683.59	32.78994
M179	F	71,613.22	5,967.77	34.42943
M179	G	75,193.88	6,266.16	36.15090
M180	A	56,671.94	4,722.66	27.24612
M180	B	59,505.54	4,958.79	28.60843
M180	C	62,480.81	5,206.73	30.03885
M180	D	65,604.85	5,467.07	31.54080
M180	E	68,885.10	5,740.42	33.11784
M180	F	72,329.35	6,027.45	34.77373
M180	G	75,945.82	6,328.82	36.51241
M181	A	57,238.66	4,769.89	27.51859
M181	B	60,100.59	5,008.38	28.89452
M181	C	63,105.62	5,258.80	30.33924
M181	D	66,260.90	5,521.74	31.85620
M181	E	69,573.95	5,797.83	33.44901
M181	F	73,052.65	6,087.72	35.12146
M181	G	76,705.28	6,392.11	36.87754
M182	A	57,811.05	4,817.59	27.79377
M182	B	60,701.60	5,058.47	29.18346
M182	C	63,736.68	5,311.39	30.64263
M182	D	66,923.51	5,576.96	32.17477
M182	E	70,269.69	5,855.81	33.78350
M182	F	73,783.17	6,148.60	35.47268
M182	G	77,472.33	6,456.03	37.24631
M183	A	58,389.16	4,865.76	28.07171
M183	B	61,308.61	5,109.05	29.47530
M183	C	64,374.04	5,364.50	30.94906
M183	D	67,592.75	5,632.73	32.49651
M183	E	70,972.38	5,914.37	34.12134
M183	F	74,521.00	6,210.08	35.82741
M183	G	78,247.05	6,520.59	37.61878
M184	A	58,973.05	4,914.42	28.35243
M184	B	61,921.70	5,160.14	29.77005
M184	C	65,017.79	5,418.15	31.25855
M184	D	68,268.67	5,689.06	32.82148
M184	E	71,682.11	5,973.51	34.46255
M184	F	75,266.21	6,272.18	36.18568
M184	G	79,029.52	6,585.79	37.99496

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M185	A	59,562.78	4,963.56	28.63595
M185	B	62,540.92	5,211.74	30.06775
M185	C	65,667.96	5,472.33	31.57114
M185	D	68,951.36	5,745.95	33.14969
M185	E	72,398.93	6,033.24	34.80718
M185	F	76,018.88	6,334.91	36.54754
M185	G	79,819.82	6,651.65	38.37491
M186	A	60,158.41	5,013.20	28.92231
M186	B	63,166.33	5,263.86	30.36843
M186	C	66,324.64	5,527.05	31.88685
M186	D	69,640.87	5,803.41	33.48119
M186	E	73,122.92	6,093.58	35.15525
M186	F	76,779.06	6,398.26	36.91301
M186	G	80,618.02	6,718.17	38.75866
M187	A	60,759.99	5,063.33	29.21153
M187	B	63,797.99	5,316.50	30.67211
M187	C	66,987.89	5,582.32	32.20572
M187	D	70,337.28	5,861.44	33.81600
M187	E	73,854.15	6,154.51	35.50680
M187	F	77,546.86	6,462.24	37.28214
M187	G	81,424.20	6,785.35	39.14625
M188	A	61,367.59	5,113.97	29.50365
M188	B	64,435.97	5,369.66	30.97883
M188	C	67,657.77	5,638.15	32.52777
M188	D	71,040.66	5,920.05	34.15416
M188	E	74,592.69	6,216.06	35.86187
M188	F	78,322.32	6,526.86	37.65496
M188	G	82,238.44	6,853.20	39.53771
M189	A	61,981.27	5,165.11	29.79869
M189	B	65,080.33	5,423.36	31.28862
M189	C	68,334.35	5,694.53	32.85305
M189	D	71,751.06	5,979.26	34.49570
M189	E	75,338.62	6,278.22	36.22049
M189	F	79,105.55	6,592.13	38.03151
M189	G	83,060.82	6,921.74	39.93309
M190	A	62,601.08	5,216.76	30.09667
M190	B	65,731.13	5,477.59	31.60151
M190	C	69,017.69	5,751.47	33.18158
M190	D	72,468.57	6,039.05	34.84066
M190	E	76,092.00	6,341.00	36.58269
M190	F	79,896.60	6,658.05	38.41183
M190	G	83,891.43	6,990.95	40.33242

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M191	A	63,227.09	5,268.92	30.39764
M191	B	66,388.44	5,532.37	31.91752
M191	C	69,707.87	5,808.99	33.51340
M191	D	73,193.26	6,099.44	35.18907
M191	E	76,852.92	6,404.41	36.94852
M191	F	80,695.57	6,724.63	38.79595
M191	G	84,730.35	7,060.86	40.73574
M192	A	63,859.36	5,321.61	30.70162
M192	B	67,052.33	5,587.69	32.23670
M192	C	70,404.94	5,867.08	33.84853
M192	D	73,925.19	6,160.43	35.54096
M192	E	77,621.45	6,468.45	37.31801
M192	F	81,502.52	6,791.88	39.18391
M192	G	85,577.65	7,131.47	41.14310
M193	A	64,497.95	5,374.83	31.00863
M193	B	67,722.85	5,643.57	32.55906
M193	C	71,108.99	5,925.75	34.18702
M193	D	74,664.44	6,222.04	35.89637
M193	E	78,397.67	6,533.14	37.69119
M193	F	82,317.55	6,859.80	39.57574
M193	G	86,433.43	7,202.79	41.55453
M194	A	65,142.93	5,428.58	31.31872
M194	B	68,400.08	5,700.01	32.88465
M194	C	71,820.08	5,985.01	34.52889
M194	D	75,411.09	6,284.26	36.25533
M194	E	79,181.64	6,598.47	38.06810
M194	F	83,140.72	6,928.39	39.97150
M194	G	87,297.76	7,274.81	41.97008
M195	A	65,794.36	5,482.86	31.63191
M195	B	69,084.08	5,757.01	33.21350
M195	C	72,538.28	6,044.86	34.87418
M195	D	76,165.20	6,347.10	36.61788
M195	E	79,973.46	6,664.45	38.44878
M195	F	83,972.13	6,997.68	40.37122
M195	G	88,170.74	7,347.56	42.38978
M196	A	66,452.31	5,537.69	31.94822
M196	B	69,774.92	5,814.58	33.54564
M196	C	73,263.67	6,105.31	35.22292
M196	D	76,926.85	6,410.57	36.98406
M196	E	80,773.19	6,731.10	38.83327
M196	F	84,811.85	7,067.65	40.77493
M196	G	89,052.45	7,421.04	42.81368

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M197	A	67,116.83	5,593.07	32.26771
M197	B	70,472.67	5,872.72	33.88109
M197	C	73,996.30	6,166.36	35.57515
M197	D	77,696.12	6,474.68	37.35390
M197	E	81,580.93	6,798.41	39.22160
M197	F	85,659.97	7,138.33	41.18268
M197	G	89,942.97	7,495.25	43.24181
M198	A	67,788.00	5,649.00	32.59038
M198	B	71,177.40	5,931.45	34.21990
M198	C	74,736.27	6,228.02	35.93090
M198	D	78,473.08	6,539.42	37.72744
M198	E	82,396.73	6,866.39	39.61381
M198	F	86,516.57	7,209.71	41.59451
M198	G	90,842.40	7,570.20	43.67423
M199	A	68,465.88	5,705.49	32.91629
M199	B	71,889.17	5,990.76	34.56210
M199	C	75,483.63	6,290.30	36.29021
M199	D	79,257.81	6,604.82	38.10472
M199	E	83,220.70	6,935.06	40.00995
M199	F	87,381.74	7,281.81	42.01045
M199	G	91,750.82	7,645.90	44.11097
M200	A	69,150.54	5,762.54	33.24545
M200	B	72,608.06	6,050.67	34.90772
M200	C	76,238.47	6,353.21	36.65311
M200	D	80,050.39	6,670.87	38.48576
M200	E	84,052.91	7,004.41	40.41005
M200	F	88,255.55	7,354.63	42.43056
M200	G	92,668.33	7,722.36	44.55208
M201	A	69,842.04	5,820.17	33.57790
M201	B	73,334.14	6,111.18	35.25680
M201	C	77,000.85	6,416.74	37.01964
M201	D	80,850.89	6,737.57	38.87062
M201	E	84,893.44	7,074.45	40.81415
M201	F	89,138.11	7,428.18	42.85486
M201	G	93,595.02	7,799.58	44.99760
M202	A	70,540.46	5,878.37	33.91368
M202	B	74,067.49	6,172.29	35.60937
M202	C	77,770.86	6,480.90	37.38984
M202	D	81,659.40	6,804.95	39.25933
M202	E	85,742.37	7,145.20	41.22229
M202	F	90,029.49	7,502.46	43.28341
M202	G	94,530.97	7,877.58	45.44758

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M203	A	71,245.87	5,937.16	34.25282
M203	B	74,808.16	6,234.01	35.96546
M203	C	78,548.57	6,545.71	37.76373
M203	D	82,476.00	6,873.00	39.65192
M203	E	86,599.80	7,216.65	41.63452
M203	F	90,929.79	7,577.48	43.71624
M203	G	95,476.28	7,956.36	45.90206
M204	A	71,958.33	5,996.53	34.59535
M204	B	75,556.24	6,296.35	36.32512
M204	C	79,334.05	6,611.17	38.14137
M204	D	83,300.76	6,941.73	40.04844
M204	E	87,465.79	7,288.82	42.05086
M204	F	91,839.08	7,653.26	44.15341
M204	G	96,431.04	8,035.92	46.36108
M205	A	72,677.91	6,056.49	34.94130
M205	B	76,311.80	6,359.32	36.68837
M205	C	80,127.39	6,677.28	38.52279
M205	D	84,133.76	7,011.15	40.44893
M205	E	88,340.45	7,361.70	42.47137
M205	F	92,757.47	7,729.79	44.59494
M205	G	97,395.35	8,116.28	46.82469
M206	A	73,404.69	6,117.06	35.29072
M206	B	77,074.92	6,422.91	37.05525
M206	C	80,928.67	6,744.06	38.90801
M206	D	84,975.10	7,081.26	40.85341
M206	E	89,223.86	7,435.32	42.89609
M206	F	93,685.05	7,807.09	45.04089
M206	G	98,369.30	8,197.44	47.29293
M207	A	74,138.73	6,178.23	35.64362
M207	B	77,845.67	6,487.14	37.42580
M207	C	81,737.96	6,811.50	39.29709
M207	D	85,824.85	7,152.07	41.26195
M207	E	90,116.10	7,509.67	43.32505
M207	F	94,621.90	7,885.16	45.49130
M207	G	99,353.00	8,279.42	47.76586
M208	A	74,880.12	6,240.01	36.00006
M208	B	78,624.13	6,552.01	37.80006
M208	C	82,555.33	6,879.61	39.69006
M208	D	86,683.10	7,223.59	41.67457
M208	E	91,017.26	7,584.77	43.75830
M208	F	95,568.12	7,964.01	45.94621
M208	G	100,346.53	8,362.21	48.24352

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M209	A	75,628.92	6,302.41	36.36006
M209	B	79,410.37	6,617.53	38.17806
M209	C	83,380.89	6,948.41	40.08697
M209	D	87,549.93	7,295.83	42.09131
M209	E	91,927.43	7,660.62	44.19588
M209	F	96,523.80	8,043.65	46.40567
M209	G	101,349.99	8,445.83	48.72596
M210	A	76,385.21	6,365.43	36.72366
M210	B	80,204.47	6,683.71	38.55984
M210	C	84,214.70	7,017.89	40.48784
M210	D	88,425.43	7,368.79	42.51223
M210	E	92,846.70	7,737.23	44.63784
M210	F	97,489.04	8,124.09	46.86973
M210	G	102,363.49	8,530.29	49.21322
M211	A	77,149.06	6,429.09	37.09090
M211	B	81,006.52	6,750.54	38.94544
M211	C	85,056.84	7,088.07	40.89271
M211	D	89,309.69	7,442.47	42.93735
M211	E	93,775.17	7,814.60	45.08422
M211	F	98,463.93	8,205.33	47.33843
M211	G	103,387.13	8,615.59	49.70535
M212	A	77,920.56	6,493.38	37.46181
M212	B	81,816.58	6,818.05	39.33490
M212	C	85,907.41	7,158.95	41.30164
M212	D	90,202.78	7,516.90	43.36672
M212	E	94,712.92	7,892.74	45.53506
M212	F	99,448.57	8,287.38	47.81181
M212	G	104,421.00	8,701.75	50.20240
M213	A	78,699.76	6,558.31	37.83642
M213	B	82,634.75	6,886.23	39.72824
M213	C	86,766.49	7,230.54	41.71466
M213	D	91,104.81	7,592.07	43.80039
M213	E	95,660.05	7,971.67	45.99041
M213	F	100,443.05	8,370.25	48.28993
M213	G	105,465.21	8,788.77	50.70443
M214	A	79,486.76	6,623.90	38.21479
M214	B	83,461.10	6,955.09	40.12553
M214	C	87,634.15	7,302.85	42.13180
M214	D	92,015.86	7,667.99	44.23839
M214	E	96,616.65	8,051.39	46.45031
M214	F	101,447.48	8,453.96	48.77283
M214	G	106,519.86	8,876.65	51.21147

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M215	A	80,281.63	6,690.14	38.59694
M215	B	84,295.71	7,024.64	40.52678
M215	C	88,510.49	7,375.87	42.55312
M215	D	92,936.02	7,744.67	44.68078
M215	E	97,582.82	8,131.90	46.91482
M215	F	102,461.96	8,538.50	49.26056
M215	G	107,585.06	8,965.42	51.72359
M216	A	81,084.44	6,757.04	38.98290
M216	B	85,138.66	7,094.89	40.93205
M216	C	89,395.60	7,449.63	42.97865
M216	D	93,865.38	7,822.11	45.12759
M216	E	98,558.65	8,213.22	47.38396
M216	F	103,486.58	8,623.88	49.75316
M216	G	108,660.91	9,055.08	52.24082
M217	A	81,895.29	6,824.61	39.37273
M217	B	85,990.05	7,165.84	41.34137
M217	C	90,289.55	7,524.13	43.40844
M217	D	94,804.03	7,900.34	45.57886
M217	E	99,544.23	8,295.35	47.85780
M217	F	104,521.44	8,710.12	50.25069
M217	G	109,747.52	9,145.63	52.76323
M218	A	82,714.24	6,892.85	39.76646
M218	B	86,849.95	7,237.50	41.75478
M218	C	91,192.45	7,599.37	43.84252
M218	D	95,752.07	7,979.34	46.03465
M218	E	100,539.68	8,378.31	48.33638
M218	F	105,566.66	8,797.22	50.75320
M218	G	110,844.99	9,237.08	53.29086
M219	A	83,541.38	6,961.78	40.16413
M219	B	87,718.45	7,309.87	42.17233
M219	C	92,104.37	7,675.36	44.28095
M219	D	96,709.59	8,059.13	46.49500
M219	E	101,545.07	8,462.09	48.81975
M219	F	106,622.33	8,885.19	51.26073
M219	G	111,953.44	9,329.45	53.82377
M220	A	84,376.80	7,031.40	40.56577
M220	B	88,595.64	7,382.97	42.59406
M220	C	93,025.42	7,752.12	44.72376
M220	D	97,676.69	8,139.72	46.95995
M220	E	102,560.52	8,546.71	49.30794
M220	F	107,688.55	8,974.05	51.77334
M220	G	113,072.98	9,422.75	54.36201

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M221	A	85,220.56	7,101.71	40.97142
M221	B	89,481.59	7,456.80	43.02000
M221	C	93,955.67	7,829.64	45.17100
M221	D	98,653.46	8,221.12	47.42955
M221	E	103,586.13	8,632.18	49.80102
M221	F	108,765.43	9,063.79	52.29107
M221	G	114,203.71	9,516.98	54.90563
M222	A	86,072.77	7,172.73	41.38114
M222	B	90,376.41	7,531.37	43.45020
M222	C	94,895.23	7,907.94	45.62271
M222	D	99,639.99	8,303.33	47.90384
M222	E	104,621.99	8,718.50	50.29903
M222	F	109,853.09	9,154.42	52.81398
M222	G	115,345.74	9,612.15	55.45468
M223	A	86,933.50	7,244.46	41.79495
M223	B	91,280.17	7,606.68	43.88470
M223	C	95,844.18	7,987.01	46.07893
M223	D	100,636.39	8,386.37	48.38288
M223	E	105,668.21	8,805.68	50.80202
M223	F	110,951.62	9,245.97	53.34212
M223	G	116,499.20	9,708.27	56.00923
M224	A	87,802.83	7,316.90	42.21290
M224	B	92,192.97	7,682.75	44.32355
M224	C	96,802.62	8,066.89	46.53972
M224	D	101,642.75	8,470.23	48.86671
M224	E	106,724.89	8,893.74	51.31004
M224	F	112,061.14	9,338.43	53.87555
M224	G	117,664.19	9,805.35	56.56932
M225	A	88,680.86	7,390.07	42.63503
M225	B	93,114.90	7,759.58	44.76678
M225	C	97,770.65	8,147.55	47.00512
M225	D	102,659.18	8,554.93	49.35538
M225	E	107,792.14	8,982.68	51.82314
M225	F	113,181.75	9,431.81	54.41430
M225	G	118,840.83	9,903.40	57.13502
M226	A	89,567.67	7,463.97	43.06138
M226	B	94,046.05	7,837.17	45.21445
M226	C	98,748.36	8,229.03	47.47517
M226	D	103,685.77	8,640.48	49.84893
M226	E	108,870.06	9,072.50	52.34138
M226	F	114,313.56	9,526.13	54.95844
M226	G	120,029.24	10,002.44	57.70637

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M227	A	90,463.35	7,538.61	43.49199
M227	B	94,986.51	7,915.54	45.66659
M227	C	99,735.84	8,311.32	47.94992
M227	D	104,722.63	8,726.89	50.34742
M227	E	109,958.76	9,163.23	52.86479
M227	F	115,456.70	9,621.39	55.50803
M227	G	121,229.54	10,102.46	58.28343
M228	A	91,367.98	7,614.00	43.92691
M228	B	95,936.38	7,994.70	46.12326
M228	C	100,733.20	8,394.43	48.42942
M228	D	105,769.86	8,814.15	50.85089
M228	E	111,058.35	9,254.86	53.39344
M228	F	116,611.27	9,717.61	56.06311
M228	G	122,441.83	10,203.49	58.86626
M229	A	92,281.66	7,690.14	44.36618
M229	B	96,895.74	8,074.65	46.58449
M229	C	101,740.53	8,478.38	48.91372
M229	D	106,827.56	8,902.30	51.35940
M229	E	112,168.93	9,347.41	53.92737
M229	F	117,777.38	9,814.78	56.62374
M229	G	123,666.25	10,305.52	59.45493
M230	A	93,204.48	7,767.04	44.80984
M230	B	97,864.70	8,155.39	47.05034
M230	C	102,757.93	8,563.16	49.40285
M230	D	107,895.83	8,991.32	51.87300
M230	E	113,290.62	9,440.89	54.46665
M230	F	118,955.15	9,912.93	57.18998
M230	G	124,902.91	10,408.58	60.04948
M231	A	94,136.52	7,844.71	45.25794
M231	B	98,843.35	8,236.95	47.52084
M231	C	103,785.51	8,648.79	49.89688
M231	D	108,974.79	9,081.23	52.39173
M231	E	114,423.53	9,535.29	55.01131
M231	F	120,144.71	10,012.06	57.76188
M231	G	126,151.94	10,512.66	60.64997
M232	A	95,077.89	7,923.16	45.71052
M232	B	99,831.78	8,319.31	47.99605
M232	C	104,823.37	8,735.28	50.39585
M232	D	110,064.54	9,172.04	52.91564
M232	E	115,567.76	9,630.65	55.56143
M232	F	121,346.15	10,112.18	58.33950
M232	G	127,413.46	10,617.79	61.25647

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M233	A	96,028.66	8,002.39	46.16763
M233	B	100,830.10	8,402.51	48.47601
M233	C	105,871.60	8,822.63	50.89981
M233	D	111,165.18	9,263.77	53.44480
M233	E	116,723.44	9,726.95	56.11704
M233	F	122,559.61	10,213.30	58.92289
M233	G	128,687.59	10,723.97	61.86904
M234	A	96,988.95	8,082.41	46.62930
M234	B	101,838.40	8,486.53	48.96077
M234	C	106,930.32	8,910.86	51.40881
M234	D	112,276.83	9,356.40	53.97925
M234	E	117,890.68	9,824.22	56.67821
M234	F	123,785.21	10,315.43	59.51212
M234	G	129,974.47	10,831.21	62.48773
M235	A	97,958.84	8,163.24	47.09560
M235	B	102,856.78	8,571.40	49.45038
M235	C	107,999.62	8,999.97	51.92290
M235	D	113,399.60	9,449.97	54.51904
M235	E	119,069.58	9,922.47	57.24499
M235	F	125,023.06	10,418.59	60.10724
M235	G	131,274.22	10,939.52	63.11260
M236	A	98,938.43	8,244.87	47.56655
M236	B	103,885.35	8,657.11	49.94488
M236	C	109,079.62	9,089.97	52.44212
M236	D	114,533.60	9,544.47	55.06423
M236	E	120,260.28	10,021.69	57.81744
M236	F	126,273.29	10,522.77	60.70831
M236	G	132,586.96	11,048.91	63.74373
M237	A	99,927.81	8,327.32	48.04222
M237	B	104,924.20	8,743.68	50.44433
M237	C	110,170.41	9,180.87	52.96655
M237	D	115,678.93	9,639.91	55.61487
M237	E	121,462.88	10,121.91	58.39562
M237	F	127,536.03	10,628.00	61.31540
M237	G	133,912.83	11,159.40	64.38117
M238	A	100,927.09	8,410.59	48.52264
M238	B	105,973.45	8,831.12	50.94877
M238	C	111,272.12	9,272.68	53.49621
M238	D	116,835.72	9,736.31	56.17102
M238	E	122,677.51	10,223.13	58.97957
M238	F	128,811.39	10,734.28	61.92855
M238	G	135,251.96	11,271.00	65.02498

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M239	A	101,936.36	8,494.70	49.00787
M239	B	107,033.18	8,919.43	51.45826
M239	C	112,384.84	9,365.40	54.03117
M239	D	118,004.08	9,833.67	56.73273
M239	E	123,904.29	10,325.36	59.56937
M239	F	130,099.50	10,841.62	62.54784
M239	G	136,604.47	11,383.71	65.67523
M240	A	102,955.73	8,579.64	49.49795
M240	B	108,103.51	9,008.63	51.97284
M240	C	113,508.69	9,459.06	54.57148
M240	D	119,184.12	9,932.01	57.30006
M240	E	125,143.33	10,428.61	60.16506
M240	F	131,400.49	10,950.04	63.17331
M240	G	137,970.52	11,497.54	66.33198
M241	A	103,985.28	8,665.44	49.99292
M241	B	109,184.55	9,098.71	52.49257
M241	C	114,643.77	9,553.65	55.11720
M241	D	120,375.96	10,031.33	57.87306
M241	E	126,394.76	10,532.90	60.76671
M241	F	132,714.50	11,059.54	63.80505
M241	G	139,350.22	11,612.52	66.99530
M242	A	105,025.14	8,752.09	50.49285
M242	B	110,276.39	9,189.70	53.01750
M242	C	115,790.21	9,649.18	55.66837
M242	D	121,579.72	10,131.64	58.45179
M242	E	127,658.71	10,638.23	61.37438
M242	F	134,041.64	11,170.14	64.44310
M242	G	140,743.73	11,728.64	67.66525
M243	A	106,075.39	8,839.62	50.99778
M243	B	111,379.16	9,281.60	53.54767
M243	C	116,948.11	9,745.68	56.22506
M243	D	122,795.52	10,232.96	59.03631
M243	E	128,935.30	10,744.61	61.98812
M243	F	135,382.06	11,281.84	65.08753
M243	G	142,151.16	11,845.93	68.34191
M244	A	107,136.14	8,928.01	51.50776
M244	B	112,492.95	9,374.41	54.08315
M244	C	118,117.60	9,843.13	56.78731
M244	D	124,023.48	10,335.29	59.62667
M244	E	130,224.65	10,852.05	62.60800
M244	F	136,735.88	11,394.66	65.73840
M244	G	143,572.68	11,964.39	69.02532

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M245	A	108,207.50	9,017.29	52.02284
M245	B	113,617.88	9,468.16	54.62398
M245	C	119,298.77	9,941.56	57.35518
M245	D	125,263.71	10,438.64	60.22294
M245	E	131,526.90	10,960.57	63.23408
M245	F	138,103.24	11,508.60	66.39579
M245	G	145,008.40	12,084.03	69.71558
M246	A	109,289.58	9,107.46	52.54307
M246	B	114,754.06	9,562.84	55.17022
M246	C	120,491.76	10,040.98	57.92873
M246	D	126,516.35	10,543.03	60.82517
M246	E	132,842.16	11,070.18	63.86643
M246	F	139,484.27	11,623.69	67.05975
M246	G	146,458.49	12,204.87	70.41273
M247	A	110,382.47	9,198.54	53.06850
M247	B	115,901.60	9,658.47	55.72192
M247	C	121,696.68	10,141.39	58.50802
M247	D	127,781.51	10,648.46	61.43342
M247	E	134,170.59	11,180.88	64.50509
M247	F	140,879.12	11,739.93	67.73034
M247	G	147,923.07	12,326.92	71.11686
M248	A	111,486.30	9,290.52	53.59918
M248	B	117,060.61	9,755.05	56.27914
M248	C	122,913.64	10,242.80	59.09310
M248	D	129,059.33	10,754.94	62.04775
M248	E	135,512.29	11,292.69	65.15014
M248	F	142,287.91	11,857.33	68.40765
M248	G	149,402.30	12,450.19	71.82803
M249	A	112,601.16	9,383.43	54.13517
M249	B	118,231.22	9,852.60	56.84193
M249	C	124,142.78	10,345.23	59.68403
M249	D	130,349.92	10,862.49	62.66823
M249	E	136,867.42	11,405.62	65.80164
M249	F	143,710.79	11,975.90	69.09172
M249	G	150,896.33	12,574.69	72.54631
M250	A	113,727.17	9,477.26	54.67653
M250	B	119,413.53	9,951.13	57.41035
M250	C	125,384.21	10,448.68	60.28087
M250	D	131,653.42	10,971.12	63.29491
M250	E	138,236.09	11,519.67	66.45966
M250	F	145,147.89	12,095.66	69.78264
M250	G	152,405.29	12,700.44	73.27177

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M251	A	114,864.44	9,572.04	55.22329
M251	B	120,607.67	10,050.64	57.98446
M251	C	126,638.05	10,553.17	60.88368
M251	D	132,969.95	11,080.83	63.92786
M251	E	139,618.45	11,634.87	67.12425
M251	F	146,599.37	12,216.61	70.48047
M251	G	153,929.34	12,827.44	74.00449
M252	A	116,013.09	9,667.76	55.77552
M252	B	121,813.74	10,151.15	58.56430
M252	C	127,904.43	10,658.70	61.49251
M252	D	134,299.65	11,191.64	64.56714
M252	E	141,014.63	11,751.22	67.79550
M252	F	148,065.37	12,338.78	71.18527
M252	G	155,468.63	12,955.72	74.74454
M253	A	117,173.22	9,764.43	56.33328
M253	B	123,031.88	10,252.66	59.14994
M253	C	129,183.47	10,765.29	62.10744
M253	D	135,642.65	11,303.55	65.21281
M253	E	142,424.78	11,868.73	68.47345
M253	F	149,546.02	12,462.17	71.89713
M253	G	157,023.32	13,085.28	75.49198
M254	A	118,344.95	9,862.08	56.89661
M254	B	124,262.20	10,355.18	59.74144
M254	C	130,475.31	10,872.94	62.72851
M254	D	136,999.08	11,416.59	65.86494
M254	E	143,849.03	11,987.42	69.15819
M254	F	151,041.48	12,586.79	72.61610
M254	G	158,593.55	13,216.13	76.24690
M255	A	119,528.40	9,960.70	57.46558
M255	B	125,504.82	10,458.73	60.33886
M255	C	131,780.06	10,981.67	63.35580
M255	D	138,369.07	11,530.76	66.52359
M255	E	145,287.52	12,107.29	69.84977
M255	F	152,551.90	12,712.66	73.34226
M255	G	160,179.49	13,348.29	77.00937
M256	A	120,723.69	10,060.31	58.04023
M256	B	126,759.87	10,563.32	60.94225
M256	C	133,097.86	11,091.49	63.98936
M256	D	139,752.76	11,646.06	67.18883
M256	E	146,740.39	12,228.37	70.54827
M256	F	154,077.41	12,839.78	74.07568
M256	G	161,781.28	13,481.77	77.77946

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M257	A	121,930.92	10,160.91	58.62064
M257	B	128,027.47	10,668.96	61.55167
M257	C	134,428.84	11,202.40	64.62925
M257	D	141,150.28	11,762.52	67.86071
M257	E	148,207.80	12,350.65	71.25375
M257	F	155,618.19	12,968.18	74.81644
M257	G	163,399.10	13,616.59	78.55726
M258	A	123,150.23	10,262.52	59.20684
M258	B	129,307.74	10,775.65	62.16718
M258	C	135,773.13	11,314.43	65.27554
M258	D	142,561.79	11,880.15	68.53932
M258	E	149,689.88	12,474.16	71.96629
M258	F	157,174.37	13,097.86	75.56460
M258	G	165,033.09	13,752.76	79.34283
M259	A	124,381.73	10,365.14	59.79891
M259	B	130,600.82	10,883.40	62.78886
M259	C	137,130.86	11,427.57	65.92830
M259	D	143,987.40	11,998.95	69.22471
M259	E	151,186.77	12,598.90	72.68595
M259	F	158,746.11	13,228.84	76.32025
M259	G	166,683.42	13,890.28	80.13626
M260	A	125,625.55	10,468.80	60.39690
M260	B	131,906.83	10,992.24	63.41674
M260	C	138,502.17	11,541.85	66.58758
M260	D	145,427.28	12,118.94	69.91696
M260	E	152,698.64	12,724.89	73.41281
M260	F	160,333.57	13,361.13	77.08345
M260	G	168,350.25	14,029.19	80.93762
M261	A	126,881.81	10,573.48	61.00087
M261	B	133,225.90	11,102.16	64.05091
M261	C	139,887.19	11,657.27	67.25346
M261	D	146,881.55	12,240.13	70.61613
M261	E	154,225.63	12,852.14	74.14694
M261	F	161,936.91	13,494.74	77.85428
M261	G	170,033.76	14,169.48	81.74700
M262	A	128,150.62	10,679.22	61.61088
M262	B	134,558.16	11,213.18	64.69142
M262	C	141,286.06	11,773.84	67.92599
M262	D	148,350.37	12,362.53	71.32229
M262	E	155,767.89	12,980.66	74.88841
M262	F	163,556.28	13,629.69	78.63283
M262	G	171,734.09	14,311.17	82.56447

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M263	A	129,432.13	10,786.01	62.22699
M263	B	135,903.74	11,325.31	65.33834
M263	C	142,698.92	11,891.58	68.60525
M263	D	149,833.87	12,486.16	72.03551
M263	E	157,325.56	13,110.46	75.63729
M263	F	165,191.84	13,765.99	79.41916
M263	G	173,451.43	14,454.29	83.39011
M264	A	130,726.45	10,893.87	62.84926
M264	B	137,262.78	11,438.56	65.99172
M264	C	144,125.91	12,010.49	69.29130
M264	D	151,332.21	12,611.02	72.75587
M264	E	158,898.82	13,241.57	76.39366
M264	F	166,843.76	13,903.65	80.21335
M264	G	175,185.95	14,598.83	84.22401
M265	A	132,033.72	11,002.81	63.47775
M265	B	138,635.40	11,552.95	66.65164
M265	C	145,567.17	12,130.60	69.98422
M265	D	152,845.53	12,737.13	73.48343
M265	E	160,487.81	13,373.98	77.15760
M265	F	168,512.20	14,042.68	81.01548
M265	G	176,937.81	14,744.82	85.06625
M266	A	133,354.05	11,112.84	64.11253
M266	B	140,021.76	11,668.48	67.31815
M266	C	147,022.84	12,251.90	70.68406
M266	D	154,373.99	12,864.50	74.21826
M266	E	162,092.69	13,507.72	77.92918
M266	F	170,197.32	14,183.11	81.82563
M266	G	178,707.19	14,892.27	85.91692
M267	A	134,687.59	11,223.97	64.75365
M267	B	141,421.97	11,785.16	67.99133
M267	C	148,493.07	12,374.42	71.39090
M267	D	155,917.73	12,993.14	74.96045
M267	E	163,713.61	13,642.80	78.70847
M267	F	171,899.29	14,324.94	82.64389
M267	G	180,494.26	15,041.19	86.77609
M268	A	136,034.47	11,336.21	65.40119
M268	B	142,836.19	11,903.02	68.67125
M268	C	149,978.00	12,498.17	72.10481
M268	D	157,476.90	13,123.08	75.71005
M268	E	165,350.75	13,779.23	79.49555
M268	F	173,618.29	14,468.19	83.47033
M268	G	182,299.20	15,191.60	87.64385

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M269	A	137,394.82	11,449.57	66.05520
M269	B	144,264.56	12,022.05	69.35796
M269	C	151,477.78	12,623.15	72.82586
M269	D	159,051.67	13,254.31	76.46715
M269	E	167,004.26	13,917.02	80.29051
M269	F	175,354.47	14,612.87	84.30503
M269	G	184,122.19	15,343.52	88.52029
M270	A	138,768.76	11,564.06	66.71575
M270	B	145,707.20	12,142.27	70.05154
M270	C	152,992.56	12,749.38	73.55412
M270	D	160,642.19	13,386.85	77.23182
M270	E	168,674.30	14,056.19	81.09341
M270	F	177,108.01	14,759.00	85.14808
M270	G	185,963.41	15,496.95	89.40549
M271	A	140,156.45	11,679.70	67.38291
M271	B	147,164.27	12,263.69	70.75205
M271	C	154,522.49	12,876.87	74.28966
M271	D	162,248.61	13,520.72	78.00414
M271	E	170,361.04	14,196.75	81.90435
M271	F	178,879.09	14,906.59	85.99956
M271	G	187,823.05	15,651.92	90.29954
M272	A	141,558.02	11,796.50	68.05674
M272	B	148,635.92	12,386.33	71.45958
M272	C	156,067.71	13,005.64	75.03255
M272	D	163,871.10	13,655.92	78.78418
M272	E	172,064.65	14,338.72	82.72339
M272	F	180,667.89	15,055.66	86.85956
M272	G	189,701.28	15,808.44	91.20254
M273	A	142,973.60	11,914.47	68.73731
M273	B	150,122.28	12,510.19	72.17417
M273	C	157,628.39	13,135.70	75.78288
M273	D	165,509.81	13,792.48	79.57202
M273	E	173,785.30	14,482.11	83.55062
M273	F	182,474.56	15,206.21	87.72816
M273	G	191,598.29	15,966.52	92.11456
M274	A	144,403.33	12,033.61	69.42468
M274	B	151,623.50	12,635.29	72.89591
M274	C	159,204.67	13,267.06	76.54071
M274	D	167,164.91	13,930.41	80.36774
M274	E	175,523.15	14,626.93	84.38613
M274	F	184,299.31	15,358.28	88.60544
M274	G	193,514.28	16,126.19	93.03571

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M275	A	145,847.37	12,153.95	70.11893
M275	B	153,139.73	12,761.64	73.62487
M275	C	160,796.72	13,399.73	77.30612
M275	D	168,836.56	14,069.71	81.17142
M275	E	177,278.38	14,773.20	85.22999
M275	F	186,142.30	15,511.86	89.49149
M275	G	195,449.42	16,287.45	93.96607
M276	A	147,305.84	12,275.49	70.82011
M276	B	154,671.13	12,889.26	74.36112
M276	C	162,404.69	13,533.72	78.07918
M276	D	170,524.92	14,210.41	81.98314
M276	E	179,051.17	14,920.93	86.08229
M276	F	188,003.73	15,666.98	90.38641
M276	G	197,403.91	16,450.33	94.90573
M277	A	148,778.90	12,398.24	71.52832
M277	B	156,217.84	13,018.15	75.10473
M277	C	164,028.73	13,669.06	78.85997
M277	D	172,230.17	14,352.51	82.80297
M277	E	180,841.68	15,070.14	86.94312
M277	F	189,883.76	15,823.65	91.29027
M277	G	199,377.95	16,614.83	95.85478
M278	A	150,266.69	12,522.22	72.24360
M278	B	157,780.02	13,148.33	75.85578
M278	C	165,669.02	13,805.75	79.64857
M278	D	173,952.47	14,496.04	83.63100
M278	E	182,650.10	15,220.84	87.81255
M278	F	191,782.60	15,981.88	92.20317
M278	G	201,371.73	16,780.98	96.81333
M279	A	151,769.35	12,647.45	72.96604
M279	B	159,357.82	13,279.82	76.61434
M279	C	167,325.71	13,943.81	80.44505
M279	D	175,692.00	14,641.00	84.46731
M279	E	184,476.60	15,373.05	88.69067
M279	F	193,700.43	16,141.70	93.12521
M279	G	203,385.45	16,948.79	97.78147
M280	A	153,287.05	12,773.92	73.69570
M280	B	160,951.40	13,412.62	77.38048
M280	C	168,998.97	14,083.25	81.24950
M280	D	177,448.92	14,787.41	85.31198
M280	E	186,321.36	15,526.78	89.57758
M280	F	195,637.43	16,303.12	94.05646
M280	G	205,419.30	17,118.27	98.75928

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M281	A	154,819.92	12,901.66	74.43265
M281	B	162,560.91	13,546.74	78.15428
M281	C	170,688.96	14,224.08	82.06200
M281	D	179,223.41	14,935.28	86.16510
M281	E	188,184.58	15,682.05	90.47335
M281	F	197,593.81	16,466.15	94.99702
M281	G	207,473.50	17,289.46	99.74687
M282	A	156,368.12	13,030.68	75.17698
M282	B	164,186.52	13,682.21	78.93583
M282	C	172,395.85	14,366.32	82.88262
M282	D	181,015.64	15,084.64	87.02675
M282	E	190,066.42	15,838.87	91.37809
M282	F	199,569.74	16,630.81	95.94699
M282	G	209,548.23	17,462.35	100.74434
M283	A	157,931.80	13,160.98	75.92875
M283	B	165,828.39	13,819.03	79.72519
M283	C	174,119.81	14,509.98	83.71145
M283	D	182,825.80	15,235.48	87.89702
M283	E	191,967.09	15,997.26	92.29187
M283	F	201,565.44	16,797.12	96.90646
M283	G	211,643.71	17,636.98	101.75179
M284	A	159,511.12	13,292.59	76.68804
M284	B	167,486.67	13,957.22	80.52244
M284	C	175,861.00	14,655.08	84.54856
M284	D	184,654.05	15,387.84	88.77599
M284	E	193,886.76	16,157.23	93.21479
M284	F	203,581.10	16,965.09	97.87553
M284	G	213,760.15	17,813.35	102.76930
M285	A	161,106.23	13,425.52	77.45492
M285	B	169,161.54	14,096.79	81.32766
M285	C	177,619.61	14,801.63	85.39405
M285	D	186,500.60	15,541.72	89.66375
M285	E	195,825.63	16,318.80	94.14694
M285	F	205,616.91	17,134.74	98.85428
M285	G	215,897.75	17,991.48	103.79700
M286	A	162,717.29	13,559.77	78.22947
M286	B	170,853.15	14,237.76	82.14094
M286	C	179,395.81	14,949.65	86.24799
M286	D	188,365.60	15,697.13	90.56039
M286	E	197,783.88	16,481.99	95.08840
M286	F	207,673.08	17,306.09	99.84282
M286	G	218,056.73	18,171.39	104.83497

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M287	A	164,344.46	13,695.37	79.01176
M287	B	172,561.68	14,380.14	82.96235
M287	C	181,189.77	15,099.15	87.11047
M287	D	190,249.26	15,854.10	91.46599
M287	E	199,761.72	16,646.81	96.03929
M287	F	209,749.81	17,479.15	100.84125
M287	G	220,237.30	18,353.11	105.88332
M288	A	165,987.91	13,832.33	79.80188
M288	B	174,287.30	14,523.94	83.79197
M288	C	183,001.67	15,250.14	87.98157
M288	D	192,151.75	16,012.65	92.38065
M288	E	201,759.34	16,813.28	96.99968
M288	F	211,847.30	17,653.94	101.84967
M288	G	222,439.67	18,536.64	106.94215
M289	A	167,647.79	13,970.65	80.59990
M289	B	176,030.17	14,669.18	84.62989
M289	C	184,831.68	15,402.64	88.86139
M289	D	194,073.27	16,172.77	93.30446
M289	E	203,776.93	16,981.41	97.96968
M289	F	213,965.78	17,830.48	102.86816
M289	G	224,664.07	18,722.01	108.01157
M290	A	169,324.26	14,110.35	81.40590
M290	B	177,790.48	14,815.87	85.47619
M290	C	186,680.00	15,556.67	89.75000
M290	D	196,014.00	16,334.50	94.23750
M290	E	205,814.70	17,151.22	98.94937
M290	F	216,105.43	18,008.79	103.89684
M290	G	226,910.71	18,909.23	109.09169
M291	A	171,017.51	14,251.46	82.21995
M291	B	179,568.38	14,964.03	86.33095
M291	C	188,546.80	15,712.23	90.64750
M291	D	197,974.14	16,497.84	95.17987
M291	E	207,872.85	17,322.74	99.93887
M291	F	218,266.49	18,188.87	104.93581
M291	G	229,179.81	19,098.32	110.18260
M292	A	172,727.68	14,393.97	83.04215
M292	B	181,364.06	15,113.67	87.19426
M292	C	190,432.27	15,869.36	91.55397
M292	D	199,953.88	16,662.82	96.13167
M292	E	209,951.58	17,495.96	100.93826
M292	F	220,449.15	18,370.76	105.98517
M292	G	231,471.61	19,289.30	111.28443

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M293	A	174,454.96	14,537.91	83.87258
M293	B	183,177.71	15,264.81	88.06620
M293	C	192,336.59	16,028.05	92.46951
M293	D	201,953.42	16,829.45	97.09299
M293	E	212,051.09	17,670.92	101.94764
M293	F	222,653.65	18,554.47	107.04502
M293	G	233,786.33	19,482.19	112.39727
M294	A	176,199.51	14,683.29	84.71130
M294	B	185,009.48	15,417.46	88.94687
M294	C	194,259.96	16,188.33	93.39421
M294	D	203,972.95	16,997.75	98.06392
M294	E	214,171.60	17,847.63	102.96712
M294	F	224,880.18	18,740.01	108.11547
M294	G	236,124.19	19,677.02	113.52125
M295	A	177,961.50	14,830.12	85.55841
M295	B	186,859.58	15,571.63	89.83634
M295	C	196,202.56	16,350.21	94.32815
M295	D	206,012.68	17,167.72	99.04456
M295	E	216,313.32	18,026.11	103.99679
M295	F	227,128.98	18,927.41	109.19663
M295	G	238,485.43	19,873.79	114.65646
M296	A	179,741.12	14,978.43	86.41400
M296	B	188,728.17	15,727.35	90.73470
M296	C	198,164.58	16,513.71	95.27143
M296	D	208,072.81	17,339.40	100.03501
M296	E	218,476.45	18,206.37	105.03676
M296	F	229,400.27	19,116.69	110.28859
M296	G	240,870.29	20,072.52	115.80302
M297	A	181,538.53	15,128.21	87.27814
M297	B	190,615.45	15,884.62	91.64205
M297	C	200,146.23	16,678.85	96.22415
M297	D	210,153.54	17,512.79	101.03536
M297	E	220,661.22	18,388.43	106.08712
M297	F	231,694.28	19,307.86	111.39148
M297	G	243,278.99	20,273.25	116.96105
M298	A	183,353.91	15,279.49	88.15092
M298	B	192,521.61	16,043.47	92.55847
M298	C	202,147.69	16,845.64	97.18639
M298	D	212,255.07	17,687.92	102.04571
M298	E	222,867.83	18,572.32	107.14799
M298	F	234,011.22	19,500.93	112.50539
M298	G	245,711.78	20,475.98	118.13066

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M299	A	185,187.45	15,432.29	89.03243
M299	B	194,446.83	16,203.90	93.48405
M299	C	204,169.17	17,014.10	98.15825
M299	D	214,377.63	17,864.80	103.06617
M299	E	225,096.51	18,758.04	108.21947
M299	F	236,351.33	19,695.94	113.63045
M299	G	248,168.90	20,680.74	119.31197
M300	A	187,039.33	15,586.61	89.92275
M300	B	196,391.29	16,365.94	94.41889
M300	C	206,210.86	17,184.24	99.13984
M300	D	216,521.40	18,043.45	104.09683
M300	E	227,347.47	18,945.62	109.30167
M300	F	238,714.84	19,892.90	114.76675
M300	G	250,650.59	20,887.55	120.50509
M301	A	188,909.72	15,742.48	90.82198
M301	B	198,355.21	16,529.60	95.36308
M301	C	208,272.97	17,356.08	100.13123
M301	D	218,686.62	18,223.88	105.13780
M301	E	229,620.95	19,135.08	110.39469
M301	F	241,101.99	20,091.83	115.91442
M301	G	253,157.09	21,096.42	121.71014

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X111	A	29,433.04	2,452.75	14.15050
X111	B	30,904.69	2,575.39	14.85803
X111	C	32,449.93	2,704.16	15.60093
X111	D	34,072.42	2,839.37	16.38097
X111	E	35,776.04	2,981.34	17.20002
X111	F	37,564.85	3,130.40	18.06002
X111	G	39,443.09	3,286.92	18.96302
X112	A	29,727.37	2,477.28	14.29201
X112	B	31,213.74	2,601.14	15.00661
X112	C	32,774.43	2,731.20	15.75694
X112	D	34,413.15	2,867.76	16.54478
X112	E	36,133.80	3,011.15	17.37202
X112	F	37,940.49	3,161.71	18.24062
X112	G	39,837.52	3,319.79	19.15265
X113	A	30,024.64	2,502.05	14.43493
X113	B	31,525.88	2,627.16	15.15667
X113	C	33,102.17	2,758.51	15.91450
X113	D	34,757.28	2,896.44	16.71023
X113	E	36,495.14	3,041.26	17.54574
X113	F	38,319.90	3,193.32	18.42303
X113	G	40,235.89	3,352.99	19.34418
X114	A	30,324.89	2,527.07	14.57927
X114	B	31,841.14	2,653.43	15.30824
X114	C	33,433.19	2,786.10	16.07365
X114	D	35,104.85	2,925.40	16.87733
X114	E	36,860.09	3,071.67	17.72120
X114	F	38,703.10	3,225.26	18.60726
X114	G	40,638.25	3,386.52	19.53762
X115	A	30,628.14	2,552.34	14.72507
X115	B	32,159.55	2,679.96	15.46132
X115	C	33,767.52	2,813.96	16.23439
X115	D	35,455.90	2,954.66	17.04611
X115	E	37,228.69	3,102.39	17.89841
X115	F	39,090.13	3,257.51	18.79333
X115	G	41,044.64	3,420.39	19.73300
X116	A	30,934.42	2,577.87	14.87232
X116	B	32,481.14	2,706.76	15.61593
X116	C	34,105.20	2,842.10	16.39673
X116	D	35,810.46	2,984.20	17.21657
X116	E	37,600.98	3,133.42	18.07740
X116	F	39,481.03	3,290.09	18.98126
X116	G	41,455.08	3,454.59	19.93033

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X117	A	31,243.77	2,603.65	15.02104
X117	B	32,805.95	2,733.83	15.77209
X117	C	34,446.25	2,870.52	16.56070
X117	D	36,168.56	3,014.05	17.38873
X117	E	37,976.99	3,164.75	18.25817
X117	F	39,875.84	3,322.99	19.17108
X117	G	41,869.63	3,489.14	20.12963
X118	A	31,556.20	2,629.68	15.17125
X118	B	33,134.01	2,761.17	15.92981
X118	C	34,790.71	2,899.23	16.72630
X118	D	36,530.25	3,044.19	17.56262
X118	E	38,356.76	3,196.40	18.44075
X118	F	40,274.60	3,356.22	19.36279
X118	G	42,288.33	3,524.03	20.33093
X119	A	31,871.76	2,655.98	15.32296
X119	B	33,465.35	2,788.78	16.08911
X119	C	35,138.62	2,928.22	16.89357
X119	D	36,895.55	3,074.63	17.73825
X119	E	38,740.33	3,228.36	18.62516
X119	F	40,677.35	3,389.78	19.55642
X119	G	42,711.21	3,559.27	20.53424
X120	A	32,190.48	2,682.54	15.47619
X120	B	33,800.01	2,816.67	16.25000
X120	C	35,490.01	2,957.50	17.06250
X120	D	37,264.51	3,105.38	17.91563
X120	E	39,127.73	3,260.64	18.81141
X120	F	41,084.12	3,423.68	19.75198
X120	G	43,138.33	3,594.86	20.73958
X121	A	32,512.39	2,709.37	15.63096
X121	B	34,138.01	2,844.83	16.41250
X121	C	35,844.91	2,987.08	17.23313
X121	D	37,637.15	3,136.43	18.09478
X121	E	39,519.01	3,293.25	18.99952
X121	F	41,494.96	3,457.91	19.94950
X121	G	43,569.71	3,630.81	20.94698
X122	A	32,837.51	2,736.46	15.78726
X122	B	34,479.39	2,873.28	16.57663
X122	C	36,203.36	3,016.95	17.40546
X122	D	38,013.52	3,167.79	18.27573
X122	E	39,914.20	3,326.18	19.18952
X122	F	41,909.91	3,492.49	20.14900
X122	G	44,005.41	3,667.12	21.15644

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X123	A	33,165.89	2,763.82	15.94514
X123	B	34,824.18	2,902.01	16.74239
X123	C	36,565.39	3,047.12	17.57951
X123	D	38,393.66	3,199.47	18.45849
X123	E	40,313.34	3,359.45	19.38141
X123	F	42,329.01	3,527.42	20.35049
X123	G	44,445.46	3,703.79	21.36801
X124	A	33,497.55	2,791.46	16.10459
X124	B	35,172.42	2,931.04	16.90982
X124	C	36,931.04	3,077.59	17.75531
X124	D	38,777.60	3,231.47	18.64307
X124	E	40,716.48	3,393.04	19.57523
X124	F	42,752.30	3,562.69	20.55399
X124	G	44,889.91	3,740.83	21.58169
X125	A	33,832.52	2,819.38	16.26563
X125	B	35,524.15	2,960.35	17.07892
X125	C	37,300.35	3,108.36	17.93286
X125	D	39,165.37	3,263.78	18.82951
X125	E	41,123.64	3,426.97	19.77098
X125	F	43,179.82	3,598.32	20.75953
X125	G	45,338.81	3,778.23	21.79751
X126	A	34,170.85	2,847.57	16.42829
X126	B	35,879.39	2,989.95	17.24971
X126	C	37,673.36	3,139.45	18.11219
X126	D	39,557.03	3,296.42	19.01780
X126	E	41,534.88	3,461.24	19.96869
X126	F	43,611.62	3,634.30	20.96713
X126	G	45,792.20	3,816.02	22.01548
X127	A	34,512.55	2,876.05	16.59257
X127	B	36,238.18	3,019.85	17.42220
X127	C	38,050.09	3,170.84	18.29331
X127	D	39,952.60	3,329.38	19.20798
X127	E	41,950.23	3,495.85	20.16838
X127	F	44,047.74	3,670.64	21.17680
X127	G	46,250.12	3,854.18	22.23564
X128	A	34,857.68	2,904.81	16.75850
X128	B	36,600.56	3,050.05	17.59642
X128	C	38,430.59	3,202.55	18.47625
X128	D	40,352.12	3,362.68	19.40006
X128	E	42,369.73	3,530.81	20.37006
X128	F	44,488.21	3,707.35	21.38856
X128	G	46,712.62	3,892.72	22.45799

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X129	A	35,206.26	2,933.85	16.92608
X129	B	36,966.57	3,080.55	17.77239
X129	C	38,814.90	3,234.57	18.66101
X129	D	40,755.64	3,396.30	19.59406
X129	E	42,793.42	3,566.12	20.57376
X129	F	44,933.10	3,744.42	21.60245
X129	G	47,179.75	3,931.65	22.68257
X130	A	35,558.32	2,963.19	17.09535
X130	B	37,336.24	3,111.35	17.95011
X130	C	39,203.05	3,266.92	18.84762
X130	D	41,163.20	3,430.27	19.79000
X130	E	43,221.36	3,601.78	20.77950
X130	F	45,382.43	3,781.87	21.81847
X130	G	47,651.55	3,970.96	22.90940
X131	A	35,913.90	2,992.83	17.26630
X131	B	37,709.60	3,142.47	18.12961
X131	C	39,595.08	3,299.59	19.03609
X131	D	41,574.83	3,464.57	19.98790
X131	E	43,653.57	3,637.80	20.98729
X131	F	45,836.25	3,819.69	22.03666
X131	G	48,128.06	4,010.67	23.13849
X132	A	36,273.04	3,022.75	17.43896
X132	B	38,086.69	3,173.89	18.31091
X132	C	39,991.03	3,332.59	19.22646
X132	D	41,990.58	3,499.21	20.18778
X132	E	44,090.11	3,674.18	21.19717
X132	F	46,294.61	3,857.88	22.25703
X132	G	48,609.34	4,050.78	23.36988
X133	A	36,635.77	3,052.98	17.61335
X133	B	38,467.56	3,205.63	18.49402
X133	C	40,390.94	3,365.91	19.41872
X133	D	42,410.49	3,534.21	20.38966
X133	E	44,531.01	3,710.92	21.40914
X133	F	46,757.56	3,896.46	22.47960
X133	G	49,095.44	4,091.29	23.60358
X134	A	37,002.13	3,083.51	17.78949
X134	B	38,852.24	3,237.69	18.67896
X134	C	40,794.85	3,399.57	19.61291
X134	D	42,834.59	3,569.55	20.59355
X134	E	44,976.32	3,748.03	21.62323
X134	F	47,225.14	3,935.43	22.70439
X134	G	49,586.39	4,132.20	23.83961

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X135	A	37,372.15	3,114.35	17.96738
X135	B	39,240.76	3,270.06	18.86575
X135	C	41,202.80	3,433.57	19.80904
X135	D	43,262.94	3,605.24	20.79949
X135	E	45,426.08	3,785.51	21.83946
X135	F	47,697.39	3,974.78	22.93144
X135	G	50,082.26	4,173.52	24.07801
X136	A	37,745.87	3,145.49	18.14705
X136	B	39,633.17	3,302.76	19.05441
X136	C	41,614.82	3,467.90	20.00713
X136	D	43,695.57	3,641.30	21.00748
X136	E	45,880.34	3,823.36	22.05786
X136	F	48,174.36	4,014.53	23.16075
X136	G	50,583.08	4,215.26	24.31879
X137	A	38,123.33	3,176.94	18.32852
X137	B	40,029.50	3,335.79	19.24495
X137	C	42,030.97	3,502.58	20.20720
X137	D	44,132.52	3,677.71	21.21756
X137	E	46,339.15	3,861.60	22.27844
X137	F	48,656.10	4,054.68	23.39236
X137	G	51,088.91	4,257.41	24.56198
X138	A	38,504.56	3,208.71	18.51181
X138	B	40,429.79	3,369.15	19.43740
X138	C	42,451.28	3,537.61	20.40927
X138	D	44,573.85	3,714.49	21.42973
X138	E	46,802.54	3,900.21	22.50122
X138	F	49,142.67	4,095.22	23.62628
X138	G	51,599.80	4,299.98	24.80760
X139	A	38,889.61	3,240.80	18.69693
X139	B	40,834.09	3,402.84	19.63177
X139	C	42,875.79	3,572.98	20.61336
X139	D	45,019.58	3,751.63	21.64403
X139	E	47,270.56	3,939.21	22.72623
X139	F	49,634.09	4,136.17	23.86254
X139	G	52,115.80	4,342.98	25.05567
X140	A	39,278.51	3,273.21	18.88390
X140	B	41,242.43	3,436.87	19.82809
X140	C	43,304.55	3,608.71	20.81950
X140	D	45,469.78	3,789.15	21.86047
X140	E	47,743.27	3,978.61	22.95349
X140	F	50,130.43	4,177.54	24.10117
X140	G	52,636.95	4,386.41	25.30623

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X141	A	39,671.29	3,305.94	19.07274
X141	B	41,654.86	3,471.24	20.02637
X141	C	43,737.60	3,644.80	21.02769
X141	D	45,924.48	3,827.04	22.07908
X141	E	48,220.70	4,018.39	23.18303
X141	F	50,631.74	4,219.31	24.34218
X141	G	53,163.32	4,430.28	25.55929
X142	A	40,068.00	3,339.00	19.26346
X142	B	42,071.40	3,505.95	20.22664
X142	C	44,174.97	3,681.25	21.23797
X142	D	46,383.72	3,865.31	22.29987
X142	E	48,702.91	4,058.58	23.41486
X142	F	51,138.05	4,261.50	24.58560
X142	G	53,694.96	4,474.58	25.81488
X143	A	40,468.68	3,372.39	19.45610
X143	B	42,492.12	3,541.01	20.42890
X143	C	44,616.72	3,718.06	21.45035
X143	D	46,847.56	3,903.96	22.52287
X143	E	49,189.94	4,099.16	23.64901
X143	F	51,649.44	4,304.12	24.83146
X143	G	54,231.91	4,519.33	26.07303
X144	A	40,873.37	3,406.11	19.65066
X144	B	42,917.04	3,576.42	20.63319
X144	C	45,062.89	3,755.24	21.66485
X144	D	47,316.04	3,943.00	22.74809
X144	E	49,681.84	4,140.15	23.88550
X144	F	52,165.93	4,347.16	25.07977
X144	G	54,774.23	4,564.52	26.33376
X145	A	41,282.10	3,440.18	19.84717
X145	B	43,346.21	3,612.18	20.83952
X145	C	45,513.52	3,792.79	21.88150
X145	D	47,789.20	3,982.43	22.97558
X145	E	50,178.66	4,181.55	24.12435
X145	F	52,687.59	4,390.63	25.33057
X145	G	55,321.97	4,610.16	26.59710
X146	A	41,694.93	3,474.58	20.04564
X146	B	43,779.67	3,648.31	21.04792
X146	C	45,968.66	3,830.72	22.10032
X146	D	48,267.09	4,022.26	23.20533
X146	E	50,680.44	4,223.37	24.36560
X146	F	53,214.46	4,434.54	25.58388
X146	G	55,875.19	4,656.27	26.86307

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X147	A	42,111.87	3,509.32	20.24609
X147	B	44,217.47	3,684.79	21.25840
X147	C	46,428.34	3,869.03	22.32132
X147	D	48,749.76	4,062.48	23.43738
X147	E	51,187.25	4,265.60	24.60925
X147	F	53,746.61	4,478.88	25.83972
X147	G	56,433.94	4,702.83	27.13170
X148	A	42,532.99	3,544.42	20.44855
X148	B	44,659.64	3,721.64	21.47098
X148	C	46,892.63	3,907.72	22.54453
X148	D	49,237.26	4,103.10	23.67176
X148	E	51,699.12	4,308.26	24.85535
X148	F	54,284.08	4,523.67	26.09811
X148	G	56,998.28	4,749.86	27.40302
X149	A	42,958.32	3,579.86	20.65304
X149	B	45,106.24	3,758.85	21.68569
X149	C	47,361.55	3,946.80	22.76998
X149	D	49,729.63	4,144.14	23.90848
X149	E	52,216.11	4,351.34	25.10390
X149	F	54,826.92	4,568.91	26.35909
X149	G	57,568.26	4,797.36	27.67705
X150	A	43,387.91	3,615.66	20.85957
X150	B	45,557.30	3,796.44	21.90255
X150	C	47,835.17	3,986.26	22.99768
X150	D	50,226.93	4,185.58	24.14756
X150	E	52,738.27	4,394.86	25.35494
X150	F	55,375.19	4,614.60	26.62269
X150	G	58,143.94	4,845.33	27.95382
X151	A	43,821.79	3,651.82	21.06817
X151	B	46,012.88	3,834.41	22.12157
X151	C	48,313.52	4,026.13	23.22765
X151	D	50,729.19	4,227.43	24.38904
X151	E	53,265.65	4,438.80	25.60849
X151	F	55,928.94	4,660.74	26.88891
X151	G	58,725.38	4,893.78	28.23336
X152	A	44,260.00	3,688.33	21.27885
X152	B	46,473.00	3,872.75	22.34279
X152	C	48,796.65	4,066.39	23.45993
X152	D	51,236.49	4,269.71	24.63293
X152	E	53,798.31	4,483.19	25.86457
X152	F	56,488.23	4,707.35	27.15780
X152	G	59,312.64	4,942.72	28.51569

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X153	A	44,702.60	3,725.22	21.49164
X153	B	46,937.73	3,911.48	22.56622
X153	C	49,284.62	4,107.05	23.69453
X153	D	51,748.85	4,312.40	24.87926
X153	E	54,336.29	4,528.02	26.12322
X153	F	57,053.11	4,754.43	27.42938
X153	G	59,905.76	4,992.15	28.80085
X154	A	45,149.63	3,762.47	21.70655
X154	B	47,407.11	3,950.59	22.79188
X154	C	49,777.47	4,148.12	23.93147
X154	D	52,266.34	4,355.53	25.12805
X154	E	54,879.66	4,573.30	26.38445
X154	F	57,623.64	4,801.97	27.70367
X154	G	60,504.82	5,042.07	29.08886
X155	A	45,601.13	3,800.09	21.92362
X155	B	47,881.18	3,990.10	23.01980
X155	C	50,275.24	4,189.60	24.17079
X155	D	52,789.00	4,399.08	25.37933
X155	E	55,428.45	4,619.04	26.64830
X155	F	58,199.88	4,849.99	27.98071
X155	G	61,109.87	5,092.49	29.37975
X156	A	46,057.14	3,838.09	22.14285
X156	B	48,359.99	4,030.00	23.25000
X156	C	50,777.99	4,231.50	24.41250
X156	D	53,316.89	4,443.07	25.63312
X156	E	55,982.74	4,665.23	26.91478
X156	F	58,781.88	4,898.49	28.26052
X156	G	61,720.97	5,143.41	29.67354
X157	A	46,517.71	3,876.48	22.36428
X157	B	48,843.59	4,070.30	23.48250
X157	C	51,285.77	4,273.81	24.65662
X157	D	53,850.06	4,487.51	25.88945
X157	E	56,542.57	4,711.88	27.18393
X157	F	59,369.69	4,947.47	28.54312
X157	G	62,338.18	5,194.85	29.97028
X158	A	46,982.89	3,915.24	22.58793
X158	B	49,332.03	4,111.00	23.71732
X158	C	51,798.63	4,316.55	24.90319
X158	D	54,388.56	4,532.38	26.14835
X158	E	57,107.99	4,759.00	27.45577
X158	F	59,963.39	4,996.95	28.82855
X158	G	62,961.56	5,246.80	30.26998

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X159	A	47,452.71	3,954.39	22.81381
X159	B	49,825.35	4,152.11	23.95450
X159	C	52,316.62	4,359.72	25.15222
X159	D	54,932.45	4,577.70	26.40983
X159	E	57,679.07	4,806.59	27.73032
X159	F	60,563.02	5,046.92	29.11684
X159	G	63,591.18	5,299.26	30.57268
X160	A	47,927.24	3,993.94	23.04194
X160	B	50,323.60	4,193.63	24.19404
X160	C	52,839.78	4,403.32	25.40374
X160	D	55,481.77	4,623.48	26.67393
X160	E	58,255.86	4,854.66	28.00763
X160	F	61,168.66	5,097.39	29.40801
X160	G	64,227.09	5,352.26	30.87841
X161	A	48,406.51	4,033.88	23.27236
X161	B	50,826.84	4,235.57	24.43598
X161	C	53,368.18	4,447.35	25.65778
X161	D	56,036.59	4,669.72	26.94067
X161	E	58,838.42	4,903.20	28.28770
X161	F	61,780.34	5,148.36	29.70209
X161	G	64,869.36	5,405.78	31.18719
X162	A	48,890.58	4,074.21	23.50509
X162	B	51,335.11	4,277.93	24.68034
X162	C	53,901.86	4,491.82	25.91436
X162	D	56,596.96	4,716.41	27.21008
X162	E	59,426.80	4,952.23	28.57058
X162	F	62,398.14	5,199.85	29.99911
X162	G	65,518.05	5,459.84	31.49906
X163	A	49,379.49	4,114.96	23.74014
X163	B	51,848.46	4,320.70	24.92714
X163	C	54,440.88	4,536.74	26.17350
X163	D	57,162.93	4,763.58	27.48218
X163	E	60,021.07	5,001.76	28.85629
X163	F	63,022.13	5,251.84	30.29910
X163	G	66,173.23	5,514.44	31.81405
X164	A	49,873.28	4,156.11	23.97754
X164	B	52,366.94	4,363.91	25.17642
X164	C	54,985.29	4,582.11	26.43524
X164	D	57,734.56	4,811.21	27.75700
X164	E	60,621.28	5,051.77	29.14485
X164	F	63,652.35	5,304.36	30.60209
X164	G	66,834.97	5,569.58	32.13219

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X165	A	50,372.01	4,197.67	24.21731
X165	B	52,890.61	4,407.55	25.42818
X165	C	55,535.14	4,627.93	26.69959
X165	D	58,311.90	4,859.33	28.03457
X165	E	61,227.50	5,102.29	29.43630
X165	F	64,288.87	5,357.41	30.90811
X165	G	67,503.31	5,625.28	32.45352
X166	A	50,875.73	4,239.64	24.45949
X166	B	53,419.52	4,451.63	25.68246
X166	C	56,090.50	4,674.21	26.96658
X166	D	58,895.02	4,907.92	28.31491
X166	E	61,839.77	5,153.31	29.73066
X166	F	64,931.76	5,410.98	31.21719
X166	G	68,178.35	5,681.53	32.77805
X167	A	51,384.49	4,282.04	24.70408
X167	B	53,953.71	4,496.14	25.93929
X167	C	56,651.40	4,720.95	27.23625
X167	D	59,483.97	4,957.00	28.59806
X167	E	62,458.17	5,204.85	30.02797
X167	F	65,581.08	5,465.09	31.52936
X167	G	68,860.13	5,738.34	33.10583
X168	A	51,898.34	4,324.86	24.95112
X168	B	54,493.25	4,541.10	26.19868
X168	C	57,217.91	4,768.16	27.50861
X168	D	60,078.81	5,006.57	28.88404
X168	E	63,082.75	5,256.90	30.32825
X168	F	66,236.89	5,519.74	31.84466
X168	G	69,548.73	5,795.73	33.43689
X169	A	52,417.32	4,368.11	25.20063
X169	B	55,038.18	4,586.52	26.46067
X169	C	57,790.09	4,815.84	27.78370
X169	D	60,679.60	5,056.63	29.17288
X169	E	63,713.58	5,309.46	30.63153
X169	F	66,899.26	5,574.94	32.16310
X169	G	70,244.22	5,853.68	33.77126
X170	A	52,941.49	4,411.79	25.45264
X170	B	55,588.57	4,632.38	26.72527
X170	C	58,367.99	4,864.00	28.06154
X170	D	61,286.39	5,107.20	29.46461
X170	E	64,350.71	5,362.56	30.93784
X170	F	67,568.25	5,630.69	32.48474
X170	G	70,946.66	5,912.22	34.10897

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X171	A	53,470.91	4,455.91	25.70717
X171	B	56,144.45	4,678.70	26.99252
X171	C	58,951.67	4,912.64	28.34215
X171	D	61,899.26	5,158.27	29.75926
X171	E	64,994.22	5,416.18	31.24722
X171	F	68,243.93	5,686.99	32.80958
X171	G	71,656.13	5,971.34	34.45006
X172	A	54,005.62	4,500.47	25.96424
X172	B	56,705.90	4,725.49	27.26245
X172	C	59,541.19	4,961.77	28.62557
X172	D	62,518.25	5,209.85	30.05685
X172	E	65,644.16	5,470.35	31.55969
X172	F	68,926.37	5,743.86	33.13768
X172	G	72,372.69	6,031.06	34.79456
X173	A	54,545.67	4,545.47	26.22388
X173	B	57,272.96	4,772.75	27.53507
X173	C	60,136.60	5,011.38	28.91183
X173	D	63,143.43	5,261.95	30.35742
X173	E	66,300.61	5,525.05	31.87529
X173	F	69,615.64	5,801.30	33.46906
X173	G	73,096.42	6,091.37	35.14251
X174	A	55,091.13	4,590.93	26.48612
X174	B	57,845.68	4,820.47	27.81043
X174	C	60,737.97	5,061.50	29.20095
X174	D	63,774.87	5,314.57	30.66099
X174	E	66,963.61	5,580.30	32.19404
X174	F	70,311.79	5,859.32	33.80375
X174	G	73,827.38	6,152.28	35.49393
X175	A	55,642.04	4,636.84	26.75098
X175	B	58,424.14	4,868.68	28.08853
X175	C	61,345.35	5,112.11	29.49296
X175	D	64,412.62	5,367.72	30.96760
X175	E	67,633.25	5,636.10	32.51598
X175	F	71,014.91	5,917.91	34.14178
X175	G	74,565.66	6,213.80	35.84887
X176	A	56,198.46	4,683.20	27.01849
X176	B	59,008.38	4,917.37	28.36942
X176	C	61,958.80	5,163.23	29.78789
X176	D	65,056.74	5,421.40	31.27728
X176	E	68,309.58	5,692.46	32.84114
X176	F	71,725.06	5,977.09	34.48320
X176	G	75,311.31	6,275.94	36.20736

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X177	A	56,760.44	4,730.04	27.28868
X177	B	59,598.47	4,966.54	28.65311
X177	C	62,578.39	5,214.87	30.08576
X177	D	65,707.31	5,475.61	31.59005
X177	E	68,992.68	5,749.39	33.16956
X177	F	72,442.31	6,036.86	34.82803
X177	G	76,064.42	6,338.70	36.56943
X178	A	57,328.05	4,777.34	27.56156
X178	B	60,194.45	5,016.20	28.93964
X178	C	63,204.17	5,267.01	30.38662
X178	D	66,364.38	5,530.37	31.90595
X178	E	69,682.60	5,806.88	33.50125
X178	F	73,166.73	6,097.23	35.17631
X178	G	76,825.07	6,402.09	36.93513
X179	A	57,901.33	4,825.11	27.83718
X179	B	60,796.40	5,066.37	29.22904
X179	C	63,836.22	5,319.68	30.69049
X179	D	67,028.03	5,585.67	32.22501
X179	E	70,379.43	5,864.95	33.83626
X179	F	73,898.40	6,158.20	35.52808
X179	G	77,593.32	6,466.11	37.30448
X180	A	58,480.34	4,873.36	28.11555
X180	B	61,404.36	5,117.03	29.52133
X180	C	64,474.58	5,372.88	30.99739
X180	D	67,698.31	5,641.53	32.54726
X180	E	71,083.22	5,923.60	34.17463
X180	F	74,637.38	6,219.78	35.88336
X180	G	78,369.25	6,530.77	37.67753
X181	A	59,065.15	4,922.10	28.39671
X181	B	62,018.40	5,168.20	29.81654
X181	C	65,119.32	5,426.61	31.30737
X181	D	68,375.29	5,697.94	32.87274
X181	E	71,794.05	5,982.84	34.51637
X181	F	75,383.76	6,281.98	36.24219
X181	G	79,152.95	6,596.08	38.05430
X182	A	59,655.80	4,971.32	28.68067
X182	B	62,638.59	5,219.88	30.11471
X182	C	65,770.52	5,480.88	31.62044
X182	D	69,059.04	5,754.92	33.20146
X182	E	72,512.00	6,042.67	34.86154
X182	F	76,137.60	6,344.80	36.60461
X182	G	79,944.47	6,662.04	38.43484

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X183	A	60,252.36	5,021.03	28.96748
X183	B	63,264.97	5,272.08	30.41585
X183	C	66,428.22	5,535.69	31.93665
X183	D	69,749.63	5,812.47	33.53348
X183	E	73,237.12	6,103.09	35.21015
X183	F	76,898.97	6,408.25	36.97066
X183	G	80,743.92	6,728.66	38.81919
X184	A	60,854.88	5,071.24	29.25715
X184	B	63,897.62	5,324.80	30.72001
X184	C	67,092.50	5,591.04	32.25601
X184	D	70,447.13	5,870.59	33.86881
X184	E	73,969.49	6,164.12	35.56225
X184	F	77,667.96	6,472.33	37.34037
X184	G	81,551.36	6,795.95	39.20738
X185	A	61,463.43	5,121.95	29.54973
X185	B	64,536.60	5,378.05	31.02721
X185	C	67,763.43	5,646.95	32.57857
X185	D	71,151.60	5,929.30	34.20750
X185	E	74,709.18	6,225.76	35.91788
X185	F	78,444.64	6,537.05	37.71377
X185	G	82,366.87	6,863.91	39.59946
X186	A	62,078.06	5,173.17	29.84522
X186	B	65,181.97	5,431.83	31.33748
X186	C	68,441.06	5,703.42	32.90436
X186	D	71,863.12	5,988.59	34.54958
X186	E	75,456.27	6,288.02	36.27705
X186	F	79,229.09	6,602.42	38.09091
X186	G	83,190.54	6,932.54	39.99545
X187	A	62,698.84	5,224.90	30.14367
X187	B	65,833.79	5,486.15	31.65086
X187	C	69,125.47	5,760.46	33.23340
X187	D	72,581.75	6,048.48	34.89507
X187	E	76,210.84	6,350.90	36.63982
X187	F	80,021.38	6,668.45	38.47182
X187	G	84,022.45	7,001.87	40.39541
X188	A	63,325.83	5,277.15	30.44511
X188	B	66,492.12	5,541.01	31.96737
X188	C	69,816.73	5,818.06	33.56574
X188	D	73,307.57	6,108.96	35.24402
X188	E	76,972.94	6,414.41	37.00622
X188	F	80,821.59	6,735.13	38.85653
X188	G	84,862.67	7,071.89	40.79936

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X189	A	63,959.09	5,329.92	30.74956
X189	B	67,157.04	5,596.42	32.28704
X189	C	70,514.90	5,876.24	33.90139
X189	D	74,040.64	6,170.05	35.59646
X189	E	77,742.67	6,478.56	37.37629
X189	F	81,629.81	6,802.48	39.24510
X189	G	85,711.30	7,142.61	41.20735
X190	A	64,598.68	5,383.22	31.05706
X190	B	67,828.61	5,652.38	32.60991
X190	C	71,220.05	5,935.00	34.24041
X190	D	74,781.05	6,231.75	35.95243
X190	E	78,520.10	6,543.34	37.75005
X190	F	82,446.11	6,870.51	39.63755
X190	G	86,568.41	7,214.03	41.61943
X191	A	65,244.67	5,437.06	31.36763
X191	B	68,506.90	5,708.91	32.93601
X191	C	71,932.25	5,994.35	34.58281
X191	D	75,528.86	6,294.07	36.31195
X191	E	79,305.30	6,608.77	38.12755
X191	F	83,270.57	6,939.21	40.03393
X191	G	87,434.09	7,286.17	42.03562
X192	A	65,897.11	5,491.43	31.68130
X192	B	69,191.97	5,766.00	33.26537
X192	C	72,651.57	6,054.30	34.92864
X192	D	76,284.15	6,357.01	36.67507
X192	E	80,098.35	6,674.86	38.50882
X192	F	84,103.27	7,008.61	40.43427
X192	G	88,308.44	7,359.04	42.45598
X193	A	66,556.09	5,546.34	31.99812
X193	B	69,883.89	5,823.66	33.59802
X193	C	73,378.08	6,114.84	35.27793
X193	D	77,046.99	6,420.58	37.04182
X193	E	80,899.34	6,741.61	38.89391
X193	F	84,944.30	7,078.69	40.83861
X193	G	89,191.52	7,432.63	42.88054
X194	A	67,221.65	5,601.80	32.31810
X194	B	70,582.73	5,881.89	33.93400
X194	C	74,111.87	6,175.99	35.63070
X194	D	77,817.46	6,484.79	37.41224
X194	E	81,708.33	6,809.03	39.28285
X194	F	85,793.75	7,149.48	41.24699
X194	G	90,083.44	7,506.95	43.30934

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X195	A	67,893.86	5,657.82	32.64128
X195	B	71,288.56	5,940.71	34.27334
X195	C	74,852.98	6,237.75	35.98701
X195	D	78,595.63	6,549.64	37.78636
X195	E	82,525.41	6,877.12	39.67568
X195	F	86,651.69	7,220.97	41.65946
X195	G	90,984.27	7,582.02	43.74244
X196	A	68,572.80	5,714.40	32.96769
X196	B	72,001.44	6,000.12	34.61608
X196	C	75,601.51	6,300.13	36.34688
X196	D	79,381.59	6,615.13	38.16423
X196	E	83,350.67	6,945.89	40.07244
X196	F	87,518.20	7,293.18	42.07606
X196	G	91,894.11	7,657.84	44.17986
X197	A	69,258.53	5,771.54	33.29737
X197	B	72,721.46	6,060.12	34.96224
X197	C	76,357.53	6,363.13	36.71035
X197	D	80,175.41	6,681.28	38.54587
X197	E	84,184.18	7,015.35	40.47316
X197	F	88,393.38	7,366.12	42.49682
X197	G	92,813.05	7,734.42	44.62166
X198	A	69,951.11	5,829.26	33.63034
X198	B	73,448.67	6,120.72	35.31186
X198	C	77,121.10	6,426.76	37.07745
X198	D	80,977.16	6,748.10	38.93133
X198	E	85,026.02	7,085.50	40.87789
X198	F	89,277.32	7,439.78	42.92179
X198	G	93,741.18	7,811.77	45.06788
X199	A	70,650.63	5,887.55	33.96665
X199	B	74,183.16	6,181.93	35.66498
X199	C	77,892.32	6,491.03	37.44823
X199	D	81,786.93	6,815.58	39.32064
X199	E	85,876.28	7,156.36	41.28667
X199	F	90,170.09	7,514.17	43.35101
X199	G	94,678.60	7,889.88	45.51856
X200	A	71,357.13	5,946.43	34.30631
X200	B	74,924.99	6,243.75	36.02163
X200	C	78,671.24	6,555.94	37.82271
X200	D	82,604.80	6,883.73	39.71385
X200	E	86,735.04	7,227.92	41.69954
X200	F	91,071.79	7,589.32	43.78452
X200	G	95,625.38	7,968.78	45.97374

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X201	A	72,070.70	6,005.89	34.64938
X201	B	75,674.24	6,306.19	36.38185
X201	C	79,457.95	6,621.50	38.20094
X201	D	83,430.85	6,952.57	40.11098
X201	E	87,602.39	7,300.20	42.11653
X201	F	91,982.51	7,665.21	44.22236
X201	G	96,581.64	8,048.47	46.43348
X202	A	72,791.41	6,065.95	34.99587
X202	B	76,430.98	6,369.25	36.74566
X202	C	80,252.53	6,687.71	38.58295
X202	D	84,265.16	7,022.10	40.51209
X202	E	88,478.41	7,373.20	42.53770
X202	F	92,902.34	7,741.86	44.66458
X202	G	97,547.45	8,128.95	46.89781
X203	A	73,519.32	6,126.61	35.34583
X203	B	77,195.29	6,432.94	37.11312
X203	C	81,055.06	6,754.59	38.96878
X203	D	85,107.81	7,092.32	40.91722
X203	E	89,363.20	7,446.93	42.96308
X203	F	93,831.36	7,819.28	45.11123
X203	G	98,522.93	8,210.24	47.36679
X204	A	74,254.52	6,187.88	35.69929
X204	B	77,967.24	6,497.27	37.48425
X204	C	81,865.61	6,822.13	39.35846
X204	D	85,958.89	7,163.24	41.32639
X204	E	90,256.83	7,521.40	43.39271
X204	F	94,769.67	7,897.47	45.56234
X204	G	99,508.16	8,292.35	47.84046
X205	A	74,997.06	6,249.76	36.05628
X205	B	78,746.92	6,562.24	37.85909
X205	C	82,684.26	6,890.36	39.75205
X205	D	86,818.48	7,234.87	41.73965
X205	E	91,159.40	7,596.62	43.82663
X205	F	95,717.37	7,976.45	46.01797
X205	G	100,503.24	8,375.27	48.31886
X206	A	75,747.03	6,312.25	36.41684
X206	B	79,534.39	6,627.87	38.23769
X206	C	83,511.10	6,959.26	40.14957
X206	D	87,686.66	7,307.22	42.15705
X206	E	92,070.99	7,672.58	44.26490
X206	F	96,674.54	8,056.21	46.47815
X206	G	101,508.27	8,459.02	48.80205

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X207	A	76,504.50	6,375.38	36.78101
X207	B	80,329.73	6,694.14	38.62006
X207	C	84,346.22	7,028.85	40.55107
X207	D	88,563.53	7,380.29	42.57862
X207	E	92,991.70	7,749.31	44.70755
X207	F	97,641.29	8,136.77	46.94293
X207	G	102,523.35	8,543.61	49.29007
X208	A	77,269.55	6,439.13	37.14882
X208	B	81,133.03	6,761.09	39.00626
X208	C	85,189.68	7,099.14	40.95658
X208	D	89,449.16	7,454.10	43.00440
X208	E	93,921.62	7,826.80	45.15462
X208	F	98,617.70	8,218.14	47.41236
X208	G	103,548.59	8,629.05	49.78297
X209	A	78,042.24	6,503.52	37.52031
X209	B	81,944.36	6,828.70	39.39633
X209	C	86,041.57	7,170.13	41.36614
X209	D	90,343.65	7,528.64	43.43445
X209	E	94,860.84	7,905.07	45.60617
X209	F	99,603.88	8,300.32	47.88648
X209	G	104,584.07	8,715.34	50.28080
X210	A	78,822.67	6,568.56	37.89551
X210	B	82,763.80	6,896.98	39.79029
X210	C	86,901.99	7,241.83	41.77980
X210	D	91,247.09	7,603.92	43.86879
X210	E	95,809.44	7,984.12	46.06223
X210	F	100,599.92	8,383.33	48.36534
X210	G	105,629.91	8,802.49	50.78361
X211	A	79,610.89	6,634.24	38.27447
X211	B	83,591.44	6,965.95	40.18819
X211	C	87,771.01	7,314.25	42.19760
X211	D	92,159.56	7,679.96	44.30748
X211	E	96,767.54	8,063.96	46.52286
X211	F	101,605.92	8,467.16	48.84900
X211	G	106,686.21	8,890.52	51.29145
X212	A	80,407.00	6,700.58	38.65721
X212	B	84,427.35	7,035.61	40.59007
X212	C	88,648.72	7,387.39	42.61958
X212	D	93,081.16	7,756.76	44.75056
X212	E	97,735.21	8,144.60	46.98808
X212	F	102,621.97	8,551.83	49.33749
X212	G	107,753.07	8,979.42	51.80436

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X213	A	81,211.07	6,767.59	39.04378
X213	B	85,271.63	7,105.97	40.99597
X213	C	89,535.21	7,461.27	43.04577
X213	D	94,011.97	7,834.33	45.19806
X213	E	98,712.57	8,226.05	47.45796
X213	F	103,648.19	8,637.35	49.83086
X213	G	108,830.60	9,069.22	52.32241
X214	A	82,023.18	6,835.27	39.43422
X214	B	86,124.34	7,177.03	41.40593
X214	C	90,430.56	7,535.88	43.47623
X214	D	94,952.09	7,912.67	45.65004
X214	E	99,699.69	8,308.31	47.93254
X214	F	104,684.68	8,723.72	50.32917
X214	G	109,918.91	9,159.91	52.84563
X215	A	82,843.42	6,903.62	39.82856
X215	B	86,985.59	7,248.80	41.81999
X215	C	91,334.87	7,611.24	43.91099
X215	D	95,901.61	7,991.80	46.10654
X215	E	100,696.69	8,391.39	48.41187
X215	F	105,731.52	8,810.96	50.83246
X215	G	111,018.10	9,251.51	53.37409
X216	A	83,671.85	6,972.65	40.22685
X216	B	87,855.44	7,321.29	42.23819
X216	C	92,248.21	7,687.35	44.35010
X216	D	96,860.62	8,071.72	46.56761
X216	E	101,703.66	8,475.30	48.89599
X216	F	106,788.84	8,899.07	51.34079
X216	G	112,128.28	9,344.02	53.90783
X217	A	84,508.57	7,042.38	40.62912
X217	B	88,734.00	7,394.50	42.66058
X217	C	93,170.70	7,764.22	44.79360
X217	D	97,829.23	8,152.44	47.03328
X217	E	102,720.69	8,560.06	49.38495
X217	F	107,856.73	8,988.06	51.85420
X217	G	113,249.56	9,437.46	54.44691
X218	A	85,353.65	7,112.80	41.03541
X218	B	89,621.34	7,468.44	43.08718
X218	C	94,102.40	7,841.87	45.24154
X218	D	98,807.52	8,233.96	47.50362
X218	E	103,747.90	8,645.66	49.87880
X218	F	108,935.29	9,077.94	52.37274
X218	G	114,382.06	9,531.84	54.99137

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X219	A	86,207.19	7,183.93	41.44576
X219	B	90,517.55	7,543.13	43.51805
X219	C	95,043.43	7,920.29	45.69396
X219	D	99,795.60	8,316.30	47.97865
X219	E	104,785.38	8,732.11	50.37759
X219	F	110,024.65	9,168.72	52.89646
X219	G	115,525.88	9,627.16	55.54129
X220	A	87,069.26	7,255.77	41.86022
X220	B	91,422.73	7,618.56	43.95323
X220	C	95,993.86	7,999.49	46.15089
X220	D	100,793.55	8,399.46	48.45844
X220	E	105,833.23	8,819.44	50.88136
X220	F	111,124.89	9,260.41	53.42543
X220	G	116,681.14	9,723.43	56.09670
X221	A	87,939.95	7,328.33	42.27882
X221	B	92,336.95	7,694.75	44.39277
X221	C	96,953.80	8,079.48	46.61240
X221	D	101,801.49	8,483.46	48.94302
X221	E	106,891.56	8,907.63	51.39018
X221	F	112,236.14	9,353.01	53.95968
X221	G	117,847.95	9,820.66	56.65767
X222	A	88,819.35	7,401.61	42.70161
X222	B	93,260.32	7,771.69	44.83669
X222	C	97,923.34	8,160.28	47.07853
X222	D	102,819.50	8,568.29	49.43245
X222	E	107,960.48	8,996.71	51.90408
X222	F	113,358.50	9,446.54	54.49928
X222	G	119,026.43	9,918.87	57.22424
X223	A	89,707.55	7,475.63	43.12863
X223	B	94,192.92	7,849.41	45.28506
X223	C	98,902.57	8,241.88	47.54931
X223	D	103,847.70	8,653.97	49.92678
X223	E	109,040.08	9,086.67	52.42312
X223	F	114,492.09	9,541.01	55.04427
X223	G	120,216.69	10,018.06	57.79649
X224	A	90,604.62	7,550.39	43.55991
X224	B	95,134.85	7,927.90	45.73791
X224	C	99,891.60	8,324.30	48.02481
X224	D	104,886.18	8,740.51	50.42605
X224	E	110,130.49	9,177.54	52.94735
X224	F	115,637.01	9,636.42	55.59472
X224	G	121,418.86	10,118.24	58.37445

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X225	A	91,510.67	7,625.89	43.99551
X225	B	96,086.20	8,007.18	46.19529
X225	C	100,890.51	8,407.54	48.50505
X225	D	105,935.04	8,827.92	50.93031
X225	E	111,231.79	9,269.32	53.47682
X225	F	116,793.38	9,732.78	56.15066
X225	G	122,633.05	10,219.42	58.95820
X226	A	92,425.78	7,702.15	44.43547
X226	B	97,047.06	8,087.26	46.65724
X226	C	101,899.42	8,491.62	48.99010
X226	D	106,994.39	8,916.20	51.43961
X226	E	112,344.11	9,362.01	54.01159
X226	F	117,961.31	9,830.11	56.71217
X226	G	123,859.38	10,321.61	59.54778
X227	A	93,350.03	7,779.17	44.87982
X227	B	98,017.54	8,168.13	47.12382
X227	C	102,918.41	8,576.53	49.48001
X227	D	108,064.33	9,005.36	51.95401
X227	E	113,467.55	9,455.63	54.55171
X227	F	119,140.93	9,928.41	57.27929
X227	G	125,097.97	10,424.83	60.14326
X228	A	94,283.53	7,856.96	45.32862
X228	B	98,997.71	8,249.81	47.59505
X228	C	103,947.60	8,662.30	49.97481
X228	D	109,144.98	9,095.41	52.47355
X228	E	114,602.22	9,550.19	55.09722
X228	F	120,332.34	10,027.69	57.85208
X228	G	126,348.95	10,529.08	60.74469
X229	A	95,226.37	7,935.53	45.78191
X229	B	99,987.69	8,332.31	48.07100
X229	C	104,987.07	8,748.92	50.47455
X229	D	110,236.43	9,186.37	52.99828
X229	E	115,748.25	9,645.69	55.64820
X229	F	121,535.66	10,127.97	58.43061
X229	G	127,612.44	10,634.37	61.35214
X230	A	96,178.63	8,014.89	46.23973
X230	B	100,987.56	8,415.63	48.55171
X230	C	106,036.94	8,836.41	50.97930
X230	D	111,338.79	9,278.23	53.52826
X230	E	116,905.73	9,742.14	56.20468
X230	F	122,751.02	10,229.25	59.01491
X230	G	128,888.57	10,740.71	61.96566

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X231	A	97,140.42	8,095.03	46.70212
X231	B	101,997.44	8,499.79	49.03723
X231	C	107,097.31	8,924.78	51.48909
X231	D	112,452.18	9,371.01	54.06355
X231	E	118,074.79	9,839.57	56.76672
X231	F	123,978.53	10,331.54	59.60506
X231	G	130,177.45	10,848.12	62.58531
X232	A	98,111.82	8,175.99	47.16915
X232	B	103,017.41	8,584.78	49.52760
X232	C	108,168.29	9,014.02	52.00398
X232	D	113,576.70	9,464.72	54.60418
X232	E	119,255.53	9,937.96	57.33439
X232	F	125,218.31	10,434.86	60.20111
X232	G	131,479.23	10,956.60	63.21117
X233	A	99,092.94	8,257.75	47.64084
X233	B	104,047.59	8,670.63	50.02288
X233	C	109,249.97	9,104.16	52.52402
X233	D	114,712.47	9,559.37	55.15022
X233	E	120,448.09	10,037.34	57.90774
X233	F	126,470.49	10,539.21	60.80312
X233	G	132,794.02	11,066.17	63.84328
X234	A	100,083.87	8,340.32	48.11725
X234	B	105,088.06	8,757.34	50.52311
X234	C	110,342.47	9,195.21	53.04926
X234	D	115,859.59	9,654.97	55.70173
X234	E	121,652.57	10,137.71	58.48681
X234	F	127,735.20	10,644.60	61.41115
X234	G	134,121.96	11,176.83	64.48171
X235	A	101,084.71	8,423.73	48.59842
X235	B	106,138.95	8,844.91	51.02834
X235	C	111,445.89	9,287.16	53.57976
X235	D	117,018.19	9,751.52	56.25874
X235	E	122,869.10	10,239.09	59.07168
X235	F	129,012.55	10,751.05	62.02527
X235	G	135,463.18	11,288.60	65.12653
X236	A	102,095.56	8,507.96	49.08440
X236	B	107,200.34	8,933.36	51.53862
X236	C	112,560.35	9,380.03	54.11555
X236	D	118,188.37	9,849.03	56.82133
X236	E	124,097.79	10,341.48	59.66240
X236	F	130,302.68	10,858.56	62.64552
X236	G	136,817.81	11,401.48	65.77779

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X237	A	103,116.51	8,593.04	49.57525
X237	B	108,272.34	9,022.69	52.05401
X237	C	113,685.96	9,473.83	54.65671
X237	D	119,370.25	9,947.52	57.38954
X237	E	125,338.77	10,444.90	60.25902
X237	F	131,605.70	10,967.14	63.27197
X237	G	138,185.99	11,515.50	66.43557
X238	A	104,147.68	8,678.97	50.07100
X238	B	109,355.06	9,112.92	52.57455
X238	C	114,822.81	9,568.57	55.20328
X238	D	120,563.96	10,047.00	57.96344
X238	E	126,592.15	10,549.35	60.86161
X238	F	132,921.76	11,076.81	63.90469
X238	G	139,567.85	11,630.65	67.09993
X239	A	105,189.15	8,765.76	50.57171
X239	B	110,448.61	9,204.05	53.10029
X239	C	115,971.04	9,664.25	55.75531
X239	D	121,769.60	10,147.47	58.54307
X239	E	127,858.07	10,654.84	61.47023
X239	F	134,250.98	11,187.58	64.54374
X239	G	140,963.53	11,746.96	67.77093
X240	A	106,241.05	8,853.42	51.07743
X240	B	111,553.10	9,296.09	53.63130
X240	C	117,130.75	9,760.90	56.31286
X240	D	122,987.29	10,248.94	59.12851
X240	E	129,136.66	10,761.39	62.08493
X240	F	135,593.49	11,299.46	65.18918
X240	G	142,373.16	11,864.43	68.44864
X241	A	107,303.46	8,941.95	51.58820
X241	B	112,668.63	9,389.05	54.16761
X241	C	118,302.06	9,858.50	56.87599
X241	D	124,217.16	10,351.43	59.71979
X241	E	130,428.02	10,869.00	62.70578
X241	F	136,949.42	11,412.45	65.84107
X241	G	143,796.89	11,983.07	69.13312
X242	A	108,376.49	9,031.37	52.10408
X242	B	113,795.32	9,482.94	54.70929
X242	C	119,485.08	9,957.09	57.44475
X242	D	125,459.34	10,454.94	60.31699
X242	E	131,732.30	10,977.69	63.33284
X242	F	138,318.92	11,526.58	66.49948
X242	G	145,234.86	12,102.91	69.82445

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X243	A	109,460.26	9,121.69	52.62512
X243	B	114,933.27	9,577.77	55.25638
X243	C	120,679.93	10,056.66	58.01920
X243	D	126,713.93	10,559.49	60.92016
X243	E	133,049.63	11,087.47	63.96617
X243	F	139,702.11	11,641.84	67.16447
X243	G	146,687.21	12,223.93	70.52270
X244	A	110,554.86	9,212.90	53.15137
X244	B	116,082.60	9,673.55	55.80894
X244	C	121,886.73	10,157.23	58.59939
X244	D	127,981.07	10,665.09	61.52936
X244	E	134,380.12	11,198.34	64.60583
X244	F	141,099.13	11,758.26	67.83612
X244	G	148,154.08	12,346.17	71.22793
X245	A	111,660.41	9,305.03	53.68289
X245	B	117,243.43	9,770.29	56.36703
X245	C	123,105.60	10,258.80	59.18538
X245	D	129,260.88	10,771.74	62.14465
X245	E	135,723.92	11,310.33	65.25189
X245	F	142,510.12	11,875.84	68.51448
X245	G	149,635.62	12,469.64	71.94020
X246	A	112,777.01	9,398.08	54.21972
X246	B	118,415.86	9,867.99	56.93070
X246	C	124,336.65	10,361.39	59.77724
X246	D	130,553.49	10,879.46	62.76610
X246	E	137,081.16	11,423.43	65.90440
X246	F	143,935.22	11,994.60	69.19963
X246	G	151,131.98	12,594.33	72.65961
X247	A	113,904.78	9,492.06	54.76191
X247	B	119,600.02	9,966.67	57.50001
X247	C	125,580.02	10,465.00	60.37501
X247	D	131,859.02	10,988.25	63.39376
X247	E	138,451.97	11,537.66	66.56345
X247	F	145,374.57	12,114.55	69.89162
X247	G	152,643.30	12,720.27	73.38620
X248	A	115,043.83	9,586.99	55.30953
X248	B	120,796.02	10,066.33	58.07501
X248	C	126,835.82	10,569.65	60.97876
X248	D	133,177.61	11,098.13	64.02770
X248	E	139,836.49	11,653.04	67.22908
X248	F	146,828.32	12,235.69	70.59054
X248	G	154,169.73	12,847.48	74.12006

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X249	A	116,194.27	9,682.86	55.86263
X249	B	122,003.98	10,167.00	58.65576
X249	C	128,104.18	10,675.35	61.58855
X249	D	134,509.39	11,209.12	64.66798
X249	E	141,234.86	11,769.57	67.90137
X249	F	148,296.60	12,358.05	71.29644
X249	G	155,711.43	12,975.95	74.86127
X250	A	117,356.21	9,779.68	56.42125
X250	B	123,224.02	10,268.67	59.24232
X250	C	129,385.22	10,782.10	62.20443
X250	D	135,854.48	11,321.21	65.31466
X250	E	142,647.21	11,887.27	68.58039
X250	F	149,779.57	12,481.63	72.00941
X250	G	157,268.55	13,105.71	75.60988
X251	A	118,529.77	9,877.48	56.98547
X251	B	124,456.26	10,371.35	59.83474
X251	C	130,679.07	10,889.92	62.82648
X251	D	137,213.03	11,434.42	65.96780
X251	E	144,073.68	12,006.14	69.26619
X251	F	151,277.36	12,606.45	72.72950
X251	G	158,841.23	13,236.77	76.36598
X252	A	119,715.07	9,976.26	57.55532
X252	B	125,700.82	10,475.07	60.43309
X252	C	131,985.86	10,998.82	63.45474
X252	D	138,585.16	11,548.76	66.62748
X252	E	145,514.42	12,126.20	69.95885
X252	F	152,790.14	12,732.51	73.45680
X252	G	160,429.64	13,369.14	77.12964
X253	A	120,912.22	10,076.02	58.13088
X253	B	126,957.83	10,579.82	61.03742
X253	C	133,305.72	11,108.81	64.08929
X253	D	139,971.01	11,664.25	67.29375
X253	E	146,969.56	12,247.46	70.65844
X253	F	154,318.04	12,859.84	74.19136
X253	G	162,033.94	13,502.83	77.90093
X254	A	122,121.34	10,176.78	58.71218
X254	B	128,227.41	10,685.62	61.64779
X254	C	134,638.78	11,219.90	64.73018
X254	D	141,370.72	11,780.89	67.96669
X254	E	148,439.26	12,369.94	71.36503
X254	F	155,861.22	12,988.43	74.93328
X254	G	163,654.28	13,637.86	78.67994

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X255	A	123,342.56	10,278.55	59.29931
X255	B	129,509.68	10,792.47	62.26427
X255	C	135,985.17	11,332.10	65.37748
X255	D	142,784.43	11,898.70	68.64636
X255	E	149,923.65	12,493.64	72.07868
X255	F	157,419.83	13,118.32	75.68261
X255	G	165,290.82	13,774.23	79.46674
X256	A	124,575.98	10,381.33	59.89230
X256	B	130,804.78	10,900.40	62.88691
X256	C	137,345.02	11,445.42	66.03126
X256	D	144,212.27	12,017.69	69.33282
X256	E	151,422.88	12,618.57	72.79946
X256	F	158,994.03	13,249.50	76.43944
X256	G	166,943.73	13,911.98	80.26141
X257	A	125,821.74	10,485.14	60.49122
X257	B	132,112.83	11,009.40	63.51578
X257	C	138,718.47	11,559.87	66.69157
X257	D	145,654.39	12,137.87	70.02615
X257	E	152,937.11	12,744.76	73.52746
X257	F	160,583.97	13,382.00	77.20383
X257	G	168,613.17	14,051.10	81.06402
X258	A	127,079.96	10,590.00	61.09613
X258	B	133,433.96	11,119.50	64.15094
X258	C	140,105.66	11,675.47	67.35849
X258	D	147,110.94	12,259.24	70.72641
X258	E	154,466.48	12,872.21	74.26273
X258	F	162,189.81	13,515.82	77.97587
X258	G	170,299.30	14,191.61	81.87466
X259	A	128,350.76	10,695.90	61.70710
X259	B	134,768.30	11,230.69	64.79245
X259	C	141,506.71	11,792.23	68.03207
X259	D	148,582.05	12,381.84	71.43368
X259	E	156,011.15	13,000.93	75.00536
X259	F	163,811.71	13,650.98	78.75563
X259	G	172,002.29	14,333.52	82.69341
X260	A	129,634.27	10,802.86	62.32417
X260	B	136,115.98	11,343.00	65.44037
X260	C	142,921.78	11,910.15	68.71239
X260	D	150,067.87	12,505.66	72.14801
X260	E	157,571.26	13,130.94	75.75541
X260	F	165,449.82	13,787.49	79.54318
X260	G	173,722.32	14,476.86	83.52034

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X261	A	130,930.61	10,910.88	62.94741
X261	B	137,477.14	11,456.43	66.09478
X261	C	144,351.00	12,029.25	69.39952
X261	D	151,568.55	12,630.71	72.86949
X261	E	159,146.97	13,262.25	76.51297
X261	F	167,104.32	13,925.36	80.33862
X261	G	175,459.54	14,621.63	84.35555
X262	A	132,239.92	11,019.99	63.57688
X262	B	138,851.91	11,570.99	66.75573
X262	C	145,794.51	12,149.54	70.09351
X262	D	153,084.23	12,757.02	73.59819
X262	E	160,738.44	13,394.87	77.27810
X262	F	168,775.37	14,064.61	81.14200
X262	G	177,214.13	14,767.84	85.19910
X263	A	133,562.31	11,130.19	64.21265
X263	B	140,240.43	11,686.70	67.42328
X263	C	147,252.45	12,271.04	70.79445
X263	D	154,615.07	12,884.59	74.33417
X263	E	162,345.83	13,528.82	78.05088
X263	F	170,463.12	14,205.26	81.95342
X263	G	178,986.28	14,915.52	86.05109
X264	A	134,897.94	11,241.49	64.85478
X264	B	141,642.83	11,803.57	68.09752
X264	C	148,724.98	12,393.75	71.50239
X264	D	156,161.22	13,013.44	75.07751
X264	E	163,969.29	13,664.11	78.83139
X264	F	172,167.75	14,347.31	82.77296
X264	G	180,776.14	15,064.68	86.91160
X265	A	136,246.92	11,353.91	65.50333
X265	B	143,059.26	11,921.60	68.77849
X265	C	150,212.23	12,517.69	72.21742
X265	D	157,722.84	13,143.57	75.82829
X265	E	165,608.98	13,800.75	79.61970
X265	F	173,889.43	14,490.79	83.60069
X265	G	182,583.90	15,215.32	87.78072
X266	A	137,609.39	11,467.45	66.15836
X266	B	144,489.86	12,040.82	69.46628
X266	C	151,714.35	12,642.86	72.93959
X266	D	159,300.07	13,275.01	76.58657
X266	E	167,265.07	13,938.76	80.41590
X266	F	175,628.32	14,635.69	84.43669
X266	G	184,409.74	15,367.48	88.65853

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X267	A	138,985.48	11,582.12	66.81994
X267	B	145,934.75	12,161.23	70.16094
X267	C	153,231.49	12,769.29	73.66899
X267	D	160,893.07	13,407.76	77.35244
X267	E	168,937.72	14,078.14	81.22006
X267	F	177,384.61	14,782.05	85.28106
X267	G	186,253.84	15,521.15	89.54511
X268	A	140,375.33	11,697.94	67.48814
X268	B	147,394.10	12,282.84	70.86255
X268	C	154,763.81	12,896.98	74.40568
X268	D	162,502.00	13,541.83	78.12596
X268	E	170,627.10	14,218.92	82.03226
X268	F	179,158.45	14,929.87	86.13387
X268	G	188,116.37	15,676.36	90.44056
X269	A	141,779.09	11,814.92	68.16302
X269	B	148,868.04	12,405.67	71.57117
X269	C	156,311.44	13,025.95	75.14973
X269	D	164,127.02	13,677.25	78.90722
X269	E	172,333.37	14,361.11	82.85258
X269	F	180,950.04	15,079.17	86.99521
X269	G	189,997.54	15,833.13	91.34497
X270	A	143,196.88	11,933.07	68.84465
X270	B	150,356.72	12,529.73	72.28689
X270	C	157,874.56	13,156.21	75.90123
X270	D	165,768.29	13,814.02	79.69629
X270	E	174,056.70	14,504.72	83.68111
X270	F	182,759.54	15,229.96	87.86516
X270	G	191,897.51	15,991.46	92.25842
X271	A	144,628.85	12,052.40	69.53310
X271	B	151,860.29	12,655.02	73.00975
X271	C	159,453.30	13,287.78	76.66024
X271	D	167,425.97	13,952.16	80.49325
X271	E	175,797.27	14,649.77	84.51792
X271	F	184,587.13	15,382.26	88.74381
X271	G	193,816.49	16,151.37	93.18100
X272	A	146,075.14	12,172.93	70.22843
X272	B	153,378.89	12,781.57	73.73985
X272	C	161,047.84	13,420.65	77.42684
X272	D	169,100.23	14,091.69	81.29819
X272	E	177,555.24	14,796.27	85.36310
X272	F	186,433.00	15,536.08	89.63125
X272	G	195,754.65	16,312.89	94.11281

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X273	A	147,535.89	12,294.66	70.93072
X273	B	154,912.68	12,909.39	74.47725
X273	C	162,658.32	13,554.86	78.20111
X273	D	170,791.23	14,232.60	82.11117
X273	E	179,330.79	14,944.23	86.21673
X273	F	188,297.33	15,691.44	90.52756
X273	G	197,712.20	16,476.02	95.05394
X274	A	149,011.25	12,417.60	71.64002
X274	B	156,461.81	13,038.48	75.22202
X274	C	164,284.90	13,690.41	78.98312
X274	D	172,499.14	14,374.93	82.93228
X274	E	181,124.10	15,093.67	87.07889
X274	F	190,180.31	15,848.36	91.43284
X274	G	199,689.32	16,640.78	96.00448
X275	A	150,501.36	12,541.78	72.35642
X275	B	158,026.43	13,168.87	75.97424
X275	C	165,927.75	13,827.31	79.77296
X275	D	174,224.14	14,518.68	83.76160
X275	E	182,935.34	15,244.61	87.94968
X275	F	192,082.11	16,006.84	92.34717
X275	G	201,686.21	16,807.18	96.96453
X276	A	152,006.37	12,667.20	73.07999
X276	B	159,606.69	13,300.56	76.73399
X276	C	167,587.03	13,965.59	80.57069
X276	D	175,966.38	14,663.86	84.59922
X276	E	184,764.70	15,397.06	88.82918
X276	F	194,002.93	16,166.91	93.27064
X276	G	203,703.08	16,975.26	97.93417
X277	A	153,526.44	12,793.87	73.81079
X277	B	161,202.76	13,433.56	77.50133
X277	C	169,262.90	14,105.24	81.37639
X277	D	177,726.04	14,810.50	85.44521
X277	E	186,612.34	15,551.03	89.71747
X277	F	195,942.96	16,328.58	94.20335
X277	G	205,740.11	17,145.01	98.91351
X278	A	155,061.70	12,921.81	74.54889
X278	B	162,814.79	13,567.90	78.27634
X278	C	170,955.52	14,246.29	82.19016
X278	D	179,503.30	14,958.61	86.29966
X278	E	188,478.47	15,706.54	90.61465
X278	F	197,902.39	16,491.87	95.14538
X278	G	207,797.51	17,316.46	99.90265

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X279	A	156,612.32	13,051.03	75.29438
X279	B	164,442.93	13,703.58	79.05910
X279	C	172,665.08	14,388.76	83.01206
X279	D	181,298.33	15,108.19	87.16266
X279	E	190,363.25	15,863.60	91.52079
X279	F	199,881.41	16,656.78	96.09683
X279	G	209,875.48	17,489.62	100.90167
X280	A	158,178.44	13,181.54	76.04733
X280	B	166,087.36	13,840.61	79.84969
X280	C	174,391.73	14,532.64	83.84218
X280	D	183,111.32	15,259.28	88.03429
X280	E	192,266.88	16,022.24	92.43600
X280	F	201,880.23	16,823.35	97.05780
X280	G	211,974.24	17,664.52	101.91069
X281	A	159,760.23	13,313.35	76.80780
X281	B	167,748.24	13,979.02	80.64819
X281	C	176,135.65	14,677.97	84.68060
X281	D	184,942.43	15,411.87	88.91463
X281	E	194,189.55	16,182.46	93.36036
X281	F	203,899.03	16,991.59	98.02838
X281	G	214,093.98	17,841.16	102.92980
X282	A	161,357.83	13,446.49	77.57588
X282	B	169,425.72	14,118.81	81.45467
X282	C	177,897.00	14,824.75	85.52741
X282	D	186,791.85	15,565.99	89.80378
X282	E	196,131.45	16,344.29	94.29397
X282	F	205,938.02	17,161.50	99.00866
X282	G	216,234.92	18,019.58	103.95910
X283	A	162,971.41	13,580.95	78.35164
X283	B	171,119.98	14,260.00	82.26922
X283	C	179,675.97	14,973.00	86.38268
X283	D	188,659.77	15,721.65	90.70181
X283	E	198,092.76	16,507.73	95.23690
X283	F	207,997.40	17,333.12	99.99875
X283	G	218,397.27	18,199.77	104.99869
X284	A	164,601.12	13,716.76	79.13515
X284	B	172,831.18	14,402.60	83.09191
X284	C	181,472.73	15,122.73	87.24651
X284	D	190,546.37	15,878.86	91.60883
X284	E	200,073.69	16,672.81	96.18927
X284	F	210,077.37	17,506.45	100.99874
X284	G	220,581.24	18,381.77	106.04867

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X285	A	166,247.13	13,853.93	79.92651
X285	B	174,559.49	14,546.62	83.92283
X285	C	183,287.46	15,273.95	88.11897
X285	D	192,451.83	16,037.65	92.52492
X285	E	202,074.43	16,839.54	97.15117
X285	F	212,178.15	17,681.51	102.00872
X285	G	222,787.06	18,565.59	107.10916
X286	A	167,909.60	13,992.47	80.72577
X286	B	176,305.08	14,692.09	84.76206
X286	C	185,120.34	15,426.69	89.00016
X286	D	194,376.35	16,198.03	93.45017
X286	E	204,095.17	17,007.93	98.12268
X286	F	214,299.93	17,858.33	103.02881
X286	G	225,014.93	18,751.24	108.18025
X287	A	169,588.70	14,132.39	81.53303
X287	B	178,068.13	14,839.01	85.60968
X287	C	186,971.54	15,580.96	89.89016
X287	D	196,320.12	16,360.01	94.38467
X287	E	206,136.12	17,178.01	99.10391
X287	F	216,442.93	18,036.91	104.05910
X287	G	227,265.08	18,938.76	109.26206
X288	A	171,284.59	14,273.72	82.34836
X288	B	179,848.81	14,987.40	86.46578
X288	C	188,841.26	15,736.77	90.78906
X288	D	198,283.32	16,523.61	95.32852
X288	E	208,197.48	17,349.79	100.09494
X288	F	218,607.36	18,217.28	105.09969
X288	G	229,537.73	19,128.14	110.35468
X289	A	172,997.43	14,416.45	83.17184
X289	B	181,647.30	15,137.27	87.33043
X289	C	190,729.67	15,894.14	91.69696
X289	D	200,266.15	16,688.85	96.28180
X289	E	210,279.46	17,523.29	101.09589
X289	F	220,793.43	18,399.45	106.15069
X289	G	231,833.10	19,319.42	111.45822
X290	A	174,727.41	14,560.62	84.00356
X290	B	183,463.78	15,288.65	88.20374
X290	C	192,636.96	16,053.08	92.61393
X290	D	202,268.81	16,855.73	97.24462
X290	E	212,382.25	17,698.52	102.10685
X290	F	223,001.37	18,583.45	107.21220
X290	G	234,151.43	19,512.62	112.57280

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X291	A	176,474.68	14,706.22	84.84360
X291	B	185,298.41	15,441.53	89.08578
X291	C	194,563.33	16,213.61	93.54006
X291	D	204,291.50	17,024.29	98.21707
X291	E	214,506.08	17,875.51	103.12792
X291	F	225,231.38	18,769.28	108.28432
X291	G	236,492.95	19,707.75	113.69853
X292	A	178,239.43	14,853.29	85.69203
X292	B	187,151.40	15,595.95	89.97663
X292	C	196,508.97	16,375.75	94.47547
X292	D	206,334.42	17,194.53	99.19924
X292	E	216,651.14	18,054.26	104.15920
X292	F	227,483.69	18,956.97	109.36716
X292	G	238,857.88	19,904.82	114.83552
X293	A	180,021.82	15,001.82	86.54895
X293	B	189,022.91	15,751.91	90.87640
X293	C	198,474.06	16,539.50	95.42022
X293	D	208,397.76	17,366.48	100.19123
X293	E	218,817.65	18,234.80	105.20079
X293	F	229,758.53	19,146.54	110.46083
X293	G	241,246.46	20,103.87	115.98387
X294	A	181,822.04	15,151.84	87.41444
X294	B	190,913.14	15,909.43	91.78516
X294	C	200,458.80	16,704.90	96.37442
X294	D	210,481.74	17,540.14	101.19314
X294	E	221,005.82	18,417.15	106.25280
X294	F	232,056.12	19,338.01	111.56544
X294	G	243,658.92	20,304.91	117.14371
X295	A	183,640.26	15,303.35	88.28859
X295	B	192,822.27	16,068.52	92.70302
X295	C	202,463.39	16,871.95	97.33817
X295	D	212,586.55	17,715.55	102.20507
X295	E	223,215.88	18,601.32	107.31533
X295	F	234,376.68	19,531.39	112.68109
X295	G	246,095.51	20,507.96	118.31515
X296	A	185,476.66	15,456.39	89.17147
X296	B	194,750.49	16,229.21	93.63005
X296	C	204,488.02	17,040.67	98.31155
X296	D	214,712.42	17,892.70	103.22713
X296	E	225,448.04	18,787.34	108.38848
X296	F	236,720.44	19,726.70	113.80791
X296	G	248,556.47	20,713.04	119.49830

Last Updated 7/18/23 Effective 7/1/23

Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X297	A	187,331.43	15,610.95	90.06319
X297	B	196,698.00	16,391.50	94.56635
X297	C	206,532.90	17,211.07	99.29466
X297	D	216,859.54	18,071.63	104.25940
X297	E	227,702.52	18,975.21	109.47237
X297	F	239,087.65	19,923.97	114.94598
X297	G	251,042.03	20,920.17	120.69328
X298	A	189,204.74	15,767.06	90.96382
X298	B	198,664.98	16,555.41	95.51201
X298	C	208,598.23	17,383.19	100.28761
X298	D	219,028.14	18,252.34	105.30199
X298	E	229,979.55	19,164.96	110.56709
X298	F	241,478.52	20,123.21	116.09544
X298	G	253,552.45	21,129.37	121.90022
X299	A	191,096.79	15,924.73	91.87346
X299	B	200,651.63	16,720.97	96.46713
X299	C	210,684.21	17,557.02	101.29049
X299	D	221,218.42	18,434.87	106.35501
X299	E	232,279.34	19,356.61	111.67276
X299	F	243,893.31	20,324.44	117.25640
X299	G	256,087.98	21,340.66	123.11922
X300	A	193,007.76	16,083.98	92.79219
X300	B	202,658.15	16,888.18	97.43180
X300	C	212,791.05	17,732.59	102.30339
X300	D	223,430.61	18,619.22	107.41856
X300	E	234,602.14	19,550.18	112.78949
X300	F	246,332.24	20,527.69	118.42896
X300	G	258,648.85	21,554.07	124.35041

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O109	A	21,740.66	1,811.72	10.45224
O109	B	22,827.69	1,902.31	10.97485
O109	C	23,969.08	1,997.42	11.52359
O109	D	25,167.53	2,097.29	12.09977
O109	E	26,425.91	2,202.16	12.70476
O109	F	27,747.20	2,312.27	13.34000
O109	G	29,134.56	2,427.88	14.00700
O110	A	21,958.07	1,829.84	10.55676
O110	B	23,055.97	1,921.33	11.08460
O110	C	24,208.77	2,017.40	11.63883
O110	D	25,419.21	2,118.27	12.22077
O110	E	26,690.17	2,224.18	12.83181
O110	F	28,024.67	2,335.39	13.47340
O110	G	29,425.91	2,452.16	14.14707
O111	A	22,177.65	1,848.14	10.66233
O111	B	23,286.53	1,940.54	11.19545
O111	C	24,450.86	2,037.57	11.75522
O111	D	25,673.40	2,139.45	12.34298
O111	E	26,957.07	2,246.42	12.96013
O111	F	28,304.92	2,358.74	13.60814
O111	G	29,720.17	2,476.68	14.28854
O112	A	22,399.42	1,866.62	10.76895
O112	B	23,519.39	1,959.95	11.30740
O112	C	24,695.36	2,057.95	11.87277
O112	D	25,930.13	2,160.84	12.46641
O112	E	27,226.64	2,268.89	13.08973
O112	F	28,587.97	2,382.33	13.74422
O112	G	30,017.37	2,501.45	14.43143
O113	A	22,623.42	1,885.28	10.87664
O113	B	23,754.59	1,979.55	11.42048
O113	C	24,942.32	2,078.53	11.99150
O113	D	26,189.43	2,182.45	12.59107
O113	E	27,498.90	2,291.58	13.22063
O113	F	28,873.85	2,406.15	13.88166
O113	G	30,317.54	2,526.46	14.57574
O114	A	22,849.65	1,904.14	10.98541
O114	B	23,992.13	1,999.34	11.53468
O114	C	25,191.74	2,099.31	12.11141
O114	D	26,451.33	2,204.28	12.71698
O114	E	27,773.89	2,314.49	13.35283
O114	F	29,162.59	2,430.22	14.02048
O114	G	30,620.72	2,551.73	14.72150

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O115	A	23,078.15	1,923.18	11.09526
O115	B	24,232.06	2,019.34	11.65003
O115	C	25,443.66	2,120.30	12.23253
O115	D	26,715.84	2,226.32	12.84415
O115	E	28,051.63	2,337.64	13.48636
O115	F	29,454.21	2,454.52	14.16068
O115	G	30,926.93	2,577.24	14.86871
O116	A	23,308.93	1,942.41	11.20622
O116	B	24,474.38	2,039.53	11.76653
O116	C	25,698.09	2,141.51	12.35485
O116	D	26,983.00	2,248.58	12.97260
O116	E	28,332.15	2,361.01	13.62123
O116	F	29,748.76	2,479.06	14.30229
O116	G	31,236.19	2,603.02	15.01740
O117	A	23,542.02	1,961.83	11.31828
O117	B	24,719.12	2,059.93	11.88419
O117	C	25,955.08	2,162.92	12.47840
O117	D	27,252.83	2,271.07	13.10232
O117	E	28,615.47	2,384.62	13.75744
O117	F	30,046.24	2,503.85	14.44531
O117	G	31,548.56	2,629.05	15.16758
O118	A	23,777.44	1,981.45	11.43146
O118	B	24,966.31	2,080.53	12.00303
O118	C	26,214.63	2,184.55	12.60319
O118	D	27,525.36	2,293.78	13.23334
O118	E	28,901.63	2,408.47	13.89501
O118	F	30,346.71	2,528.89	14.58976
O118	G	31,864.04	2,655.34	15.31925
O119	A	24,015.21	2,001.27	11.54578
O119	B	25,215.97	2,101.33	12.12306
O119	C	26,476.77	2,206.40	12.72922
O119	D	27,800.61	2,316.72	13.36568
O119	E	29,190.64	2,432.55	14.03396
O119	F	30,650.17	2,554.18	14.73566
O119	G	32,182.68	2,681.89	15.47244
O120	A	24,255.37	2,021.28	11.66123
O120	B	25,468.13	2,122.34	12.24429
O120	C	26,741.54	2,228.46	12.85651
O120	D	28,078.62	2,339.88	13.49934
O120	E	29,482.55	2,456.88	14.17430
O120	F	30,956.68	2,579.72	14.88302
O120	G	32,504.51	2,708.71	15.62717

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O121	A	24,497.92	2,041.49	11.77785
O121	B	25,722.81	2,143.57	12.36674
O121	C	27,008.96	2,250.75	12.98507
O121	D	28,359.40	2,363.28	13.63433
O121	E	29,777.37	2,481.45	14.31605
O121	F	31,266.24	2,605.52	15.03185
O121	G	32,829.55	2,735.80	15.78344
O122	A	24,742.90	2,061.91	11.89562
O122	B	25,980.04	2,165.00	12.49041
O122	C	27,279.05	2,273.25	13.11493
O122	D	28,643.00	2,386.92	13.77067
O122	E	30,075.15	2,506.26	14.45921
O122	F	31,578.90	2,631.58	15.18217
O122	G	33,157.85	2,763.15	15.94127
O123	A	24,990.33	2,082.53	12.01458
O123	B	26,239.84	2,186.65	12.61531
O123	C	27,551.84	2,295.99	13.24607
O123	D	28,929.43	2,410.79	13.90838
O123	E	30,375.90	2,531.32	14.60380
O123	F	31,894.69	2,657.89	15.33399
O123	G	33,489.43	2,790.79	16.10069
O124	A	25,240.23	2,103.35	12.13473
O124	B	26,502.24	2,208.52	12.74146
O124	C	27,827.35	2,318.95	13.37854
O124	D	29,218.72	2,434.89	14.04746
O124	E	30,679.66	2,556.64	14.74984
O124	F	32,213.64	2,684.47	15.48733
O124	G	33,824.32	2,818.69	16.26169
O125	A	25,492.63	2,124.39	12.25607
O125	B	26,767.26	2,230.61	12.86888
O125	C	28,105.63	2,342.14	13.51232
O125	D	29,510.91	2,459.24	14.18794
O125	E	30,986.45	2,582.20	14.89733
O125	F	32,535.78	2,711.31	15.64220
O125	G	34,162.57	2,846.88	16.42431
O126	A	25,747.56	2,145.63	12.37863
O126	B	27,034.94	2,252.91	12.99757
O126	C	28,386.68	2,365.56	13.64744
O126	D	29,806.02	2,483.83	14.32982
O126	E	31,296.32	2,608.03	15.04631
O126	F	32,861.13	2,738.43	15.79862
O126	G	34,504.19	2,875.35	16.58855

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O127	A	26,005.03	2,167.09	12.50242
O127	B	27,305.29	2,275.44	13.12754
O127	C	28,670.55	2,389.21	13.78392
O127	D	30,104.08	2,508.67	14.47311
O127	E	31,609.28	2,634.11	15.19677
O127	F	33,189.75	2,765.81	15.95661
O127	G	34,849.23	2,904.10	16.75444
O128	A	26,265.08	2,188.76	12.62744
O128	B	27,578.34	2,298.19	13.25882
O128	C	28,957.26	2,413.10	13.92176
O128	D	30,405.12	2,533.76	14.61785
O128	E	31,925.37	2,660.45	15.34874
O128	F	33,521.64	2,793.47	16.11617
O128	G	35,197.73	2,933.14	16.92198
O129	A	26,527.74	2,210.64	12.75372
O129	B	27,854.12	2,321.18	13.39141
O129	C	29,246.83	2,437.24	14.06098
O129	D	30,709.17	2,559.10	14.76402
O129	E	32,244.63	2,687.05	15.50223
O129	F	33,856.86	2,821.40	16.27734
O129	G	35,549.70	2,962.48	17.09120
O130	A	26,793.01	2,232.75	12.88126
O130	B	28,132.66	2,344.39	13.52532
O130	C	29,539.30	2,461.61	14.20159
O130	D	31,016.26	2,584.69	14.91166
O130	E	32,567.07	2,713.92	15.65725
O130	F	34,195.43	2,849.62	16.44011
O130	G	35,905.20	2,992.10	17.26212
O131	A	27,060.94	2,255.08	13.01007
O131	B	28,413.99	2,367.83	13.66057
O131	C	29,834.69	2,486.22	14.34360
O131	D	31,326.42	2,610.54	15.06078
O131	E	32,892.75	2,741.06	15.81382
O131	F	34,537.38	2,878.12	16.60451
O131	G	36,264.25	3,022.02	17.43474
O132	A	27,331.55	2,277.63	13.14017
O132	B	28,698.13	2,391.51	13.79718
O132	C	30,133.04	2,511.09	14.48704
O132	D	31,639.69	2,636.64	15.21139
O132	E	33,221.67	2,768.47	15.97196
O132	F	34,882.76	2,906.90	16.77056
O132	G	36,626.89	3,052.24	17.60908

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O133	A	27,604.87	2,300.41	13.27157
O133	B	28,985.11	2,415.43	13.93515
O133	C	30,434.37	2,536.20	14.63191
O133	D	31,956.09	2,663.01	15.36350
O133	E	33,553.89	2,796.16	16.13168
O133	F	35,231.58	2,935.97	16.93826
O133	G	36,993.16	3,082.76	17.78517
O134	A	27,880.92	2,323.41	13.40429
O134	B	29,274.96	2,439.58	14.07450
O134	C	30,738.71	2,561.56	14.77823
O134	D	32,275.65	2,689.64	15.51714
O134	E	33,889.43	2,824.12	16.29299
O134	F	35,583.90	2,965.32	17.10764
O134	G	37,363.10	3,113.59	17.96303
O135	A	28,159.73	2,346.64	13.53833
O135	B	29,567.71	2,463.98	14.21525
O135	C	31,046.10	2,587.17	14.92601
O135	D	32,598.40	2,716.53	15.67231
O135	E	34,228.32	2,852.36	16.45592
O135	F	35,939.74	2,994.98	17.27872
O135	G	37,736.73	3,144.73	18.14266
O136	A	28,441.32	2,370.11	13.67371
O136	B	29,863.39	2,488.62	14.35740
O136	C	31,356.56	2,613.05	15.07527
O136	D	32,924.39	2,743.70	15.82903
O136	E	34,570.61	2,880.88	16.62048
O136	F	36,299.14	3,024.93	17.45151
O136	G	38,114.09	3,176.17	18.32408
O137	A	28,725.74	2,393.81	13.81045
O137	B	30,162.02	2,513.50	14.50097
O137	C	31,670.12	2,639.18	15.22602
O137	D	33,253.63	2,771.14	15.98732
O137	E	34,916.31	2,909.69	16.78669
O137	F	36,662.13	3,055.18	17.62602
O137	G	38,495.23	3,207.94	18.50732
O138	A	29,012.99	2,417.75	13.94855
O138	B	30,463.64	2,538.64	14.64598
O138	C	31,986.83	2,665.57	15.37828
O138	D	33,586.17	2,798.85	16.14720
O138	E	35,265.48	2,938.79	16.95456
O138	F	37,028.75	3,085.73	17.80228
O138	G	38,880.19	3,240.02	18.69240

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O139	A	29,303.12	2,441.93	14.08804
O139	B	30,768.28	2,564.02	14.79244
O139	C	32,306.69	2,692.22	15.53206
O139	D	33,922.03	2,826.84	16.30867
O139	E	35,618.13	2,968.18	17.12410
O139	F	37,399.04	3,116.59	17.98031
O139	G	39,268.99	3,272.42	18.87932
O140	A	29,596.16	2,466.35	14.22892
O140	B	31,075.96	2,589.66	14.94037
O140	C	32,629.76	2,719.15	15.68739
O140	D	34,261.25	2,855.10	16.47175
O140	E	35,974.31	2,997.86	17.29534
O140	F	37,773.03	3,147.75	18.16011
O140	G	39,661.68	3,305.14	19.06811
O141	A	29,892.12	2,491.01	14.37121
O141	B	31,386.72	2,615.56	15.08977
O141	C	32,956.06	2,746.34	15.84426
O141	D	34,603.86	2,883.66	16.63647
O141	E	36,334.05	3,027.84	17.46830
O141	F	38,150.76	3,179.23	18.34171
O141	G	40,058.30	3,338.19	19.25880
O142	A	30,191.04	2,515.92	14.51492
O142	B	31,700.59	2,641.72	15.24067
O142	C	33,285.62	2,773.80	16.00270
O142	D	34,949.90	2,912.49	16.80284
O142	E	36,697.40	3,058.12	17.64298
O142	F	38,532.26	3,211.02	18.52513
O142	G	40,458.88	3,371.57	19.45138
O143	A	30,492.95	2,541.08	14.66007
O143	B	32,017.60	2,668.13	15.39307
O143	C	33,618.48	2,801.54	16.16273
O143	D	35,299.40	2,941.62	16.97087
O143	E	37,064.37	3,088.70	17.81941
O143	F	38,917.59	3,243.13	18.71038
O143	G	40,863.47	3,405.29	19.64590
O144	A	30,797.88	2,566.49	14.80667
O144	B	32,337.77	2,694.81	15.54701
O144	C	33,954.66	2,829.55	16.32436
O144	D	35,652.39	2,971.03	17.14057
O144	E	37,435.01	3,119.58	17.99760
O144	F	39,306.76	3,275.56	18.89748
O144	G	41,272.10	3,439.34	19.84236

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O145	A	31,105.86	2,592.15	14.95474
O145	B	32,661.15	2,721.76	15.70248
O145	C	34,294.21	2,857.85	16.48760
O145	D	36,008.92	3,000.74	17.31198
O145	E	37,809.36	3,150.78	18.17758
O145	F	39,699.83	3,308.32	19.08646
O145	G	41,684.82	3,473.74	20.04078
O146	A	31,416.92	2,618.08	15.10429
O146	B	32,987.76	2,748.98	15.85950
O146	C	34,637.15	2,886.43	16.65248
O146	D	36,369.01	3,030.75	17.48510
O146	E	38,187.46	3,182.29	18.35935
O146	F	40,096.83	3,341.40	19.27732
O146	G	42,101.67	3,508.47	20.24119
O147	A	31,731.08	2,644.26	15.25533
O147	B	33,317.64	2,776.47	16.01810
O147	C	34,983.52	2,915.29	16.81900
O147	D	36,732.70	3,061.06	17.65995
O147	E	38,569.33	3,214.11	18.54295
O147	F	40,497.80	3,374.82	19.47010
O147	G	42,522.69	3,543.56	20.44360
O148	A	32,048.40	2,670.70	15.40788
O148	B	33,650.81	2,804.23	16.17828
O148	C	35,333.36	2,944.45	16.98719
O148	D	37,100.02	3,091.67	17.83655
O148	E	38,955.02	3,246.25	18.72838
O148	F	40,902.78	3,408.56	19.66480
O148	G	42,947.91	3,578.99	20.64804
O149	A	32,368.88	2,697.41	15.56196
O149	B	33,987.32	2,832.28	16.34006
O149	C	35,686.69	2,973.89	17.15706
O149	D	37,471.02	3,122.59	18.01492
O149	E	39,344.57	3,278.71	18.91566
O149	F	41,311.80	3,442.65	19.86144
O149	G	43,377.39	3,614.78	20.85452
O150	A	32,692.57	2,724.38	15.71758
O150	B	34,327.20	2,860.60	16.50346
O150	C	36,043.56	3,003.63	17.32863
O150	D	37,845.73	3,153.81	18.19506
O150	E	39,738.02	3,311.50	19.10482
O150	F	41,724.92	3,477.08	20.06006
O150	G	43,811.17	3,650.93	21.06306

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O151	A	33,019.49	2,751.62	15.87476
O151	B	34,670.47	2,889.21	16.66849
O151	C	36,403.99	3,033.67	17.50192
O151	D	38,224.19	3,185.35	18.37701
O151	E	40,135.40	3,344.62	19.29587
O151	F	42,142.17	3,511.85	20.26066
O151	G	44,249.28	3,687.44	21.27369
O152	A	33,349.69	2,779.14	16.03350
O152	B	35,017.17	2,918.10	16.83518
O152	C	36,768.03	3,064.00	17.67694
O152	D	38,606.43	3,217.20	18.56079
O152	E	40,536.75	3,378.06	19.48882
O152	F	42,563.59	3,546.97	20.46327
O152	G	44,691.77	3,724.31	21.48643
O153	A	33,683.19	2,806.93	16.19384
O153	B	35,367.34	2,947.28	17.00353
O153	C	37,135.71	3,094.64	17.85371
O153	D	38,992.50	3,249.37	18.74639
O153	E	40,942.12	3,411.84	19.68371
O153	F	42,989.23	3,582.44	20.66790
O153	G	45,138.69	3,761.56	21.70129
O154	A	34,020.02	2,835.00	16.35578
O154	B	35,721.02	2,976.75	17.17357
O154	C	37,507.07	3,125.59	18.03224
O154	D	39,382.42	3,281.87	18.93386
O154	E	41,351.54	3,445.96	19.88055
O154	F	43,419.12	3,618.26	20.87458
O154	G	45,590.08	3,799.17	21.91831
O155	A	34,360.22	2,863.35	16.51934
O155	B	36,078.23	3,006.52	17.34530
O155	C	37,882.14	3,156.84	18.21257
O155	D	39,776.25	3,314.69	19.12320
O155	E	41,765.06	3,480.42	20.07936
O155	F	43,853.31	3,654.44	21.08332
O155	G	46,045.98	3,837.16	22.13749
O156	A	34,703.82	2,891.98	16.68453
O156	B	36,439.01	3,036.58	17.51876
O156	C	38,260.96	3,188.41	18.39469
O156	D	40,174.01	3,347.83	19.31443
O156	E	42,182.71	3,515.23	20.28015
O156	F	44,291.84	3,690.99	21.29416
O156	G	46,506.44	3,875.54	22.35886

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O157	A	35,050.86	2,920.90	16.85137
O157	B	36,803.40	3,066.95	17.69394
O157	C	38,643.57	3,220.30	18.57864
O157	D	40,575.75	3,381.31	19.50757
O157	E	42,604.54	3,550.38	20.48295
O157	F	44,734.76	3,727.90	21.50710
O157	G	46,971.50	3,914.29	22.58245
O158	A	35,401.37	2,950.11	17.01989
O158	B	37,171.43	3,097.62	17.87088
O158	C	39,030.01	3,252.50	18.76443
O158	D	40,981.51	3,415.13	19.70265
O158	E	43,030.58	3,585.88	20.68778
O158	F	45,182.11	3,765.18	21.72217
O158	G	47,441.22	3,953.43	22.80828
O159	A	35,755.38	2,979.61	17.19009
O159	B	37,543.15	3,128.60	18.04959
O159	C	39,420.31	3,285.03	18.95207
O159	D	41,391.32	3,449.28	19.89967
O159	E	43,460.89	3,621.74	20.89466
O159	F	45,633.93	3,802.83	21.93939
O159	G	47,915.63	3,992.97	23.03636
O160	A	36,112.93	3,009.41	17.36199
O160	B	37,918.58	3,159.88	18.23009
O160	C	39,814.51	3,317.88	19.14159
O160	D	41,805.23	3,483.77	20.09867
O160	E	43,895.50	3,657.96	21.10360
O160	F	46,090.27	3,840.86	22.15878
O160	G	48,394.79	4,032.90	23.26672
O161	A	36,474.06	3,039.51	17.53561
O161	B	38,297.77	3,191.48	18.41239
O161	C	40,212.65	3,351.05	19.33301
O161	D	42,223.29	3,518.61	20.29966
O161	E	44,334.45	3,694.54	21.31464
O161	F	46,551.17	3,879.26	22.38037
O161	G	48,878.73	4,073.23	23.49939
O162	A	36,838.80	3,069.90	17.71096
O162	B	38,680.74	3,223.40	18.59651
O162	C	40,614.78	3,384.57	19.52634
O162	D	42,645.52	3,553.79	20.50265
O162	E	44,777.80	3,731.48	21.52779
O162	F	47,016.69	3,918.06	22.60418
O162	G	49,367.52	4,113.96	23.73438

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O163	A	37,207.19	3,100.60	17.88807
O163	B	39,067.55	3,255.63	18.78248
O163	C	41,020.93	3,418.41	19.72160
O163	D	43,071.98	3,589.33	20.70768
O163	E	45,225.57	3,768.80	21.74306
O163	F	47,486.85	3,957.24	22.83022
O163	G	49,861.20	4,155.10	23.97173
O164	A	37,579.26	3,131.61	18.06695
O164	B	39,458.23	3,288.19	18.97030
O164	C	41,431.14	3,452.59	19.91882
O164	D	43,502.70	3,625.22	20.91476
O164	E	45,677.83	3,806.49	21.96050
O164	F	47,961.72	3,996.81	23.05852
O164	G	50,359.81	4,196.65	24.21145
O165	A	37,955.06	3,162.92	18.24762
O165	B	39,852.81	3,321.07	19.16000
O165	C	41,845.45	3,487.12	20.11800
O165	D	43,937.72	3,661.48	21.12390
O165	E	46,134.61	3,844.55	22.18010
O165	F	48,441.34	4,036.78	23.28911
O165	G	50,863.41	4,238.62	24.45356
O166	A	38,334.61	3,194.55	18.43010
O166	B	40,251.34	3,354.28	19.35160
O166	C	42,263.90	3,521.99	20.31918
O166	D	44,377.10	3,698.09	21.33514
O166	E	46,595.95	3,883.00	22.40190
O166	F	48,925.75	4,077.15	23.52200
O166	G	51,372.04	4,281.00	24.69810
O167	A	38,717.95	3,226.50	18.61440
O167	B	40,653.85	3,387.82	19.54512
O167	C	42,686.54	3,557.21	20.52238
O167	D	44,820.87	3,735.07	21.54850
O167	E	47,061.91	3,921.83	22.62592
O167	F	49,415.01	4,117.92	23.75722
O167	G	51,885.76	4,323.81	24.94508
O168	A	39,105.13	3,258.76	18.80054
O168	B	41,060.39	3,421.70	19.74057
O168	C	43,113.41	3,592.78	20.72760
O168	D	45,269.08	3,772.42	21.76398
O168	E	47,532.53	3,961.04	22.85218
O168	F	49,909.16	4,159.10	23.99479
O168	G	52,404.62	4,367.05	25.19453

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O169	A	39,496.18	3,291.35	18.98855
O169	B	41,470.99	3,455.92	19.93798
O169	C	43,544.54	3,628.71	20.93488
O169	D	45,721.77	3,810.15	21.98162
O169	E	48,007.86	4,000.65	23.08070
O169	F	50,408.25	4,200.69	24.23474
O169	G	52,928.66	4,410.72	25.44647
O170	A	39,891.15	3,324.26	19.17844
O170	B	41,885.70	3,490.48	20.13736
O170	C	43,979.99	3,665.00	21.14423
O170	D	46,178.99	3,848.25	22.20144
O170	E	48,487.94	4,040.66	23.31151
O170	F	50,912.33	4,242.69	24.47708
O170	G	53,457.95	4,454.83	25.70094
O171	A	40,290.06	3,357.50	19.37022
O171	B	42,304.56	3,525.38	20.33873
O171	C	44,419.79	3,701.65	21.35567
O171	D	46,640.78	3,886.73	22.42345
O171	E	48,972.82	4,081.07	23.54462
O171	F	51,421.46	4,285.12	24.72185
O171	G	53,992.53	4,499.38	25.95795
O172	A	40,692.96	3,391.08	19.56392
O172	B	42,727.61	3,560.63	20.54212
O172	C	44,863.99	3,738.67	21.56922
O172	D	47,107.19	3,925.60	22.64769
O172	E	49,462.54	4,121.88	23.78007
O172	F	51,935.67	4,327.97	24.96907
O172	G	54,532.46	4,544.37	26.21753
O173	A	41,099.89	3,424.99	19.75956
O173	B	43,154.88	3,596.24	20.74754
O173	C	45,312.63	3,776.05	21.78492
O173	D	47,578.26	3,964.85	22.87416
O173	E	49,957.17	4,163.10	24.01787
O173	F	52,455.03	4,371.25	25.21876
O173	G	55,077.78	4,589.81	26.47970
O174	A	41,510.89	3,459.24	19.95716
O174	B	43,586.43	3,632.20	20.95501
O174	C	45,765.75	3,813.81	22.00277
O174	D	48,054.04	4,004.50	23.10290
O174	E	50,456.74	4,204.73	24.25805
O174	F	52,979.58	4,414.96	25.47095
O174	G	55,628.56	4,635.71	26.74450

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O175	A	41,925.99	3,493.83	20.15673
O175	B	44,022.29	3,668.52	21.16456
O175	C	46,223.41	3,851.95	22.22279
O175	D	48,534.58	4,044.55	23.33393
O175	E	50,961.31	4,246.78	24.50063
O175	F	53,509.37	4,459.11	25.72566
O175	G	56,184.84	4,682.07	27.01194
O176	A	42,345.25	3,528.77	20.35830
O176	B	44,462.52	3,705.21	21.37621
O176	C	46,685.64	3,890.47	22.44502
O176	D	49,019.93	4,084.99	23.56727
O176	E	51,470.92	4,289.24	24.74564
O176	F	54,044.47	4,503.71	25.98292
O176	G	56,746.69	4,728.89	27.28206
O177	A	42,768.71	3,564.06	20.56188
O177	B	44,907.14	3,742.26	21.58997
O177	C	47,152.50	3,929.37	22.66947
O177	D	49,510.12	4,125.84	23.80294
O177	E	51,985.63	4,332.14	24.99309
O177	F	54,584.91	4,548.74	26.24275
O177	G	57,314.16	4,776.18	27.55488
O178	A	43,196.39	3,599.70	20.76750
O178	B	45,356.21	3,779.68	21.80587
O178	C	47,624.02	3,968.67	22.89617
O178	D	50,005.23	4,167.10	24.04097
O178	E	52,505.49	4,375.46	25.24302
O178	F	55,130.76	4,594.23	26.50517
O178	G	57,887.30	4,823.94	27.83043
O179	A	43,628.36	3,635.70	20.97517
O179	B	45,809.78	3,817.48	22.02393
O179	C	48,100.27	4,008.36	23.12513
O179	D	50,505.28	4,208.77	24.28138
O179	E	53,030.54	4,419.21	25.49545
O179	F	55,682.07	4,640.17	26.77023
O179	G	58,466.17	4,872.18	28.10874
O180	A	44,064.64	3,672.05	21.18492
O180	B	46,267.87	3,855.66	22.24417
O180	C	48,581.27	4,048.44	23.35638
O180	D	51,010.33	4,250.86	24.52420
O180	E	53,560.85	4,463.40	25.75041
O180	F	56,238.89	4,686.57	27.03793
O180	G	59,050.83	4,920.90	28.38982

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O181	A	44,505.29	3,708.77	21.39677
O181	B	46,730.55	3,894.21	22.46661
O181	C	49,067.08	4,088.92	23.58994
O181	D	51,520.43	4,293.37	24.76944
O181	E	54,096.46	4,508.04	26.00791
O181	F	56,801.28	4,733.44	27.30831
O181	G	59,641.34	4,970.11	28.67372
O182	A	44,950.34	3,745.86	21.61074
O182	B	47,197.86	3,933.15	22.69128
O182	C	49,557.75	4,129.81	23.82584
O182	D	52,035.64	4,336.30	25.01713
O182	E	54,637.42	4,553.12	26.26799
O182	F	57,369.29	4,780.77	27.58139
O182	G	60,237.76	5,019.81	28.96046
O183	A	45,399.84	3,783.32	21.82685
O183	B	47,669.84	3,972.49	22.91819
O183	C	50,053.33	4,171.11	24.06410
O183	D	52,556.00	4,379.67	25.26731
O183	E	55,183.80	4,598.65	26.53067
O183	F	57,942.98	4,828.58	27.85720
O183	G	60,840.13	5,070.01	29.25006
O184	A	45,853.84	3,821.15	22.04512
O184	B	48,146.54	4,012.21	23.14737
O184	C	50,553.86	4,212.82	24.30474
O184	D	53,081.56	4,423.46	25.51998
O184	E	55,735.63	4,644.64	26.79598
O184	F	58,522.41	4,876.87	28.13578
O184	G	61,448.54	5,120.71	29.54257
O185	A	46,312.38	3,859.37	22.26557
O185	B	48,628.00	4,052.33	23.37885
O185	C	51,059.40	4,254.95	24.54779
O185	D	53,612.37	4,467.70	25.77518
O185	E	56,292.99	4,691.08	27.06394
O185	F	59,107.64	4,925.64	28.41713
O185	G	62,063.02	5,171.92	29.83799
O186	A	46,775.51	3,897.96	22.48822
O186	B	49,114.28	4,092.86	23.61263
O186	C	51,569.99	4,297.50	24.79327
O186	D	54,148.49	4,512.37	26.03293
O186	E	56,855.92	4,737.99	27.33458
O186	F	59,698.72	4,974.89	28.70131
O186	G	62,683.65	5,223.64	30.13637

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O187	A	47,243.26	3,936.94	22.71311
O187	B	49,605.42	4,133.79	23.84876
O187	C	52,085.69	4,340.47	25.04120
O187	D	54,689.98	4,557.50	26.29326
O187	E	57,424.48	4,785.37	27.60792
O187	F	60,295.70	5,024.64	28.98832
O187	G	63,310.49	5,275.87	30.43773
O188	A	47,715.69	3,976.31	22.94024
O188	B	50,101.48	4,175.12	24.08725
O188	C	52,606.55	4,383.88	25.29161
O188	D	55,236.88	4,603.07	26.55619
O188	E	57,998.72	4,833.23	27.88400
O188	F	60,898.66	5,074.89	29.27820
O188	G	63,943.59	5,328.63	30.74211
O189	A	48,192.85	4,016.07	23.16964
O189	B	50,602.49	4,216.87	24.32812
O189	C	53,132.62	4,427.72	25.54453
O189	D	55,789.25	4,649.10	26.82175
O189	E	58,578.71	4,881.56	28.16284
O189	F	61,507.65	5,125.64	29.57098
O189	G	64,583.03	5,381.92	31.04953
O190	A	48,674.78	4,056.23	23.40134
O190	B	51,108.52	4,259.04	24.57140
O190	C	53,663.94	4,472.00	25.79997
O190	D	56,347.14	4,695.59	27.08997
O190	E	59,164.50	4,930.37	28.44447
O190	F	62,122.72	5,176.89	29.86669
O190	G	65,228.86	5,435.74	31.36003
O191	A	49,161.53	4,096.79	23.63535
O191	B	51,619.60	4,301.63	24.81712
O191	C	54,200.58	4,516.72	26.05797
O191	D	56,910.61	4,742.55	27.36087
O191	E	59,756.14	4,979.68	28.72891
O191	F	62,743.95	5,228.66	30.16536
O191	G	65,881.15	5,490.10	31.67363
O192	A	49,653.14	4,137.76	23.87170
O192	B	52,135.80	4,344.65	25.06529
O192	C	54,742.59	4,561.88	26.31855
O192	D	57,479.72	4,789.98	27.63448
O192	E	60,353.70	5,029.48	29.01620
O192	F	63,371.39	5,280.95	30.46701
O192	G	66,539.96	5,545.00	31.99036

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O193	A	50,149.67	4,179.14	24.11042
O193	B	52,657.16	4,388.10	25.31594
O193	C	55,290.01	4,607.50	26.58174
O193	D	58,054.52	4,837.88	27.91082
O193	E	60,957.24	5,079.77	29.30637
O193	F	64,005.10	5,333.76	30.77168
O193	G	67,205.36	5,600.45	32.31027
O194	A	50,651.17	4,220.93	24.35152
O194	B	53,183.73	4,431.98	25.56910
O194	C	55,842.91	4,653.58	26.84756
O194	D	58,635.06	4,886.25	28.18993
O194	E	61,566.81	5,130.57	29.59943
O194	F	64,645.15	5,387.10	31.07940
O194	G	67,877.41	5,656.45	32.63337
O195	A	51,157.68	4,263.14	24.59504
O195	B	53,715.57	4,476.30	25.82479
O195	C	56,401.34	4,700.11	27.11603
O195	D	59,221.41	4,935.12	28.47183
O195	E	62,182.48	5,181.87	29.89542
O195	F	65,291.61	5,440.97	31.39020
O195	G	68,556.19	5,713.02	32.95970
O196	A	51,669.26	4,305.77	24.84099
O196	B	54,252.72	4,521.06	26.08304
O196	C	56,965.36	4,747.11	27.38719
O196	D	59,813.63	4,984.47	28.75655
O196	E	62,804.31	5,233.69	30.19438
O196	F	65,944.52	5,495.38	31.70410
O196	G	69,241.75	5,770.15	33.28930
O197	A	52,185.95	4,348.83	25.08940
O197	B	54,795.25	4,566.27	26.34387
O197	C	57,535.01	4,794.58	27.66106
O197	D	60,411.76	5,034.31	29.04412
O197	E	63,432.35	5,286.03	30.49632
O197	F	66,603.97	5,550.33	32.02114
O197	G	69,934.17	5,827.85	33.62219
O198	A	52,707.81	4,392.32	25.34029
O198	B	55,343.20	4,611.93	26.60731
O198	C	58,110.36	4,842.53	27.93767
O198	D	61,015.88	5,084.66	29.33456
O198	E	64,066.67	5,338.89	30.80129
O198	F	67,270.01	5,605.83	32.34135
O198	G	70,633.51	5,886.13	33.95842

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O199	A	53,234.89	4,436.24	25.59370
O199	B	55,896.63	4,658.05	26.87338
O199	C	58,691.46	4,890.96	28.21705
O199	D	61,626.04	5,135.50	29.62790
O199	E	64,707.34	5,392.28	31.10930
O199	F	67,942.71	5,661.89	32.66476
O199	G	71,339.84	5,944.99	34.29800
O200	A	53,767.24	4,480.60	25.84963
O200	B	56,455.60	4,704.63	27.14212
O200	C	59,278.38	4,939.86	28.49922
O200	D	62,242.30	5,186.86	29.92418
O200	E	65,354.41	5,446.20	31.42039
O200	F	68,622.13	5,718.51	32.99141
O200	G	72,053.24	6,004.44	34.64098
O201	A	54,304.91	4,525.41	26.10813
O201	B	57,020.16	4,751.68	27.41354
O201	C	59,871.16	4,989.26	28.78421
O201	D	62,864.72	5,238.73	30.22342
O201	E	66,007.96	5,500.66	31.73459
O201	F	69,308.36	5,775.70	33.32132
O201	G	72,773.77	6,064.48	34.98739
O202	A	54,847.96	4,570.66	26.36921
O202	B	57,590.36	4,799.20	27.68767
O202	C	60,469.87	5,039.16	29.07206
O202	D	63,493.37	5,291.11	30.52566
O202	E	66,668.04	5,555.67	32.05194
O202	F	70,001.44	5,833.45	33.65454
O202	G	73,501.51	6,125.13	35.33726
O203	A	55,396.44	4,616.37	26.63290
O203	B	58,166.26	4,847.19	27.96455
O203	C	61,074.57	5,089.55	29.36278
O203	D	64,128.30	5,344.03	30.83091
O203	E	67,334.72	5,611.23	32.37246
O203	F	70,701.45	5,891.79	33.99108
O203	G	74,236.53	6,186.38	35.69064
O204	A	55,950.40	4,662.53	26.89923
O204	B	58,747.92	4,895.66	28.24419
O204	C	61,685.32	5,140.44	29.65640
O204	D	64,769.59	5,397.47	31.13922
O204	E	68,008.06	5,667.34	32.69618
O204	F	71,408.47	5,950.71	34.33099
O204	G	74,978.89	6,248.24	36.04754

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O205	A	56,509.91	4,709.16	27.16822
O205	B	59,335.40	4,944.62	28.52664
O205	C	62,302.17	5,191.85	29.95297
O205	D	65,417.28	5,451.44	31.45062
O205	E	68,688.14	5,724.01	33.02315
O205	F	72,122.55	6,010.21	34.67430
O205	G	75,728.68	6,310.72	36.40802
O206	A	57,075.01	4,756.25	27.43991
O206	B	59,928.76	4,994.06	28.81190
O206	C	62,925.19	5,243.77	30.25250
O206	D	66,071.45	5,505.95	31.76512
O206	E	69,375.03	5,781.25	33.35338
O206	F	72,843.78	6,070.31	35.02105
O206	G	76,485.97	6,373.83	36.77210
O207	A	57,645.76	4,803.81	27.71431
O207	B	60,528.04	5,044.00	29.10002
O207	C	63,554.45	5,296.20	30.55502
O207	D	66,732.17	5,561.01	32.08277
O207	E	70,068.78	5,839.06	33.68691
O207	F	73,572.22	6,131.02	35.37126
O207	G	77,250.83	6,437.57	37.13982
O028	A	58,222.21	4,851.85	27.99145
O028	B	61,133.32	5,094.44	29.39102
O028	C	64,189.99	5,349.17	30.86057
O028	D	67,399.49	5,616.62	32.40360
O028	E	70,769.46	5,897.46	34.02378
O028	F	74,307.94	6,192.33	35.72497
O028	G	78,023.33	6,501.94	37.51122
O209	A	58,804.44	4,900.37	28.27136
O209	B	61,744.66	5,145.39	29.68493
O209	C	64,831.89	5,402.66	31.16918
O209	D	68,073.48	5,672.79	32.72764
O209	E	71,477.16	5,956.43	34.36402
O209	F	75,051.02	6,254.25	36.08222
O209	G	78,803.57	6,566.96	37.88633
O210	A	59,392.48	4,949.37	28.55408
O210	B	62,362.10	5,196.84	29.98178
O210	C	65,480.21	5,456.68	31.48087
O210	D	68,754.22	5,729.52	33.05491
O210	E	72,191.93	6,015.99	34.70766
O210	F	75,801.53	6,316.79	36.44304
O210	G	79,591.60	6,632.63	38.26519

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O211	A	59,986.40	4,998.87	28.83962
O211	B	62,985.73	5,248.81	30.28160
O211	C	66,135.01	5,511.25	31.79568
O211	D	69,441.76	5,786.81	33.38546
O211	E	72,913.85	6,076.15	35.05474
O211	F	76,559.54	6,379.96	36.80747
O211	G	80,387.52	6,698.96	38.64785
O212	A	60,586.27	5,048.86	29.12801
O212	B	63,615.58	5,301.30	30.58441
O212	C	66,796.36	5,566.36	32.11364
O212	D	70,136.18	5,844.68	33.71932
O212	E	73,642.99	6,136.92	35.40528
O212	F	77,325.14	6,443.76	37.17555
O212	G	81,191.39	6,765.95	39.03432
O213	A	61,192.13	5,099.34	29.41929
O213	B	64,251.74	5,354.31	30.89026
O213	C	67,464.33	5,622.03	32.43477
O213	D	70,837.54	5,903.13	34.05651
O213	E	74,379.42	6,198.28	35.75934
O213	F	78,098.39	6,508.20	37.54730
O213	G	82,003.31	6,833.61	39.42467
O214	A	61,804.05	5,150.34	29.71349
O214	B	64,894.26	5,407.85	31.19916
O214	C	68,138.97	5,678.25	32.75912
O214	D	71,545.92	5,962.16	34.39708
O214	E	75,123.21	6,260.27	36.11693
O214	F	78,879.37	6,573.28	37.92278
O214	G	82,823.34	6,901.95	39.81891
O215	A	62,422.09	5,201.84	30.01062
O215	B	65,543.20	5,461.93	31.51115
O215	C	68,820.36	5,735.03	33.08671
O215	D	72,261.38	6,021.78	34.74105
O215	E	75,874.44	6,322.87	36.47810
O215	F	79,668.17	6,639.01	38.30200
O215	G	83,651.58	6,970.96	40.21710
O216	A	63,046.31	5,253.86	30.31073
O216	B	66,198.63	5,516.55	31.82626
O216	C	69,508.56	5,792.38	33.41758
O216	D	72,983.99	6,082.00	35.08846
O216	E	76,633.19	6,386.10	36.84288
O216	F	80,464.85	6,705.40	38.68502
O216	G	84,488.09	7,040.67	40.61927

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O217	A	63,676.78	5,306.40	30.61384
O217	B	66,860.62	5,571.72	32.14453
O217	C	70,203.65	5,850.30	33.75175
O217	D	73,713.83	6,142.82	35.43934
O217	E	77,399.52	6,449.96	37.21131
O217	F	81,269.50	6,772.46	39.07187
O217	G	85,332.97	7,111.08	41.02547
O218	A	64,313.55	5,359.46	30.91997
O218	B	67,529.22	5,627.44	32.46597
O218	C	70,905.68	5,908.81	34.08927
O218	D	74,450.97	6,204.25	35.79373
O218	E	78,173.52	6,514.46	37.58342
O218	F	82,082.19	6,840.18	39.46259
O218	G	86,186.30	7,182.19	41.43572
O219	A	64,956.68	5,413.06	31.22917
O219	B	68,204.51	5,683.71	32.79063
O219	C	71,614.74	5,967.89	34.43016
O219	D	75,195.48	6,266.29	36.15167
O219	E	78,955.25	6,579.60	37.95926
O219	F	82,903.01	6,908.58	39.85722
O219	G	87,048.16	7,254.01	41.85008
O220	A	65,606.25	5,467.19	31.54147
O220	B	68,886.56	5,740.55	33.11854
O220	C	72,330.89	6,027.57	34.77447
O220	D	75,947.43	6,328.95	36.51319
O220	E	79,744.80	6,645.40	38.33885
O220	F	83,732.04	6,977.67	40.25579
O220	G	87,918.65	7,326.55	42.26858
O221	A	66,262.31	5,521.86	31.85688
O221	B	69,575.43	5,797.95	33.44972
O221	C	73,054.20	6,087.85	35.12221
O221	D	76,706.91	6,392.24	36.87832
O221	E	80,542.25	6,711.85	38.72224
O221	F	84,569.36	7,047.45	40.65835
O221	G	88,797.83	7,399.82	42.69127
O222	A	66,924.93	5,577.08	32.17545
O222	B	70,271.18	5,855.93	33.78422
O222	C	73,784.74	6,148.73	35.47343
O222	D	77,473.98	6,456.16	37.24710
O222	E	81,347.67	6,778.97	39.10946
O222	F	85,415.06	7,117.92	41.06493
O222	G	89,685.81	7,473.82	43.11818

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O223	A	67,594.18	5,632.85	32.49720
O223	B	70,973.89	5,914.49	34.12206
O223	C	74,522.59	6,210.22	35.82817
O223	D	78,248.72	6,520.73	37.61957
O223	E	82,161.15	6,846.76	39.50055
O223	F	86,269.21	7,189.10	41.47558
O223	G	90,582.67	7,548.56	43.54936
O224	A	68,270.12	5,689.18	32.82218
O224	B	71,683.63	5,973.64	34.46328
O224	C	75,267.81	6,272.32	36.18645
O224	D	79,031.20	6,585.93	37.99577
O224	E	82,982.76	6,915.23	39.89556
O224	F	87,131.90	7,260.99	41.89034
O224	G	91,488.50	7,624.04	43.98485
O225	A	68,952.83	5,746.07	33.15040
O225	B	72,400.47	6,033.37	34.80792
O225	C	76,020.49	6,335.04	36.54831
O225	D	79,821.51	6,651.79	38.37573
O225	E	83,812.59	6,984.38	40.29451
O225	F	88,003.22	7,333.60	42.30924
O225	G	92,403.38	7,700.28	44.42470
O226	A	69,642.35	5,803.53	33.48190
O226	B	73,124.47	6,093.71	35.15600
O226	C	76,780.70	6,398.39	36.91380
O226	D	80,619.73	6,718.31	38.75949
O226	E	84,650.72	7,054.23	40.69746
O226	F	88,883.25	7,406.94	42.73233
O226	G	93,327.41	7,777.28	44.86895
O227	A	70,338.78	5,861.56	33.81672
O227	B	73,855.72	6,154.64	35.50756
O227	C	77,548.50	6,462.38	37.28293
O227	D	81,425.93	6,785.49	39.14708
O227	E	85,497.22	7,124.77	41.10443
O227	F	89,772.08	7,481.01	43.15966
O227	G	94,260.69	7,855.06	45.31764
O228	A	71,042.17	5,920.18	34.15489
O228	B	74,594.27	6,216.19	35.86263
O228	C	78,323.99	6,527.00	37.65576
O228	D	82,240.19	6,853.35	39.53855
O228	E	86,352.20	7,196.02	41.51548
O228	F	90,669.81	7,555.82	43.59125
O228	G	95,203.30	7,933.61	45.77082

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O229	A	71,752.59	5,979.38	34.49644
O229	B	75,340.22	6,278.35	36.22126
O229	C	79,107.23	6,592.27	38.03232
O229	D	83,062.59	6,921.88	39.93394
O229	E	87,215.72	7,267.98	41.93063
O229	F	91,576.50	7,631.38	44.02717
O229	G	96,155.33	8,012.94	46.22852
O230	A	72,470.11	6,039.18	34.84140
O230	B	76,093.62	6,341.13	36.58347
O230	C	79,898.30	6,658.19	38.41264
O230	D	83,893.21	6,991.10	40.33328
O230	E	88,087.87	7,340.66	42.34994
O230	F	92,492.27	7,707.69	44.46744
O230	G	97,116.88	8,093.07	46.69081
O231	A	73,194.81	6,099.57	35.18981
O231	B	76,854.55	6,404.55	36.94930
O231	C	80,697.28	6,724.77	38.79677
O231	D	84,732.15	7,061.01	40.73661
O231	E	88,968.75	7,414.06	42.77344
O231	F	93,417.19	7,784.77	44.91211
O231	G	98,088.05	8,174.00	47.15772
O232	A	73,926.76	6,160.56	35.54171
O232	B	77,623.10	6,468.59	37.31880
O232	C	81,504.25	6,792.02	39.18474
O232	D	85,579.47	7,131.62	41.14397
O232	E	89,858.44	7,488.20	43.20117
O232	F	94,351.36	7,862.61	45.36123
O232	G	99,068.93	8,255.74	47.62929
O233	A	74,666.03	6,222.17	35.89713
O233	B	78,399.33	6,533.28	37.69199
O233	C	82,319.30	6,859.94	39.57659
O233	D	86,435.26	7,202.94	41.55541
O233	E	90,757.03	7,563.09	43.63319
O233	F	95,294.88	7,941.24	45.81484
O233	G	100,059.62	8,338.30	48.10559
O234	A	75,412.69	6,284.39	36.25610
O234	B	79,183.32	6,598.61	38.06891
O234	C	83,142.49	6,928.54	39.97235
O234	D	87,299.61	7,274.97	41.97097
O234	E	91,664.60	7,638.72	44.06952
O234	F	96,247.83	8,020.65	46.27299
O234	G	101,060.22	8,421.68	48.58664

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O235	A	76,166.82	6,347.23	36.61866
O235	B	79,975.16	6,664.60	38.44959
O235	C	83,973.92	6,997.83	40.37207
O235	D	88,172.61	7,347.72	42.39068
O235	E	92,581.24	7,715.10	44.51021
O235	F	97,210.30	8,100.86	46.73572
O235	G	102,070.82	8,505.90	49.07251
O236	A	76,928.48	6,410.71	36.98485
O236	B	80,774.91	6,731.24	38.83409
O236	C	84,813.65	7,067.80	40.77580
O236	D	89,054.34	7,421.19	42.81459
O236	E	93,507.05	7,792.25	44.95531
O236	F	98,182.41	8,181.87	47.20308
O236	G	103,091.53	8,590.96	49.56323
O237	A	77,697.77	6,474.81	37.35470
O237	B	81,582.66	6,798.55	39.22243
O237	C	85,661.79	7,138.48	41.18355
O237	D	89,944.88	7,495.41	43.24273
O237	E	94,442.12	7,870.18	45.40487
O237	F	99,164.23	8,263.69	47.67511
O237	G	104,122.44	8,676.87	50.05887
O238	A	78,474.75	6,539.56	37.72824
O238	B	82,398.48	6,866.54	39.61466
O238	C	86,518.41	7,209.87	41.59539
O238	D	90,844.33	7,570.36	43.67516
O238	E	95,386.55	7,948.88	45.85892
O238	F	100,155.87	8,346.32	48.15186
O238	G	105,163.67	8,763.64	50.55946
O239	A	79,259.49	6,604.96	38.10553
O239	B	83,222.47	6,935.21	40.01080
O239	C	87,383.59	7,281.97	42.01134
O239	D	91,752.77	7,646.06	44.11191
O239	E	96,340.41	8,028.37	46.31751
O239	F	101,157.43	8,429.79	48.63338
O239	G	106,215.30	8,851.28	51.06505
O240	A	80,052.09	6,671.01	38.48658
O240	B	84,054.69	7,004.56	40.41091
O240	C	88,257.43	7,354.79	42.43146
O240	D	92,670.30	7,722.52	44.55303
O240	E	97,303.82	8,108.65	46.78068
O240	F	102,169.01	8,514.08	49.11971
O240	G	107,277.46	8,939.79	51.57570

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O241	A	80,852.61	6,737.72	38.87145
O241	B	84,895.24	7,074.60	40.81502
O241	C	89,140.00	7,428.33	42.85577
O241	D	93,597.00	7,799.75	44.99856
O241	E	98,276.85	8,189.74	47.24849
O241	F	103,190.70	8,599.22	49.61091
O241	G	108,350.23	9,029.19	52.09146
O242	A	81,661.14	6,805.09	39.26016
O242	B	85,744.19	7,145.35	41.22317
O242	C	90,031.40	7,502.62	43.28433
O242	D	94,532.97	7,877.75	45.44854
O242	E	99,259.62	8,271.64	47.72097
O242	F	104,222.60	8,685.22	50.10702
O242	G	109,433.73	9,119.48	52.61237
O243	A	82,477.75	6,873.15	39.65276
O243	B	86,601.64	7,216.80	41.63540
O243	C	90,931.72	7,577.64	43.71717
O243	D	95,478.30	7,956.53	45.90303
O243	E	100,252.22	8,354.35	48.19818
O243	F	105,264.83	8,772.07	50.60809
O243	G	110,528.07	9,210.67	53.13850
O244	A	83,302.53	6,941.88	40.04929
O244	B	87,467.65	7,288.97	42.05176
O244	C	91,841.03	7,653.42	44.15434
O244	D	96,433.09	8,036.09	46.36206
O244	E	101,254.74	8,437.89	48.68016
O244	F	106,317.48	8,859.79	51.11417
O244	G	111,633.35	9,302.78	53.66988
O245	A	84,135.55	7,011.30	40.44978
O245	B	88,342.33	7,361.86	42.47227
O245	C	92,759.44	7,729.95	44.59589
O245	D	97,397.42	8,116.45	46.82568
O245	E	102,267.29	8,522.27	49.16697
O245	F	107,380.65	8,948.39	51.62531
O245	G	112,749.68	9,395.81	54.20658
O246	A	84,976.91	7,081.41	40.85428
O246	B	89,225.75	7,435.48	42.89700
O246	C	93,687.04	7,807.25	45.04185
O246	D	98,371.39	8,197.62	47.29394
O246	E	103,289.96	8,607.50	49.65864
O246	F	108,454.46	9,037.87	52.14157
O246	G	113,877.18	9,489.76	54.74865

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O247	A	85,826.68	7,152.22	41.26282
O247	B	90,118.01	7,509.83	43.32597
O247	C	94,623.91	7,885.33	45.49226
O247	D	99,355.11	8,279.59	47.76688
O247	E	104,322.86	8,693.57	50.15522
O247	F	109,539.00	9,128.25	52.66298
O247	G	115,015.95	9,584.66	55.29613
O248	A	86,684.94	7,223.75	41.67545
O248	B	91,019.19	7,584.93	43.75923
O248	C	95,570.15	7,964.18	45.94719
O248	D	100,348.66	8,362.39	48.24455
O248	E	105,366.09	8,780.51	50.65677
O248	F	110,634.39	9,219.53	53.18961
O248	G	116,166.11	9,680.51	55.84909
O249	A	87,551.79	7,295.98	42.09221
O249	B	91,929.38	7,660.78	44.19682
O249	C	96,525.85	8,043.82	46.40666
O249	D	101,352.14	8,446.01	48.72699
O249	E	106,419.75	8,868.31	51.16334
O249	F	111,740.74	9,311.73	53.72151
O249	G	117,327.77	9,777.31	56.40758
O250	A	88,427.31	7,368.94	42.51313
O250	B	92,848.68	7,737.39	44.63879
O250	C	97,491.11	8,124.26	46.87073
O250	D	102,365.66	8,530.47	49.21426
O250	E	107,483.95	8,957.00	51.67497
O250	F	112,858.14	9,404.85	54.25872
O250	G	118,501.05	9,875.09	56.97166
O251	A	89,311.58	7,442.63	42.93826
O251	B	93,777.16	7,814.76	45.08517
O251	C	98,466.02	8,205.50	47.33943
O251	D	103,389.32	8,615.78	49.70640
O251	E	108,558.79	9,046.57	52.19172
O251	F	113,986.73	9,498.89	54.80131
O251	G	119,686.06	9,973.84	57.54138
O252	A	90,204.70	7,517.06	43.36764
O252	B	94,714.93	7,892.91	45.53603
O252	C	99,450.68	8,287.56	47.81283
O252	D	104,423.21	8,701.93	50.20347
O252	E	109,644.37	9,137.03	52.71364
O252	F	115,126.59	9,593.88	55.34932
O252	G	120,882.92	10,073.58	58.11679

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O253	A	91,106.75	7,592.23	43.80132
O253	B	95,662.08	7,971.84	45.99139
O253	C	100,445.19	8,370.43	48.29096
O253	D	105,467.45	8,788.95	50.70550
O253	E	110,740.82	9,228.40	53.24078
O253	F	116,277.86	9,689.82	55.90282
O253	G	122,091.75	10,174.31	58.69796
O254	A	92,017.81	7,668.15	44.23933
O254	B	96,618.70	8,051.56	46.45130
O254	C	101,449.64	8,454.14	48.77386
O254	D	106,522.12	8,876.84	51.21256
O254	E	111,848.23	9,320.69	53.77319
O254	F	117,440.64	9,786.72	56.46185
O254	G	123,312.67	10,276.06	59.28494
O255	A	92,937.99	7,744.83	44.68173
O255	B	97,584.89	8,132.07	46.91581
O255	C	102,464.14	8,538.68	49.26160
O255	D	107,587.34	8,965.61	51.72468
O255	E	112,966.71	9,413.89	54.31092
O255	F	118,615.04	9,884.59	57.02646
O255	G	124,545.80	10,378.82	59.87779
O256	A	93,867.37	7,822.28	45.12854
O256	B	98,560.74	8,213.39	47.38497
O256	C	103,488.78	8,624.06	49.75422
O256	D	108,663.22	9,055.27	52.24193
O256	E	114,096.38	9,508.03	54.85403
O256	F	119,801.19	9,983.43	57.59673
O256	G	125,791.25	10,482.60	60.47656
O257	A	94,806.04	7,900.50	45.57983
O257	B	99,546.35	8,295.53	47.85882
O257	C	104,523.66	8,710.31	50.25176
O257	D	109,749.85	9,145.82	52.76435
O257	E	115,237.34	9,603.11	55.40257
O257	F	120,999.21	10,083.27	58.17270
O257	G	127,049.17	10,587.43	61.08133
O258	A	95,754.11	7,979.51	46.03563
O258	B	100,541.81	8,378.48	48.33741
O258	C	105,568.90	8,797.41	50.75428
O258	D	110,847.35	9,237.28	53.29199
O258	E	116,389.71	9,699.14	55.95659
O258	F	122,209.20	10,184.10	58.75442
O258	G	128,319.66	10,693.30	61.69214

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O259	A	96,711.65	8,059.30	46.49598
O259	B	101,547.23	8,462.27	48.82078
O259	C	106,624.59	8,885.38	51.26182
O259	D	111,955.82	9,329.65	53.82491
O259	E	117,553.61	9,796.13	56.51616
O259	F	123,431.29	10,285.94	59.34197
O259	G	129,602.86	10,800.24	62.30907
O260	A	97,678.76	8,139.90	46.96094
O260	B	102,562.70	8,546.89	49.30899
O260	C	107,690.84	8,974.24	51.77444
O260	D	113,075.38	9,422.95	54.36316
O260	E	118,729.15	9,894.10	57.08132
O260	F	124,665.60	10,388.80	59.93539
O260	G	130,898.88	10,908.24	62.93216
O261	A	98,655.55	8,221.30	47.43055
O261	B	103,588.33	8,632.36	49.80208
O261	C	108,767.74	9,063.98	52.29218
O261	D	114,206.13	9,517.18	54.90679
O261	E	119,916.44	9,993.04	57.65213
O261	F	125,912.26	10,492.69	60.53474
O261	G	132,207.87	11,017.32	63.56148
O262	A	99,642.11	8,303.51	47.90486
O262	B	104,624.21	8,718.68	50.30010
O262	C	109,855.42	9,154.62	52.81511
O262	D	115,348.19	9,612.35	55.45586
O262	E	121,115.60	10,092.97	58.22865
O262	F	127,171.38	10,597.61	61.14009
O262	G	133,529.95	11,127.50	64.19709
O263	A	100,638.53	8,386.54	48.38391
O263	B	105,670.45	8,805.87	50.80310
O263	C	110,953.98	9,246.16	53.34326
O263	D	116,501.67	9,708.47	56.01042
O263	E	122,326.76	10,193.90	58.81094
O263	F	128,443.10	10,703.59	61.75149
O263	G	134,865.25	11,238.77	64.83906
O264	A	101,644.91	8,470.41	48.86775
O264	B	106,727.16	8,893.93	51.31113
O264	C	112,063.52	9,338.63	53.87669
O264	D	117,666.69	9,805.56	56.57052
O264	E	123,550.03	10,295.84	59.39905
O264	F	129,727.53	10,810.63	62.36900
O264	G	136,213.90	11,351.16	65.48745

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O265	A	102,661.36	8,555.11	49.35642
O265	B	107,794.43	8,982.87	51.82424
O265	C	113,184.15	9,432.01	54.41546
O265	D	118,843.36	9,903.61	57.13623
O265	E	124,785.53	10,398.79	59.99304
O265	F	131,024.80	10,918.73	62.99269
O265	G	137,576.04	11,464.67	66.14233
O266	A	103,687.97	8,640.66	49.84999
O266	B	108,872.37	9,072.70	52.34249
O266	C	114,315.99	9,526.33	54.95961
O266	D	120,031.79	10,002.65	57.70759
O266	E	126,033.38	10,502.78	60.59297
O266	F	132,335.05	11,027.92	63.62262
O266	G	138,951.80	11,579.32	66.80375
O267	A	104,724.85	8,727.07	50.34849
O267	B	109,961.10	9,163.42	52.86591
O267	C	115,459.15	9,621.60	55.50921
O267	D	121,232.11	10,102.68	58.28467
O267	E	127,293.72	10,607.81	61.19890
O267	F	133,658.40	11,138.20	64.25885
O267	G	140,341.32	11,695.11	67.47179
O268	A	105,772.10	8,814.34	50.85197
O268	B	111,060.71	9,255.06	53.39457
O268	C	116,613.74	9,717.81	56.06430
O268	D	122,444.43	10,203.70	58.86751
O268	E	128,566.65	10,713.89	61.81089
O268	F	134,994.99	11,249.58	64.90144
O268	G	141,744.73	11,812.06	68.14651
O269	A	106,829.82	8,902.49	51.36049
O269	B	112,171.32	9,347.61	53.92852
O269	C	117,779.88	9,814.99	56.62494
O269	D	123,668.88	10,305.74	59.45619
O269	E	129,852.32	10,821.03	62.42900
O269	F	136,344.93	11,362.08	65.55045
O269	G	143,162.18	11,930.18	68.82797
O270	A	107,898.12	8,991.51	51.87410
O270	B	113,293.03	9,441.09	54.46780
O270	C	118,957.68	9,913.14	57.19119
O270	D	124,905.56	10,408.80	60.05075
O270	E	131,150.84	10,929.24	63.05329
O270	F	137,708.38	11,475.70	66.20595
O270	G	144,593.80	12,049.48	69.51625

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O271	A	108,977.10	9,081.43	52.39284
O271	B	114,425.96	9,535.50	55.01248
O271	C	120,147.26	10,012.27	57.76310
O271	D	126,154.62	10,512.88	60.65126
O271	E	132,462.35	11,038.53	63.68382
O271	F	139,085.47	11,590.46	66.86801
O271	G	146,039.74	12,169.98	70.21141
O272	A	110,066.87	9,172.24	52.91677
O272	B	115,570.22	9,630.85	55.56260
O272	C	121,348.73	10,112.39	58.34074
O272	D	127,416.17	10,618.01	61.25777
O272	E	133,786.97	11,148.91	64.32066
O272	F	140,476.32	11,706.36	67.53669
O272	G	147,500.14	12,291.68	70.91353
O273	A	111,167.54	9,263.96	53.44593
O273	B	116,725.92	9,727.16	56.11823
O273	C	122,562.22	10,213.52	58.92414
O273	D	128,690.33	10,724.19	61.87035
O273	E	135,124.84	11,260.40	64.96387
O273	F	141,881.09	11,823.42	68.21206
O273	G	148,975.14	12,414.59	71.62266
O274	A	112,279.22	9,356.60	53.98039
O274	B	117,893.18	9,824.43	56.67941
O274	C	123,787.84	10,315.65	59.51338
O274	D	129,977.23	10,831.44	62.48905
O274	E	136,476.09	11,373.01	65.61351
O274	F	143,299.90	11,941.66	68.89418
O274	G	150,464.89	12,538.74	72.33889
O275	A	113,402.01	9,450.17	54.52020
O275	B	119,072.11	9,922.68	57.24621
O275	C	125,025.72	10,418.81	60.10852
O275	D	131,277.00	10,939.75	63.11394
O275	E	137,840.85	11,486.74	66.26964
O275	F	144,732.90	12,061.07	69.58312
O275	G	151,969.54	12,664.13	73.06228
O276	A	114,536.03	9,544.67	55.06540
O276	B	120,262.83	10,021.90	57.81867
O276	C	126,275.97	10,523.00	60.70960
O276	D	132,589.77	11,049.15	63.74508
O276	E	139,219.26	11,601.60	66.93234
O276	F	146,180.22	12,181.69	70.27895
O276	G	153,489.24	12,790.77	73.79290

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O277	A	115,681.39	9,640.12	55.61605
O277	B	121,465.46	10,122.12	58.39686
O277	C	127,538.73	10,628.23	61.31670
O277	D	133,915.67	11,159.64	64.38253
O277	E	140,611.45	11,717.62	67.60166
O277	F	147,642.03	12,303.50	70.98174
O277	G	155,024.13	12,918.68	74.53083
O278	A	116,838.21	9,736.52	56.17221
O278	B	122,680.12	10,223.34	58.98082
O278	C	128,814.12	10,734.51	61.92987
O278	D	135,254.83	11,271.24	65.02636
O278	E	142,017.57	11,834.80	68.27768
O278	F	149,118.45	12,426.54	71.69156
O278	G	156,574.37	13,047.86	75.27614
O279	A	118,006.59	9,833.88	56.73394
O279	B	123,906.92	10,325.58	59.57063
O279	C	130,102.26	10,841.86	62.54916
O279	D	136,607.38	11,383.95	65.67662
O279	E	143,437.74	11,953.15	68.96045
O279	F	150,609.63	12,550.80	72.40848
O279	G	158,140.11	13,178.34	76.02890
O280	A	119,186.65	9,932.22	57.30128
O280	B	125,145.99	10,428.83	60.16634
O280	C	131,403.29	10,950.27	63.17466
O280	D	137,973.45	11,497.79	66.33339
O280	E	144,872.12	12,072.68	69.65006
O280	F	152,115.73	12,676.31	73.13256
O280	G	159,721.51	13,310.13	76.78919
O281	A	120,378.52	10,031.54	57.87429
O281	B	126,397.45	10,533.12	60.76800
O281	C	132,717.32	11,059.78	63.80640
O281	D	139,353.18	11,612.77	66.99672
O281	E	146,320.84	12,193.40	70.34656
O281	F	153,636.89	12,803.07	73.86389
O281	G	161,318.73	13,443.23	77.55708
O282	A	121,582.30	10,131.86	58.45303
O282	B	127,661.42	10,638.45	61.37568
O282	C	134,044.49	11,170.37	64.44447
O282	D	140,746.72	11,728.89	67.66669
O282	E	147,784.05	12,315.34	71.05002
O282	F	155,173.25	12,931.10	74.60253
O282	G	162,931.92	13,577.66	78.33265

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O283	A	122,798.13	10,233.18	59.03756
O283	B	128,938.03	10,744.84	61.98944
O283	C	135,384.94	11,282.08	65.08891
O283	D	142,154.18	11,846.18	68.34336
O283	E	149,261.89	12,438.49	71.76053
O283	F	156,724.99	13,060.42	75.34855
O283	G	164,561.24	13,713.44	79.11598
O284	A	124,026.11	10,335.51	59.62794
O284	B	130,227.41	10,852.28	62.60933
O284	C	136,738.79	11,394.90	65.73980
O284	D	143,575.72	11,964.64	69.02679
O284	E	150,754.51	12,562.88	72.47813
O284	F	158,292.24	13,191.02	76.10204
O284	G	166,206.85	13,850.57	79.90714
O285	A	125,266.37	10,438.86	60.22422
O285	B	131,529.69	10,960.81	63.23543
O285	C	138,106.17	11,508.85	66.39720
O285	D	145,011.48	12,084.29	69.71706
O285	E	152,262.06	12,688.50	73.20291
O285	F	159,875.16	13,322.93	76.86306
O285	G	167,868.92	13,989.08	80.70621
O286	A	126,519.03	10,543.25	60.82646
O286	B	132,844.99	11,070.42	63.86778
O286	C	139,487.24	11,623.94	67.06117
O286	D	146,461.60	12,205.13	70.41423
O286	E	153,784.68	12,815.39	73.93494
O286	F	161,473.91	13,456.16	77.63169
O286	G	169,547.61	14,128.97	81.51327
O287	A	127,784.22	10,648.69	61.43472
O287	B	134,173.44	11,181.12	64.50646
O287	C	140,882.11	11,740.18	67.73178
O287	D	147,926.21	12,327.18	71.11837
O287	E	155,322.52	12,943.54	74.67429
O287	F	163,088.65	13,590.72	78.40800
O287	G	171,243.08	14,270.26	82.32840
O288	A	129,062.07	10,755.17	62.04907
O288	B	135,515.17	11,292.93	65.15152
O288	C	142,290.93	11,857.58	68.40910
O288	D	149,405.47	12,450.46	71.82956
O288	E	156,875.75	13,072.98	75.42103
O288	F	164,719.54	13,726.63	79.19208
O288	G	172,955.51	14,412.96	83.15169

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O289	A	130,352.69	10,862.72	62.66956
O289	B	136,870.32	11,405.86	65.80304
O289	C	143,713.84	11,976.15	69.09319
O289	D	150,899.53	12,574.96	72.54785
O289	E	158,444.51	13,203.71	76.17524
O289	F	166,366.73	13,863.89	79.98401
O289	G	174,685.07	14,557.09	83.98321
O290	A	131,656.21	10,971.35	63.29626
O290	B	138,239.02	11,519.92	66.46107
O290	C	145,150.98	12,095.91	69.78412
O290	D	152,408.53	12,700.71	73.27333
O290	E	160,028.95	13,335.75	76.93700
O290	F	168,030.40	14,002.53	80.78385
O290	G	176,431.92	14,702.66	84.82304
O291	A	132,972.78	11,081.06	63.92922
O291	B	139,621.42	11,635.12	67.12568
O291	C	146,602.49	12,216.87	70.48196
O291	D	153,932.61	12,827.72	74.00606
O291	E	161,629.24	13,469.10	77.70637
O291	F	169,710.70	14,142.56	81.59168
O291	G	178,196.24	14,849.69	85.67127
O292	A	134,302.50	11,191.88	64.56851
O292	B	141,017.63	11,751.47	67.79694
O292	C	148,068.51	12,339.04	71.18678
O292	D	155,471.94	12,955.99	74.74612
O292	E	163,245.53	13,603.79	78.48343
O292	F	171,407.81	14,283.98	82.40760
O292	G	179,978.20	14,998.18	86.52798
O293	A	135,645.53	11,303.79	65.21420
O293	B	142,427.81	11,868.98	68.47491
O293	C	149,549.20	12,462.43	71.89865
O293	D	157,026.66	13,085.55	75.49358
O293	E	164,877.99	13,739.83	79.26826
O293	F	173,121.89	14,426.82	83.23168
O293	G	181,777.98	15,148.16	87.39326
O294	A	137,001.98	11,416.83	65.86634
O294	B	143,852.08	11,987.67	69.15966
O294	C	151,044.69	12,587.06	72.61764
O294	D	158,596.92	13,216.41	76.24852
O294	E	166,526.77	13,877.23	80.06095
O294	F	174,853.11	14,571.09	84.06399
O294	G	183,595.76	15,299.65	88.26719

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O295	A	138,372.00	11,531.00	66.52500
O295	B	145,290.60	12,107.55	69.85125
O295	C	152,555.13	12,712.93	73.34381
O295	D	160,182.89	13,348.57	77.01101
O295	E	168,192.04	14,016.00	80.86156
O295	F	176,601.64	14,716.80	84.90463
O295	G	185,431.72	15,452.64	89.14987
O296	A	139,755.72	11,646.31	67.19025
O296	B	146,743.51	12,228.63	70.54976
O296	C	154,080.69	12,840.06	74.07725
O296	D	161,784.72	13,482.06	77.78112
O296	E	169,873.96	14,156.16	81.67017
O296	F	178,367.65	14,863.97	85.75368
O296	G	187,286.04	15,607.17	90.04136
O297	A	141,153.28	11,762.77	67.86215
O297	B	148,210.95	12,350.91	71.25526
O297	C	155,621.49	12,968.46	74.81803
O297	D	163,402.57	13,616.88	78.55893
O297	E	171,572.70	14,297.72	82.48687
O297	F	180,151.33	15,012.61	86.61122
O297	G	189,158.90	15,763.24	90.94178
O298	A	142,564.81	11,880.40	68.54078
O298	B	149,693.06	12,474.42	71.96781
O298	C	157,177.71	13,098.14	75.56621
O298	D	165,036.59	13,753.05	79.34452
O298	E	173,288.42	14,440.70	83.31174
O298	F	181,952.84	15,162.74	87.47733
O298	G	191,050.49	15,920.87	91.85120
O299	A	143,990.46	11,999.20	69.22618
O299	B	151,189.99	12,599.17	72.68749
O299	C	158,749.48	13,229.12	76.32187
O299	D	166,686.96	13,890.58	80.13796
O299	E	175,021.31	14,585.11	84.14486
O299	F	183,772.37	15,314.36	88.35210
O299	G	192,960.99	16,080.08	92.76971
O300	A	145,430.37	12,119.20	69.91845
O300	B	152,701.89	12,725.16	73.41437
O300	C	160,336.98	13,361.41	77.08509
O300	D	168,353.83	14,029.49	80.93934
O300	E	176,771.52	14,730.96	84.98631
O300	F	185,610.10	15,467.51	89.23562
O300	G	194,890.60	16,240.88	93.69740

*Last Updated 7/1/2020***Project Specialists**

			Annual Salary	Monthly Salary	Hourly Rate
P724	Project Specialist I	A	22,880.00	1,906.67	11.00000
P725	Project Specialist I	A	23,400.00	1,950.00	11.25000
P726	Project Specialist I	A	23,920.00	1,993.33	11.50000
P727	Project Specialist I	A	24,440.00	2,036.67	11.75000
P728	Project Specialist I	A	24,960.00	2,080.00	12.00000
P729	Project Specialist I	A	25,480.00	2,123.33	12.25000
P730	Project Specialist I	A	26,000.00	2,166.67	12.50000
P730	Project Specialist I	B	27,300.00	2,275.00	13.12500
P731	Project Specialist I	A	26,520.00	2,210.00	12.75000
P732	Project Specialist I	A	27,040.00	2,253.33	13.00000
P733	Project Specialist I	A	27,560.00	2,296.67	13.25000
P734	Project Specialist I	A	28,080.00	2,340.00	13.50000
P735	Project Specialist I	A	28,600.00	2,383.33	13.75000
P736	Project Specialist I	A	29,120.00	2,426.67	14.00000
P737	Project Specialist I	A	29,640.00	2,470.00	14.25000
P738	Project Specialist I	A	30,160.00	2,513.33	14.50000
P739	Project Specialist I	A	30,680.00	2,556.67	14.75000
P740	Project Specialist II	A	31,200.00	2,600.00	15.00000
P741	Project Specialist II	A	31,720.00	2,643.33	15.25000
P742	Project Specialist II	A	32,240.00	2,686.67	15.50000
P743	Project Specialist II	A	32,760.00	2,730.00	15.75000
P744	Project Specialist II	A	33,280.00	2,773.33	16.00000
P745	Project Specialist II	A	33,800.00	2,816.67	16.25000
P746	Project Specialist II	A	34,320.00	2,860.00	16.50000
P747	Project Specialist II	A	34,840.00	2,903.33	16.75000
P748	Project Specialist II	A	35,360.00	2,946.67	17.00000
P749	Project Specialist II	A	35,880.00	2,990.00	17.25000
P750	Project Specialist II	A	36,400.00	3,033.33	17.50000

*Last Updated 7/1/2020***Project Specialists**

			Annual Salary	Monthly Salary	Hourly Rate
P751	Project Specialist II	A	36,920.00	3,076.67	17.75000
P752	Project Specialist II	A	37,440.00	3,120.00	18.00000
P753	Project Specialist II	A	37,960.00	3,163.33	18.25000
P754	Project Specialist II	A	38,480.00	3,206.67	18.50000
P755	Project Specialist II	A	39,000.00	3,250.00	18.75000
P756	Project Specialist II	A	39,520.00	3,293.33	19.00000
P757	Project Specialist II	A	40,040.00	3,336.67	19.25000
P758	Project Specialist II	A	40,560.00	3,380.00	19.50000
P759	Project Specialist II	A	41,080.00	3,423.33	19.75000
P760	Project Specialist II	A	41,600.00	3,466.67	20.00000
P761	Project Specialist II	A	42,120.00	3,510.00	20.25000
P762	Project Specialist II	A	42,640.00	3,553.33	20.50000
P763	Project Specialist II	A	43,160.00	3,596.67	20.75000
P764	Project Specialist II	A	43,680.00	3,640.00	21.00000
P765	Project Specialist II	A	44,200.00	3,683.33	21.25000
P766	Project Specialist II	A	44,720.00	3,726.67	21.50000
P767	Project Specialist II	A	45,240.00	3,770.00	21.75000
P768	Project Specialist II	A	45,760.00	3,813.33	22.00000
P769	Project Specialist II	A	46,280.00	3,856.67	22.25000
P770	Project Specialist II	A	46,800.00	3,900.00	22.50000
P771	Project Specialist II	A	47,320.00	3,943.33	22.75000
P772	Project Specialist II	A	47,840.00	3,986.67	23.00000
P773	Project Specialist II	A	48,360.00	4,030.00	23.25000
P774	Project Specialist II	A	48,880.00	4,073.33	23.50000
P775	Project Specialist II	A	49,400.00	4,116.67	23.75000
P776	Project Specialist II	A	49,920.00	4,160.00	24.00000
P777	Project Specialist II	A	50,440.00	4,203.33	24.25000
P778	Project Specialist II	A	50,960.00	4,246.67	24.50000

*Last Updated 7/1/2020***Project Specialists**

			Annual Salary	Monthly Salary	Hourly Rate
P779	Project Specialist II	A	51,480.00	4,290.00	24.75000
P780	Project Specialist II	A	52,000.00	4,333.33	25.00000
P781	Project Specialist II	A	52,520.00	4,376.67	25.25000
P782	Project Specialist II	A	53,040.00	4,420.00	25.50000
P783	Project Specialist II	A	53,560.00	4,463.33	25.75000
P784	Project Specialist II	A	54,080.00	4,506.67	26.00000
P785	Project Specialist II	A	54,600.00	4,550.00	26.25000
P786	Project Specialist II	A	55,120.00	4,593.33	26.50000
P787	Project Specialist II	A	55,640.00	4,636.67	26.75000
P788	Project Specialist II	A	56,160.00	4,680.00	27.00000
P789	Project Specialist II	A	56,680.00	4,723.33	27.25000
P790	Project Specialist II	A	57,200.00	4,766.67	27.50000
P791	Project Specialist II	A	57,720.00	4,810.00	27.75000
P792	Project Specialist II	A	58,240.00	4,853.33	28.00000
P793	Project Specialist II	A	58,760.00	4,896.67	28.25000
P794	Project Specialist II	A	59,280.00	4,940.00	28.50000
P795	Project Specialist II	A	59,800.00	4,983.33	28.75000
P796	Project Specialist II	A	60,320.00	5,026.67	29.00000
P797	Project Specialist II	A	60,840.00	5,070.00	29.25000
P798	Project Specialist II	A	61,360.00	5,113.33	29.50000
P799	Project Specialist II	A	61,880.00	5,156.67	29.75000
P800	Project Specialist III	A	62,400.00	5,200.00	30.00000
P808	Project Specialist III	A	66,560.00	5,546.67	32.00000
P810	Project Specialist III	A	156,000.00	13,000.00	75.00000
P820	Project Specialist III	A	72,798.60	6,066.55	34.99933
P821	Project Specialist III	A	73,320.00	6,110.00	35.25000
P822	Project Specialist III	A	135,200.04	11,266.67	65.00002

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			Annual Salary	Monthly Salary	Hourly Rate
P825	Project Specialist III	A	75,399.96	6,283.33	36.24998
P826	Project Specialist III	A	81,120.00	6,760.00	39.00000
P838	Project Specialist III	A	82,159.92	6,846.66	39.49996
P839	Project Specialist III	A	82,680.00	6,890.00	39.75000
P840	Project Specialist III	A	83,200.00	6,933.33	40.00000
P842	Project Specialist III	A	84,240.00	7,020.00	40.50000
P843	Project Specialist III	A	85,279.92	7,106.66	40.99996

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S101	A	42,911.01	3,575.92	20.63029
S101	B	45,056.66	3,754.72	21.66186
S101	C	47,314.24	3,942.85	22.74723
S101	D	49,674.77	4,139.56	23.88210
S101	E	52,158.55	4,346.55	25.07622
S101	F	54,766.56	4,563.88	26.33008
S101	G	57,504.79	4,792.07	27.64654
S102	A	43,340.12	3,611.68	20.83660
S102	B	45,507.13	3,792.26	21.87843
S102	C	47,782.48	3,981.87	22.97235
S102	D	50,171.61	4,180.97	24.12097
S102	E	52,680.19	4,390.02	25.32701
S102	F	55,314.20	4,609.52	26.59336
S102	G	58,079.91	4,839.99	27.92303
S103	A	43,773.52	3,647.79	21.04496
S103	B	45,962.20	3,830.18	22.09721
S103	C	48,260.31	4,021.69	23.20207
S103	D	50,673.32	4,222.78	24.36218
S103	E	53,206.99	4,433.92	25.58028
S103	F	55,867.34	4,655.61	26.85930
S103	G	58,660.71	4,888.39	28.20226
S104	A	44,211.26	3,684.27	21.25541
S104	B	46,421.82	3,868.49	22.31818
S104	C	48,742.91	4,061.91	23.43409
S104	D	51,180.06	4,265.00	24.60580
S104	E	53,739.06	4,478.26	25.83609
S104	F	56,426.01	4,702.17	27.12789
S104	G	59,247.31	4,937.28	28.48429
S105	A	44,653.37	3,721.11	21.46797
S105	B	46,886.04	3,907.17	22.54136
S105	C	49,230.34	4,102.53	23.66843
S105	D	51,691.86	4,307.65	24.85185
S105	E	54,276.45	4,523.04	26.09445
S105	F	56,990.27	4,749.19	27.39917
S105	G	59,839.79	4,986.65	28.76913
S106	A	45,099.90	3,758.33	21.68265
S106	B	47,354.90	3,946.24	22.76678
S106	C	49,722.64	4,143.55	23.90512
S106	D	52,208.78	4,350.73	25.10037
S106	E	54,819.22	4,568.27	26.35539
S106	F	57,560.18	4,796.68	27.67316
S106	G	60,438.19	5,036.52	29.05682

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S107	A	45,550.90	3,795.91	21.89947
S107	B	47,828.45	3,985.70	22.99445
S107	C	50,219.87	4,184.99	24.14417
S107	D	52,730.86	4,394.24	25.35138
S107	E	55,367.41	4,613.95	26.61895
S107	F	58,135.78	4,844.65	27.94989
S107	G	61,042.57	5,086.88	29.34739
S108	A	46,006.41	3,833.87	22.11847
S108	B	48,306.73	4,025.56	23.22439
S108	C	50,722.07	4,226.84	24.38561
S108	D	53,258.17	4,438.18	25.60489
S108	E	55,921.08	4,660.09	26.88514
S108	F	58,717.14	4,893.09	28.22939
S108	G	61,652.99	5,137.75	29.64086
S109	A	46,466.48	3,872.21	22.33965
S109	B	48,789.80	4,065.82	23.45663
S109	C	51,229.29	4,269.11	24.62947
S109	D	53,790.75	4,482.56	25.86094
S109	E	56,480.29	4,706.69	27.15399
S109	F	59,304.31	4,942.03	28.51169
S109	G	62,269.52	5,189.13	29.93727
S110	A	46,931.14	3,910.93	22.56305
S110	B	49,277.70	4,106.47	23.69120
S110	C	51,741.58	4,311.80	24.87576
S110	D	54,328.66	4,527.39	26.11955
S110	E	57,045.10	4,753.76	27.42553
S110	F	59,897.35	4,991.45	28.79680
S110	G	62,892.22	5,241.02	30.23664
S111	A	46,931.05	3,910.92	22.56300
S111	B	49,277.60	4,106.47	23.69115
S111	C	51,741.48	4,311.79	24.87571
S111	D	54,328.56	4,527.38	26.11950
S111	E	57,044.98	4,753.75	27.42547
S111	F	59,897.23	4,991.44	28.79675
S111	G	62,892.10	5,241.01	30.23658
S112	A	47,400.36	3,950.03	22.78863
S112	B	49,770.38	4,147.53	23.92807
S112	C	52,258.90	4,354.91	25.12447
S112	D	54,871.84	4,572.65	26.38069
S112	E	57,615.43	4,801.29	27.69973
S112	F	60,496.21	5,041.35	29.08471
S112	G	63,521.02	5,293.42	30.53895

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S113	A	47,874.36	3,989.53	23.01652
S113	B	50,268.08	4,189.01	24.16735
S113	C	52,781.49	4,398.46	25.37571
S113	D	55,420.56	4,618.38	26.64450
S113	E	58,191.59	4,849.30	27.97673
S113	F	61,101.17	5,091.76	29.37556
S113	G	64,156.23	5,346.35	30.84434
S114	A	48,353.11	4,029.43	23.24669
S114	B	50,770.76	4,230.90	24.40902
S114	C	53,309.30	4,442.44	25.62947
S114	D	55,974.77	4,664.56	26.91095
S114	E	58,773.50	4,897.79	28.25649
S114	F	61,712.18	5,142.68	29.66932
S114	G	64,797.79	5,399.82	31.15278
S115	A	48,836.64	4,069.72	23.47915
S115	B	51,278.47	4,273.21	24.65311
S115	C	53,842.39	4,486.87	25.88577
S115	D	56,534.51	4,711.21	27.18005
S115	E	59,361.24	4,946.77	28.53906
S115	F	62,329.30	5,194.11	29.96601
S115	G	65,445.77	5,453.81	31.46431
S116	A	49,325.01	4,110.42	23.71394
S116	B	51,791.26	4,315.94	24.89964
S116	C	54,380.82	4,531.73	26.14462
S116	D	57,099.86	4,758.32	27.45186
S116	E	59,954.85	4,996.24	28.82445
S116	F	62,952.59	5,246.05	30.26567
S116	G	66,100.22	5,508.35	31.77895
S117	A	49,818.26	4,151.52	23.95108
S117	B	52,309.17	4,359.10	25.14864
S117	C	54,924.63	4,577.05	26.40607
S117	D	57,670.86	4,805.90	27.72637
S117	E	60,554.40	5,046.20	29.11269
S117	F	63,582.12	5,298.51	30.56833
S117	G	66,761.23	5,563.44	32.09674
S118	A	50,316.44	4,193.04	24.19060
S118	B	52,832.26	4,402.69	25.40012
S118	C	55,473.87	4,622.82	26.67013
S118	D	58,247.57	4,853.96	28.00364
S118	E	61,159.94	5,096.66	29.40382
S118	F	64,217.94	5,351.50	30.87401
S118	G	67,428.84	5,619.07	32.41771

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S119	A	50,819.60	4,234.97	24.43250
S119	B	53,360.58	4,446.72	25.65413
S119	C	56,028.61	4,669.05	26.93683
S119	D	58,830.04	4,902.50	28.28367
S119	E	61,771.54	5,147.63	29.69786
S119	F	64,860.12	5,405.01	31.18275
S119	G	68,103.13	5,675.26	32.74189
S120	A	51,327.80	4,277.32	24.67683
S120	B	53,894.19	4,491.18	25.91067
S120	C	56,588.90	4,715.74	27.20620
S120	D	59,418.34	4,951.53	28.56651
S120	E	62,389.26	5,199.10	29.99484
S120	F	65,508.72	5,459.06	31.49458
S120	G	68,784.16	5,732.01	33.06931
S121	A	54,485.48	4,540.46	26.19494
S121	B	57,209.76	4,767.48	27.50469
S121	C	60,070.24	5,005.85	28.87993
S121	D	63,073.76	5,256.15	30.32392
S121	E	66,227.44	5,518.95	31.84012
S121	F	69,538.82	5,794.90	33.43212
S121	G	73,015.76	6,084.65	35.10373
S122	A	55,030.34	4,585.86	26.45689
S122	B	57,781.85	4,815.15	27.77974
S122	C	60,670.95	5,055.91	29.16872
S122	D	63,704.49	5,308.71	30.62716
S122	E	66,889.72	5,574.14	32.15852
S122	F	70,234.20	5,852.85	33.76644
S122	G	73,745.91	6,145.49	35.45477
S123	A	55,580.64	4,631.72	26.72146
S123	B	58,359.67	4,863.31	28.05753
S123	C	61,277.66	5,106.47	29.46041
S123	D	64,341.54	5,361.79	30.93343
S123	E	67,558.62	5,629.88	32.48010
S123	F	70,936.55	5,911.38	34.10411
S123	G	74,483.37	6,206.95	35.80931
S124	A	56,136.45	4,678.04	26.98868
S124	B	58,943.27	4,911.94	28.33811
S124	C	61,890.43	5,157.54	29.75502
S124	D	64,984.95	5,415.41	31.24277
S124	E	68,234.20	5,686.18	32.80490
S124	F	71,645.91	5,970.49	34.44515
S124	G	75,228.21	6,269.02	36.16741

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S125	A	56,697.81	4,724.82	27.25856
S125	B	59,532.70	4,961.06	28.62149
S125	C	62,509.34	5,209.11	30.05257
S125	D	65,634.80	5,469.57	31.55519
S125	E	68,916.54	5,743.05	33.13295
S125	F	72,362.37	6,030.20	34.78960
S125	G	75,980.49	6,331.71	36.52908
S126	A	57,264.79	4,772.07	27.53115
S126	B	60,128.03	5,010.67	28.90771
S126	C	63,134.43	5,261.20	30.35309
S126	D	66,291.15	5,524.26	31.87075
S126	E	69,605.71	5,800.48	33.46428
S126	F	73,085.99	6,090.50	35.13750
S126	G	76,740.29	6,395.02	36.89437
S127	A	57,837.44	4,819.79	27.80646
S127	B	60,729.31	5,060.78	29.19678
S127	C	63,765.77	5,313.81	30.65662
S127	D	66,954.06	5,579.51	32.18945
S127	E	70,301.77	5,858.48	33.79893
S127	F	73,816.85	6,151.40	35.48887
S127	G	77,507.70	6,458.97	37.26332
S128	A	58,415.81	4,867.98	28.08452
S128	B	61,336.60	5,111.38	29.48875
S128	C	64,403.43	5,366.95	30.96319
S128	D	67,623.60	5,635.30	32.51135
S128	E	71,004.78	5,917.07	34.13692
S128	F	74,555.02	6,212.92	35.84376
S128	G	78,282.77	6,523.56	37.63595
S129	A	58,999.97	4,916.66	28.36537
S129	B	61,949.97	5,162.50	29.78364
S129	C	65,047.47	5,420.62	31.27282
S129	D	68,299.84	5,691.65	32.83646
S129	E	71,714.83	5,976.24	34.47828
S129	F	75,300.57	6,275.05	36.20220
S129	G	79,065.60	6,588.80	38.01231
S130	A	59,589.97	4,965.83	28.64902
S130	B	62,569.47	5,214.12	30.08147
S130	C	65,697.94	5,474.83	31.58555
S130	D	68,982.84	5,748.57	33.16483
S130	E	72,431.98	6,036.00	34.82307
S130	F	76,053.58	6,337.80	36.56422
S130	G	79,856.26	6,654.69	38.39243

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S131	A	60,185.87	5,015.49	28.93551
S131	B	63,195.16	5,266.26	30.38229
S131	C	66,354.92	5,529.58	31.90140
S131	D	69,672.67	5,806.06	33.49647
S131	E	73,156.30	6,096.36	35.17130
S131	F	76,814.12	6,401.18	36.92986
S131	G	80,654.82	6,721.24	38.77636
S132	A	60,787.73	5,065.64	29.22487
S132	B	63,827.11	5,318.93	30.68611
S132	C	67,018.47	5,584.87	32.22042
S132	D	70,369.39	5,864.12	33.83144
S132	E	73,887.86	6,157.32	35.52301
S132	F	77,582.26	6,465.19	37.29916
S132	G	81,461.37	6,788.45	39.16412
S133	A	61,395.61	5,116.30	29.51712
S133	B	64,465.39	5,372.12	30.99297
S133	C	67,688.65	5,640.72	32.54262
S133	D	71,073.09	5,922.76	34.16975
S133	E	74,626.74	6,218.90	35.87824
S133	F	78,358.08	6,529.84	37.67215
S133	G	82,275.98	6,856.33	39.55576
S134	A	62,009.56	5,167.46	29.81229
S134	B	65,110.04	5,425.84	31.30290
S134	C	68,365.54	5,697.13	32.86805
S134	D	71,783.82	5,981.98	34.51145
S134	E	75,373.01	6,281.08	36.23702
S134	F	79,141.66	6,595.14	38.04887
S134	G	83,098.74	6,924.90	39.95132
S135	A	53,422.43	4,451.87	25.68386
S135	B	56,093.52	4,674.46	26.96804
S135	C	58,898.20	4,908.18	28.31644
S135	D	61,843.11	5,153.59	29.73226
S135	E	64,935.28	5,411.27	31.21889
S135	F	68,181.94	5,681.83	32.77978
S135	G	71,591.07	5,965.92	34.41878
S136	A	53,956.57	4,496.38	25.94066
S136	B	56,654.46	4,721.20	27.23772
S136	C	59,487.07	4,957.26	28.59955
S136	D	62,461.43	5,205.12	30.02953
S136	E	65,584.58	5,465.38	31.53105
S136	F	68,863.73	5,738.64	33.10756
S136	G	72,306.87	6,025.57	34.76292

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S137	A	54,496.22	4,541.35	26.20011
S137	B	57,220.90	4,768.41	27.51005
S137	C	60,082.01	5,006.83	28.88558
S137	D	63,086.02	5,257.17	30.32982
S137	E	66,240.33	5,520.03	31.84631
S137	F	69,552.36	5,796.03	33.43863
S137	G	73,030.08	6,085.84	35.11061
S138	A	55,041.01	4,586.75	26.46202
S138	B	57,793.24	4,816.10	27.78521
S138	C	60,682.85	5,056.90	29.17445
S138	D	63,716.88	5,309.74	30.63312
S138	E	66,902.93	5,575.24	32.16487
S138	F	70,248.01	5,854.00	33.77308
S138	G	73,760.32	6,146.69	35.46169
S139	A	55,591.49	4,632.62	26.72668
S139	B	58,371.09	4,864.26	28.06302
S139	C	61,289.58	5,107.47	29.46615
S139	D	64,354.20	5,362.85	30.93952
S139	E	67,571.79	5,630.98	32.48644
S139	F	70,950.51	5,912.54	34.11082
S139	G	74,497.97	6,208.16	35.81633
S140	A	56,147.49	4,678.96	26.99398
S140	B	58,954.82	4,912.90	28.34366
S140	C	61,902.58	5,158.55	29.76086
S140	D	64,997.61	5,416.47	31.24885
S140	E	68,247.69	5,687.31	32.81139
S140	F	71,660.04	5,971.67	34.45194
S140	G	75,243.04	6,270.25	36.17454
S141	A	56,708.80	4,725.73	27.26385
S141	B	59,544.26	4,962.02	28.62705
S141	C	62,521.47	5,210.12	30.05840
S141	D	65,647.66	5,470.64	31.56138
S141	E	68,930.04	5,744.17	33.13944
S141	F	72,376.41	6,031.37	34.79635
S141	G	75,995.32	6,332.94	36.53621
S142	A	57,276.01	4,773.00	27.53654
S142	B	60,139.78	5,011.65	28.91336
S142	C	63,146.83	5,262.24	30.35905
S142	D	66,304.18	5,525.35	31.87701
S142	E	69,619.24	5,801.60	33.47079
S142	F	73,100.20	6,091.68	35.14432
S142	G	76,755.39	6,396.28	36.90163

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S143	A	57,848.72	4,820.73	27.81189
S143	B	60,741.19	5,061.77	29.20249
S143	C	63,778.26	5,314.85	30.66262
S143	D	66,967.15	5,580.60	32.19575
S143	E	70,315.47	5,859.62	33.80551
S143	F	73,831.20	6,152.60	35.49577
S143	G	77,522.88	6,460.24	37.27062
S144	A	58,427.14	4,868.93	28.08997
S144	B	61,348.68	5,112.39	29.49456
S144	C	64,415.96	5,368.00	30.96921
S144	D	67,636.78	5,636.40	32.51768
S144	E	71,018.73	5,918.23	34.14362
S144	F	74,569.61	6,214.13	35.85077
S144	G	78,298.16	6,524.85	37.64334
S145	A	59,011.45	4,917.62	28.37089
S145	B	61,962.06	5,163.50	29.78945
S145	C	65,060.12	5,421.68	31.27891
S145	D	68,313.24	5,692.77	32.84291
S145	E	71,728.83	5,977.40	34.48501
S145	F	75,315.24	6,276.27	36.20925
S145	G	79,081.03	6,590.09	38.01973
S146	A	59,601.65	4,966.80	28.65464
S146	B	62,581.71	5,215.14	30.08736
S146	C	65,710.75	5,475.90	31.59171
S146	D	68,996.36	5,749.70	33.17133
S146	E	72,446.15	6,037.18	34.82988
S146	F	76,068.48	6,339.04	36.57138
S146	G	79,871.89	6,655.99	38.39995
S147	A	60,197.55	5,016.46	28.94113
S147	B	63,207.44	5,267.29	30.38819
S147	C	66,367.83	5,530.65	31.90761
S147	D	69,686.32	5,807.19	33.50304
S147	E	73,170.69	6,097.56	35.17822
S147	F	76,829.12	6,402.43	36.93708
S147	G	80,670.54	6,722.55	38.78391
S148	A	60,799.52	5,066.63	29.23054
S148	B	63,839.63	5,319.97	30.69213
S148	C	67,031.57	5,585.96	32.22672
S148	D	70,383.12	5,865.26	33.83804
S148	E	73,902.45	6,158.54	35.53003
S148	F	77,597.56	6,466.46	37.30652
S148	G	81,477.36	6,789.78	39.17181

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S149	A	61,407.58	5,117.30	29.52288
S149	B	64,477.91	5,373.16	30.99899
S149	C	67,701.76	5,641.81	32.54892
S149	D	71,086.95	5,923.91	34.17642
S149	E	74,641.25	6,220.10	35.88521
S149	F	78,373.40	6,531.12	37.67952
S149	G	82,291.97	6,857.66	39.56345
S150	A	62,021.72	5,168.48	29.81814
S150	B	65,122.83	5,426.90	31.30905
S150	C	68,378.99	5,698.25	32.87451
S150	D	71,797.81	5,983.15	34.51818
S150	E	75,387.83	6,282.32	36.24415
S150	F	79,157.23	6,596.44	38.05636
S150	G	83,115.13	6,926.26	39.95920
S151	A	62,641.95	5,220.16	30.11632
S151	B	65,774.02	5,481.17	31.62213
S151	C	69,062.68	5,755.22	33.20321
S151	D	72,515.89	6,042.99	34.86341
S151	E	76,141.63	6,345.14	36.60656
S151	F	79,948.66	6,662.39	38.43686
S151	G	83,946.08	6,995.51	40.35869
S152	A	63,268.25	5,272.35	30.41743
S152	B	66,431.68	5,535.97	31.93831
S152	C	69,753.40	5,812.78	33.53529
S152	D	73,241.00	6,103.42	35.21202
S152	E	76,903.04	6,408.59	36.97262
S152	F	80,748.26	6,729.02	38.82128
S152	G	84,785.59	7,065.47	40.76230
S153	A	63,901.01	5,325.08	30.72164
S153	B	67,096.17	5,591.35	32.25778
S153	C	70,450.95	5,870.91	33.87065
S153	D	73,973.52	6,164.46	35.56419
S153	E	77,672.05	6,472.67	37.34233
S153	F	81,555.65	6,796.30	39.20945
S153	G	85,633.45	7,136.12	41.16993
S154	A	64,540.04	5,378.34	31.02887
S154	B	67,766.94	5,647.25	32.58026
S154	C	71,155.35	5,929.61	34.20930
S154	D	74,713.07	6,226.09	35.91975
S154	E	78,448.84	6,537.40	37.71579
S154	F	82,371.21	6,864.27	39.60154
S154	G	86,489.67	7,207.47	41.58157

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S155	A	65,185.35	5,432.11	31.33911
S155	B	68,444.74	5,703.73	32.90612
S155	C	71,866.97	5,988.91	34.55143
S155	D	75,460.42	6,288.37	36.27905
S155	E	79,233.43	6,602.79	38.09299
S155	F	83,194.94	6,932.91	39.99757
S155	G	87,354.83	7,279.57	41.99751
S156	A	65,837.30	5,486.44	31.65255
S156	B	69,129.18	5,760.77	33.23518
S156	C	72,585.62	6,048.80	34.89693
S156	D	76,214.79	6,351.23	36.64173
S156	E	80,025.62	6,668.80	38.47385
S156	F	84,026.84	7,002.24	40.39752
S156	G	88,228.34	7,352.36	42.41747
S157	A	66,495.52	5,541.29	31.96900
S157	B	69,820.47	5,818.37	33.56753
S157	C	73,311.50	6,109.29	35.24591
S157	D	76,976.96	6,414.75	37.00815
S157	E	80,825.98	6,735.50	38.85864
S157	F	84,867.29	7,072.27	40.80158
S157	G	89,110.60	7,425.88	42.84164
S158	A	67,160.59	5,596.72	32.28875
S158	B	70,518.60	5,876.55	33.90317
S158	C	74,044.59	6,170.38	35.59836
S158	D	77,746.72	6,478.89	37.37823
S158	E	81,634.13	6,802.84	39.24718
S158	F	85,715.73	7,142.98	41.20948
S158	G	90,001.60	7,500.13	43.27000
S159	A	67,832.12	5,652.68	32.61159
S159	B	71,223.76	5,935.31	34.24219
S159	C	74,785.09	6,232.09	35.95437
S159	D	78,524.28	6,543.69	37.75206
S159	E	82,450.45	6,870.87	39.63964
S159	F	86,572.90	7,214.41	41.62159
S159	G	90,901.72	7,575.14	43.70275
S160	A	68,510.48	5,709.21	32.93773
S160	B	71,936.14	5,994.68	34.58468
S160	C	75,532.81	6,294.40	36.31385
S160	D	79,309.44	6,609.12	38.12954
S160	E	83,274.94	6,939.58	40.03603
S160	F	87,438.82	7,286.57	42.03789
S160	G	91,810.58	7,650.88	44.13970

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S161	A	69,195.69	5,766.31	33.26716
S161	B	72,655.36	6,054.61	34.93046
S161	C	76,288.14	6,357.34	36.67699
S161	D	80,102.57	6,675.21	38.51085
S161	E	84,107.79	7,008.98	40.43644
S161	F	88,313.09	7,359.42	42.45822
S161	G	92,728.75	7,727.40	44.58113
S162	A	69,887.55	5,823.96	33.59978
S162	B	73,381.99	6,115.17	35.27980
S162	C	77,051.06	6,420.92	37.04378
S162	D	80,903.69	6,741.97	38.89601
S162	E	84,948.81	7,079.07	40.84077
S162	F	89,196.30	7,433.02	42.88284
S162	G	93,656.23	7,804.69	45.02703
S163	A	70,586.44	5,882.20	33.93579
S163	B	74,115.85	6,176.32	35.63262
S163	C	77,821.59	6,485.13	37.41423
S163	D	81,712.60	6,809.38	39.28491
S163	E	85,798.38	7,149.87	41.24922
S163	F	90,088.25	7,507.35	43.31166
S163	G	94,592.64	7,882.72	45.47723
S164	A	71,292.36	5,941.03	34.27517
S164	B	74,856.92	6,238.08	35.98890
S164	C	78,599.72	6,549.98	37.78833
S164	D	82,529.68	6,877.47	39.67773
S164	E	86,656.32	7,221.36	41.66169
S164	F	90,989.13	7,582.43	43.74477
S164	G	95,538.55	7,961.55	45.93200
S165	A	72,005.31	6,000.44	34.61794
S165	B	75,605.59	6,300.47	36.34884
S165	C	79,385.82	6,615.49	38.16626
S165	D	83,355.12	6,946.26	40.07458
S165	E	87,522.80	7,293.57	42.07827
S165	F	91,899.13	7,658.26	44.18227
S165	G	96,493.97	8,041.16	46.39133
S166	A	72,725.29	6,060.44	34.96408
S166	B	76,361.68	6,363.47	36.71234
S166	C	80,179.72	6,681.64	38.54794
S166	D	84,188.74	7,015.73	40.47535
S166	E	88,398.22	7,366.52	42.49914
S166	F	92,818.06	7,734.84	44.62407
S166	G	97,458.88	8,121.57	46.85523

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S167	A	73,452.49	6,121.04	35.31370
S167	B	77,125.17	6,427.10	37.07941
S167	C	80,981.41	6,748.45	38.93337
S167	D	85,030.52	7,085.88	40.88006
S167	E	89,282.19	7,440.18	42.92413
S167	F	93,746.11	7,812.18	45.07024
S167	G	98,433.49	8,202.79	47.32379
S168	A	74,187.10	6,182.26	35.66688
S168	B	77,896.46	6,491.37	37.45022
S168	C	81,791.27	6,815.94	39.32273
S168	D	85,880.85	7,156.74	41.28887
S168	E	90,174.90	7,514.57	43.35332
S168	F	94,683.66	7,890.30	45.52099
S168	G	99,417.79	8,284.82	47.79701
S169	A	74,928.94	6,244.08	36.02353
S169	B	78,675.34	6,556.28	37.82468
S169	C	82,609.30	6,884.11	39.71601
S169	D	86,739.74	7,228.31	41.70180
S169	E	91,076.72	7,589.73	43.78689
S169	F	95,630.52	7,969.21	45.97621
S169	G	100,411.96	8,367.66	48.27498
S170	A	75,678.37	6,306.53	36.38383
S170	B	79,462.21	6,621.85	38.20299
S170	C	83,435.31	6,952.94	40.11313
S170	D	87,607.17	7,300.60	42.11883
S170	E	91,987.48	7,665.62	44.22475
S170	F	96,586.70	8,048.89	46.43591
S170	G	101,416.21	8,451.35	48.75779
S171	A	76,435.02	6,369.59	36.74761
S171	B	80,256.87	6,688.07	38.58503
S171	C	84,269.68	7,022.47	40.51427
S171	D	88,483.16	7,373.60	42.53998
S171	E	92,907.36	7,742.28	44.66700
S171	F	97,552.75	8,129.40	46.90036
S171	G	102,430.34	8,535.86	49.24536
S172	A	77,199.47	6,433.29	37.11513
S172	B	81,059.32	6,754.94	38.97083
S172	C	85,112.42	7,092.70	40.91943
S172	D	89,368.08	7,447.34	42.96542
S172	E	93,836.37	7,819.70	45.11364
S172	F	98,528.31	8,210.69	47.36938
S172	G	103,454.73	8,621.23	49.73785

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S173	A	77,971.32	6,497.61	37.48621
S173	B	81,869.94	6,822.49	39.36055
S173	C	85,963.51	7,163.63	41.32861
S173	D	90,261.73	7,521.81	43.39506
S173	E	94,774.68	7,897.89	45.56475
S173	F	99,513.36	8,292.78	47.84296
S173	G	104,489.19	8,707.43	50.23519
S174	A	78,751.16	6,562.60	37.86114
S174	B	82,688.73	6,890.73	39.75420
S174	C	86,823.16	7,235.26	41.74190
S174	D	91,164.32	7,597.03	43.82900
S174	E	95,722.49	7,976.87	46.02043
S174	F	100,508.68	8,375.72	48.32148
S174	G	105,534.11	8,794.51	50.73755
S175	A	79,538.60	6,628.22	38.23971
S175	B	83,515.50	6,959.63	40.15168
S175	C	87,691.35	7,307.61	42.15930
S175	D	92,075.84	7,672.99	44.26723
S175	E	96,679.81	8,056.65	46.48068
S175	F	101,513.69	8,459.47	48.80466
S175	G	106,589.28	8,882.44	51.24485
S176	A	80,334.02	6,694.50	38.62212
S176	B	84,350.82	7,029.24	40.55328
S176	C	88,568.29	7,380.69	42.58091
S176	D	92,996.67	7,749.72	44.70994
S176	E	97,646.62	8,137.22	46.94549
S176	F	102,528.77	8,544.06	49.29268
S176	G	107,655.29	8,971.27	51.75735
S177	A	81,137.42	6,761.45	39.00837
S177	B	85,194.32	7,099.53	40.95881
S177	C	89,453.96	7,454.50	43.00671
S177	D	93,926.62	7,827.22	45.15703
S177	E	98,622.94	8,218.58	47.41487
S177	F	103,554.11	8,629.51	49.78563
S177	G	108,731.74	9,060.98	52.27488
S178	A	81,948.80	6,829.07	39.39846
S178	B	86,046.17	7,170.51	41.36835
S178	C	90,348.57	7,529.05	43.43681
S178	D	94,865.89	7,905.49	45.60860
S178	E	99,609.13	8,300.76	47.88901
S178	F	104,589.71	8,715.81	50.28352
S178	G	109,819.22	9,151.60	52.79770

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S179	A	82,768.16	6,897.35	39.79238
S179	B	86,906.57	7,242.21	41.78201
S179	C	91,251.92	7,604.33	43.87112
S179	D	95,814.65	7,984.55	46.06474
S179	E	100,605.21	8,383.77	48.36789
S179	F	105,635.58	8,802.96	50.78634
S179	G	110,917.34	9,243.11	53.32564
S180	A	83,595.88	6,966.32	40.19033
S180	B	87,775.72	7,314.64	42.19987
S180	C	92,164.58	7,680.38	44.30989
S180	D	96,772.73	8,064.39	46.52535
S180	E	101,611.36	8,467.61	48.85162
S180	F	106,691.89	8,890.99	51.29418
S180	G	112,026.48	9,335.54	53.85888
S181	A	84,431.77	7,035.98	40.59220
S181	B	88,653.42	7,387.78	42.62183
S181	C	93,086.17	7,757.18	44.75297
S181	D	97,740.49	8,145.04	46.99062
S181	E	102,627.39	8,552.28	49.34009
S181	F	107,758.85	8,979.90	51.80714
S181	G	113,146.83	9,428.90	54.39751
S182	A	85,276.21	7,106.35	40.99818
S182	B	89,540.04	7,461.67	43.04810
S182	C	94,017.07	7,834.76	45.20052
S182	D	98,717.76	8,226.48	47.46046
S182	E	103,653.68	8,637.81	49.83350
S182	F	108,836.44	9,069.70	52.32521
S182	G	114,278.20	9,523.18	54.94144
S183	A	86,128.83	7,177.40	41.40809
S183	B	90,435.41	7,536.28	43.47856
S183	C	94,957.10	7,913.09	45.65245
S183	D	99,705.09	8,308.76	47.93514
S183	E	104,690.23	8,724.19	50.33184
S183	F	109,924.68	9,160.39	52.84840
S183	G	115,420.97	9,618.41	55.49085
S184	A	86,990.18	7,249.18	41.82220
S184	B	91,339.71	7,611.64	43.91332
S184	C	95,906.62	7,992.22	46.10895
S184	D	100,702.12	8,391.84	48.41448
S184	E	105,737.05	8,811.42	50.83512
S184	F	111,023.94	9,251.99	53.37689
S184	G	116,575.14	9,714.60	56.04574

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S185	A	87,860.09	7,321.67	42.24043
S185	B	92,253.13	7,687.76	44.35247
S185	C	96,865.64	8,072.14	46.57002
S185	D	101,709.03	8,475.75	48.89857
S185	E	106,794.50	8,899.54	51.34351
S185	F	112,134.22	9,344.52	53.91068
S185	G	117,740.91	9,811.74	56.60621
S186	A	88,738.73	7,394.89	42.66285
S186	B	93,175.67	7,764.64	44.79600
S186	C	97,834.36	8,152.86	47.03575
S186	D	102,726.20	8,560.52	49.38760
S186	E	107,862.41	8,988.53	51.85693
S186	F	113,255.52	9,437.96	54.44977
S186	G	118,918.26	9,909.86	57.17224
S187	A	89,626.12	7,468.84	43.08948
S187	B	94,107.33	7,842.28	45.24391
S187	C	98,812.77	8,234.40	47.50614
S187	D	103,753.44	8,646.12	49.88146
S187	E	108,941.14	9,078.43	52.37555
S187	F	114,388.22	9,532.35	54.99434
S187	G	120,107.59	10,008.97	57.74403
S188	A	90,522.44	7,543.54	43.52040
S188	B	95,048.50	7,920.71	45.69639
S188	C	99,800.86	8,316.74	47.98118
S188	D	104,790.94	8,732.58	50.38026
S188	E	110,030.52	9,169.21	52.89929
S188	F	115,532.13	9,627.68	55.54429
S188	G	121,308.70	10,109.06	58.32149
S189	A	91,427.50	7,618.96	43.95553
S189	B	95,998.97	7,999.91	46.15335
S189	C	100,798.84	8,399.90	48.46098
S189	D	105,838.90	8,819.91	50.88409
S189	E	111,130.92	9,260.91	53.42833
S189	F	116,687.45	9,723.95	56.09973
S189	G	122,521.78	10,210.15	58.90470
S190	A	92,341.87	7,695.16	44.39513
S190	B	96,958.94	8,079.91	46.61488
S190	C	101,806.89	8,483.91	48.94562
S190	D	106,897.30	8,908.11	51.39293
S190	E	112,242.15	9,353.51	53.96257
S190	F	117,854.16	9,821.18	56.66065
S190	G	123,746.83	10,312.24	59.49367

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S191	A	93,265.17	7,772.10	44.83902
S191	B	97,928.61	8,160.72	47.08106
S191	C	102,825.01	8,568.75	49.43510
S191	D	107,966.16	8,997.18	51.90681
S191	E	113,364.59	9,447.05	54.50221
S191	F	119,032.85	9,919.40	57.22733
S191	G	124,984.42	10,415.37	60.08866
S192	A	94,197.97	7,849.83	45.28749
S192	B	98,907.78	8,242.31	47.55182
S192	C	103,853.20	8,654.43	49.92942
S192	D	109,045.84	9,087.15	52.42589
S192	E	114,498.24	9,541.52	55.04723
S192	F	120,223.12	10,018.59	57.79958
S192	G	126,234.17	10,519.51	60.68951
S193	A	95,139.89	7,928.32	45.74033
S193	B	99,896.82	8,324.74	48.02732
S193	C	104,891.65	8,740.97	50.42868
S193	D	110,136.17	9,178.01	52.95008
S193	E	115,643.10	9,636.93	55.59765
S193	F	121,425.18	10,118.77	58.37749
S193	G	127,496.47	10,624.71	61.29638
S194	A	101,884.49	8,490.37	48.98293
S194	B	106,978.57	8,914.88	51.43201
S194	C	112,327.52	9,360.63	54.00362
S194	D	117,944.03	9,828.67	56.70386
S194	E	123,841.19	10,320.10	59.53903
S194	F	130,033.31	10,836.11	62.51602
S194	G	136,534.90	11,377.91	65.64178
S195	A	102,903.26	8,575.27	49.47272
S195	B	108,048.44	9,004.04	51.94636
S195	C	113,450.88	9,454.24	54.54369
S195	D	119,123.43	9,926.95	57.27088
S195	E	125,079.64	10,423.30	60.13444
S195	F	131,333.58	10,944.46	63.14114
S195	G	137,900.26	11,491.69	66.29820
S196	A	103,932.31	8,661.03	49.96746
S196	B	109,128.90	9,094.07	52.46582
S196	C	114,585.35	9,548.78	55.08911
S196	D	120,314.63	10,026.22	57.84357
S196	E	126,330.34	10,527.53	60.73574
S196	F	132,646.84	11,053.90	63.77252
S196	G	139,279.17	11,606.60	66.96114

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S197	A	104,971.64	8,747.64	50.46713
S197	B	110,220.18	9,185.02	52.99047
S197	C	115,731.22	9,644.27	55.64001
S197	D	121,517.77	10,126.48	58.42200
S197	E	127,593.62	10,632.80	61.34309
S197	F	133,973.28	11,164.44	64.41023
S197	G	140,672.01	11,722.67	67.63077
S198	A	106,021.30	8,835.11	50.97178
S198	B	111,322.43	9,276.87	53.52040
S198	C	116,888.56	9,740.71	56.19642
S198	D	122,733.00	10,227.75	59.00625
S198	E	128,869.65	10,739.14	61.95656
S198	F	135,313.16	11,276.10	65.05440
S198	G	142,078.77	11,839.90	68.30710
S199	A	107,081.58	8,923.46	51.48153
S199	B	112,435.65	9,369.64	54.05560
S199	C	118,057.43	9,838.12	56.75838
S199	D	123,960.31	10,330.03	59.59630
S199	E	130,158.31	10,846.53	62.57611
S199	F	136,666.24	11,388.85	65.70492
S199	G	143,499.55	11,958.30	68.99017
S200	A	108,152.40	9,012.70	51.99635
S200	B	113,560.01	9,463.33	54.59616
S200	C	119,238.05	9,936.50	57.32599
S200	D	125,199.94	10,433.33	60.19228
S200	E	131,459.94	10,954.99	63.20189
S200	F	138,032.93	11,502.74	66.36198
S200	G	144,934.57	12,077.88	69.68008
S201	A	109,233.90	9,102.82	52.51630
S201	B	114,695.61	9,557.97	55.14212
S201	C	120,430.40	10,035.87	57.89923
S201	D	126,451.90	10,537.66	60.79418
S201	E	132,774.51	11,064.54	63.83390
S201	F	139,413.23	11,617.77	67.02559
S201	G	146,383.90	12,198.66	70.37687
S202	A	110,326.24	9,193.85	53.04146
S202	B	115,842.55	9,653.55	55.69353
S202	C	121,634.73	10,136.23	58.47823
S202	D	127,716.44	10,643.04	61.40213
S202	E	134,102.29	11,175.19	64.47226
S202	F	140,807.40	11,733.95	67.69587
S202	G	147,847.76	12,320.65	71.08066

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S203	A	111,429.50	9,285.79	53.57188
S203	B	117,001.00	9,750.08	56.25048
S203	C	122,851.03	10,237.59	59.06299
S203	D	128,993.59	10,749.47	62.01615
S203	E	135,443.24	11,286.94	65.11694
S203	F	142,215.42	11,851.29	68.37280
S203	G	149,326.20	12,443.85	71.79144
S204	A	112,543.81	9,378.65	54.10760
S204	B	118,171.03	9,847.59	56.81299
S204	C	124,079.57	10,339.96	59.65364
S204	D	130,283.54	10,856.96	62.63632
S204	E	136,797.69	11,399.81	65.76812
S204	F	143,637.56	11,969.80	69.05652
S204	G	150,819.45	12,568.29	72.50935
S205	A	113,669.24	9,472.44	54.64867
S205	B	119,352.69	9,946.06	57.38110
S205	C	125,320.32	10,443.36	60.25015
S205	D	131,586.35	10,965.53	63.26267
S205	E	138,165.67	11,513.81	66.42580
S205	F	145,073.99	12,089.50	69.74711
S205	G	152,327.67	12,693.97	73.23446
S206	A	114,805.93	9,567.16	55.19516
S206	B	120,546.24	10,045.52	57.95492
S206	C	126,573.54	10,547.80	60.85266
S206	D	132,902.23	11,075.19	63.89530
S206	E	139,547.33	11,628.94	67.09006
S206	F	146,524.73	12,210.39	70.44458
S206	G	153,850.97	12,820.91	73.96681
S207	A	115,954.00	9,662.83	55.74711
S207	B	121,751.68	10,145.97	58.53446
S207	C	127,839.25	10,653.27	61.46118
S207	D	134,231.22	11,185.93	64.53424
S207	E	140,942.83	11,745.24	67.76097
S207	F	147,989.97	12,332.50	71.14902
S207	G	155,389.48	12,949.12	74.70648
S208	A	117,113.55	9,759.46	56.30459
S208	B	122,969.21	10,247.43	59.11981
S208	C	129,117.66	10,759.81	62.07580
S208	D	135,573.53	11,297.79	65.17958
S208	E	142,352.22	11,862.69	68.43857
S208	F	149,469.83	12,455.82	71.86050
S208	G	156,943.30	13,078.61	75.45351

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S209	A	118,284.64	9,857.05	56.86762
S209	B	124,198.89	10,349.91	59.71101
S209	C	130,408.88	10,867.41	62.69658
S209	D	136,929.32	11,410.78	65.83140
S209	E	143,775.76	11,981.31	69.12296
S209	F	150,964.54	12,580.38	72.57911
S209	G	158,512.82	13,209.40	76.20809
S210	A	119,467.51	9,955.63	57.43631
S210	B	125,440.87	10,453.41	60.30811
S210	C	131,712.94	10,976.08	63.32353
S210	D	138,298.62	11,524.89	66.48972
S210	E	145,213.58	12,101.13	69.81422
S210	F	152,474.26	12,706.19	73.30493
S210	G	160,097.97	13,341.50	76.97018
S211	A	120,662.17	10,055.18	58.01066
S211	B	126,695.28	10,557.94	60.91119
S211	C	133,030.05	11,085.84	63.95675
S211	D	139,681.54	11,640.13	67.15459
S211	E	146,665.61	12,222.13	70.51231
S211	F	153,998.87	12,833.24	74.03792
S211	G	161,698.80	13,474.90	77.73981
S212	A	121,868.81	10,155.73	58.59077
S212	B	127,962.25	10,663.52	61.52031
S212	C	134,360.37	11,196.70	64.59633
S212	D	141,078.37	11,756.53	67.82614
S212	E	148,132.28	12,344.36	71.21744
S212	F	155,538.94	12,961.58	74.77834
S212	G	163,315.87	13,609.66	78.51725
S213	A	123,087.46	10,257.29	59.17666
S213	B	129,241.80	10,770.15	62.13548
S213	C	135,703.93	11,308.66	65.24228
S213	D	142,489.11	11,874.09	68.50438
S213	E	149,613.60	12,467.80	71.92962
S213	F	157,094.30	13,091.19	75.52611
S213	G	164,948.99	13,745.75	79.30240
S214	A	124,318.33	10,359.86	59.76843
S214	B	130,534.25	10,877.85	62.75685
S214	C	137,060.90	11,421.74	65.89466
S214	D	143,913.97	11,992.83	69.18941
S214	E	151,109.70	12,592.48	72.64890
S214	F	158,665.19	13,222.10	76.28134
S214	G	166,598.47	13,883.21	80.09542

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S215	A	125,561.53	10,463.46	60.36612
S215	B	131,839.60	10,986.63	63.38442
S215	C	138,431.60	11,535.97	66.55365
S215	D	145,353.15	12,112.76	69.88132
S215	E	152,620.83	12,718.40	73.37540
S215	F	160,251.83	13,354.32	77.04415
S215	G	168,264.48	14,022.04	80.89638
S216	A	126,817.16	10,568.10	60.96979
S216	B	133,158.00	11,096.50	64.01827
S216	C	139,815.89	11,651.32	67.21918
S216	D	146,806.69	12,233.89	70.58014
S216	E	154,147.03	12,845.59	74.10915
S216	F	161,854.38	13,487.86	77.81460
S216	G	169,947.12	14,162.26	81.70535
S217	A	128,085.32	10,673.78	61.57948
S217	B	134,489.58	11,207.46	64.65845
S217	C	141,214.03	11,767.84	67.89136
S217	D	148,274.75	12,356.23	71.28594
S217	E	155,688.52	12,974.04	74.85025
S217	F	163,472.92	13,622.74	78.59275
S217	G	171,646.58	14,303.88	82.52239
S218	A	129,366.16	10,780.51	62.19527
S218	B	135,834.50	11,319.54	65.30505
S218	C	142,626.21	11,885.52	68.57029
S218	D	149,757.52	12,479.79	71.99881
S218	E	157,245.41	13,103.78	75.59876
S218	F	165,107.67	13,758.97	79.37869
S218	G	173,363.01	14,446.92	83.34760
S219	A	130,659.83	10,888.32	62.81723
S219	B	137,192.81	11,432.73	65.95808
S219	C	144,052.48	12,004.37	69.25600
S219	D	151,255.13	12,604.59	72.71881
S219	E	158,817.85	13,234.82	76.35474
S219	F	166,758.76	13,896.56	80.17248
S219	G	175,096.70	14,591.39	84.18110
S220	A	131,966.41	10,997.20	63.44539
S220	B	138,564.75	11,547.06	66.61767
S220	C	145,492.99	12,124.42	69.94856
S220	D	152,767.64	12,730.64	73.44598
S220	E	160,406.06	13,367.17	77.11830
S220	F	168,426.38	14,035.53	80.97422
S220	G	176,847.70	14,737.31	85.02293

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S221	A	133,286.09	11,107.17	64.07985
S221	B	139,950.41	11,662.53	67.28385
S221	C	146,947.96	12,245.66	70.64806
S221	D	154,295.32	12,857.94	74.18044
S221	E	162,010.13	13,500.84	77.88949
S221	F	170,110.64	14,175.89	81.78396
S221	G	178,616.16	14,884.68	85.87315
S222	A	134,619.01	11,218.25	64.72068
S222	B	141,349.96	11,779.16	67.95671
S222	C	148,417.42	12,368.12	71.35453
S222	D	155,838.26	12,986.52	74.92224
S222	E	163,630.17	13,635.85	78.66835
S222	F	171,811.74	14,317.64	82.60180
S222	G	180,402.30	15,033.52	86.73187
S223	A	135,965.18	11,330.43	65.36787
S223	B	142,763.40	11,896.95	68.63625
S223	C	149,901.58	12,491.80	72.06807
S223	D	157,396.63	13,116.39	75.67146
S223	E	165,266.47	13,772.21	79.45503
S223	F	173,529.76	14,460.81	83.42777
S223	G	182,206.23	15,183.85	87.59915
S224	A	137,324.85	11,443.74	66.02156
S224	B	144,191.08	12,015.92	69.32264
S224	C	151,400.62	12,616.72	72.78876
S224	D	158,970.64	13,247.55	76.42819
S224	E	166,919.20	13,909.93	80.24961
S224	F	175,265.16	14,605.43	84.26210
S224	G	184,028.42	15,335.70	88.47520
S225	A	138,698.06	11,558.17	66.68176
S225	B	145,632.95	12,136.08	70.01584
S225	C	152,914.63	12,742.89	73.51665
S225	D	160,560.37	13,380.03	77.19249
S225	E	168,588.38	14,049.03	81.05211
S225	F	177,017.81	14,751.48	85.10472
S225	G	185,868.67	15,489.06	89.35994
S226	A	140,085.03	11,673.75	67.34857
S226	B	147,089.24	12,257.44	70.71598
S226	C	154,443.70	12,870.31	74.25178
S226	D	162,165.92	13,513.83	77.96439
S226	E	170,274.22	14,189.52	81.86260
S226	F	178,787.95	14,899.00	85.95574
S226	G	187,727.34	15,643.95	90.25353

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S227	A	141,485.87	11,790.49	68.02205
S227	B	148,560.18	12,380.01	71.42316
S227	C	155,988.18	12,999.01	74.99432
S227	D	163,787.61	13,648.97	78.74404
S227	E	171,976.98	14,331.42	82.68124
S227	F	180,575.83	15,047.99	86.81530
S227	G	189,604.63	15,800.39	91.15607
S228	A	142,900.74	11,908.39	68.70228
S228	B	150,045.77	12,503.81	72.13739
S228	C	157,548.04	13,129.00	75.74425
S228	D	165,425.43	13,785.45	79.53146
S228	E	173,696.73	14,474.73	83.50805
S228	F	182,381.58	15,198.47	87.68345
S228	G	191,500.66	15,958.39	92.06762
S229	A	144,329.73	12,027.48	69.38929
S229	B	151,546.23	12,628.85	72.85877
S229	C	159,123.54	13,260.29	76.50170
S229	D	167,079.70	13,923.31	80.32678
S229	E	175,433.66	14,619.47	84.34311
S229	F	184,205.36	15,350.45	88.56027
S229	G	193,415.66	16,117.97	92.98830
S230	A	145,773.06	12,147.76	70.08320
S230	B	153,061.69	12,755.14	73.58735
S230	C	160,714.74	13,392.89	77.26670
S230	D	168,750.48	14,062.54	81.13004
S230	E	177,188.02	14,765.67	85.18655
S230	F	186,047.41	15,503.95	89.44587
S230	G	195,349.80	16,279.15	93.91817
S231	A	147,230.76	12,269.23	70.78402
S231	B	154,592.29	12,882.69	74.32322
S231	C	162,321.92	13,526.83	78.03938
S231	D	170,438.00	14,203.17	81.94135
S231	E	178,959.91	14,913.33	86.03842
S231	F	187,907.90	15,658.99	90.34033
S231	G	197,303.28	16,441.94	94.85734
S232	A	148,703.07	12,391.92	71.49186
S232	B	156,138.21	13,011.52	75.06645
S232	C	163,945.15	13,662.10	78.81978
S232	D	172,142.41	14,345.20	82.76077
S232	E	180,749.52	15,062.46	86.89881
S232	F	189,787.03	15,815.59	91.24377
S232	G	199,276.35	16,606.36	95.80594

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S233	A	150,190.14	12,515.84	72.20680
S233	B	157,699.65	13,141.64	75.81714
S233	C	165,584.61	13,798.72	79.60799
S233	D	173,863.84	14,488.65	83.58838
S233	E	182,557.03	15,213.09	87.76780
S233	F	191,684.84	15,973.74	92.15617
S233	G	201,269.12	16,772.43	96.76400
S234	A	151,692.00	12,641.00	72.92885
S234	B	159,276.59	13,273.05	76.57529
S234	C	167,240.41	13,936.70	80.40405
S234	D	175,602.43	14,633.54	84.42425
S234	E	184,382.59	15,365.22	88.64548
S234	F	193,601.68	16,133.47	93.07773
S234	G	203,281.78	16,940.15	97.73163
S235	A	153,208.92	12,767.41	73.65813
S235	B	160,869.37	13,405.78	77.34104
S235	C	168,912.87	14,076.07	81.20811
S235	D	177,358.50	14,779.88	85.26851
S235	E	186,226.46	15,518.87	89.53195
S235	F	195,537.74	16,294.81	94.00853
S235	G	205,314.65	17,109.55	98.70896
S236	A	154,741.00	12,895.08	74.39471
S236	B	162,478.06	13,539.84	78.11445
S236	C	170,601.98	14,216.83	82.02018
S236	D	179,132.07	14,927.67	86.12119
S236	E	188,088.65	15,674.05	90.42724
S236	F	197,493.12	16,457.76	94.94861
S236	G	207,367.72	17,280.64	99.69602
S237	A	156,288.44	13,024.04	75.13867
S237	B	164,102.85	13,675.24	78.89560
S237	C	172,307.99	14,359.00	82.84038
S237	D	180,923.38	15,076.95	86.98239
S237	E	189,969.53	15,830.79	91.33151
S237	F	199,468.04	16,622.34	95.89809
S237	G	209,441.42	17,453.45	100.69299
S238	A	157,851.28	13,154.27	75.89004
S238	B	165,743.84	13,811.99	79.68454
S238	C	174,031.08	14,502.59	83.66879
S238	D	182,732.58	15,227.72	87.85220
S238	E	191,869.22	15,989.10	92.24482
S238	F	201,462.65	16,788.55	96.85704
S238	G	211,535.81	17,627.98	101.69991

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S239	A	159,429.80	13,285.82	76.64894
S239	B	167,401.29	13,950.11	80.48139
S239	C	175,771.32	14,647.61	84.50544
S239	D	184,559.93	15,379.99	88.73073
S239	E	193,787.93	16,148.99	93.16727
S239	F	203,477.35	16,956.45	97.82565
S239	G	213,651.23	17,804.27	102.71694
S240	A	161,024.10	13,418.68	77.41543
S240	B	169,075.29	14,089.61	81.28620
S240	C	177,529.10	14,794.09	85.35053
S240	D	186,405.57	15,533.80	89.61806
S240	E	195,725.87	16,310.49	94.09897
S240	F	205,512.17	17,126.01	98.80393
S240	G	215,787.76	17,982.31	103.74412
S241	A	162,634.37	13,552.86	78.18960
S241	B	170,766.08	14,230.51	82.09908
S241	C	179,304.41	14,942.03	86.20404
S241	D	188,269.61	15,689.13	90.51424
S241	E	197,683.12	16,473.59	95.03996
S241	F	207,567.28	17,297.27	99.79196
S241	G	217,945.64	18,162.14	104.78156
S242	A	164,260.71	13,688.39	78.97149
S242	B	172,473.72	14,372.81	82.92006
S242	C	181,097.42	15,091.45	87.06607
S242	D	190,152.31	15,846.03	91.41938
S242	E	199,659.93	16,638.33	95.99035
S242	F	209,642.91	17,470.24	100.78986
S242	G	220,125.08	18,343.76	105.82936
S243	A	165,903.31	13,825.28	79.76121
S243	B	174,198.46	14,516.54	83.74926
S243	C	182,908.42	15,242.37	87.93674
S243	D	192,053.82	16,004.49	92.33357
S243	E	201,656.50	16,804.71	96.95024
S243	F	211,739.40	17,644.95	101.79779
S243	G	222,326.34	18,527.19	106.88766
S244	A	167,562.35	13,963.53	80.55882
S244	B	175,940.42	14,661.70	84.58674
S244	C	184,737.44	15,394.79	88.81608
S244	D	193,974.31	16,164.53	93.25688
S244	E	203,673.06	16,972.76	97.91974
S244	F	213,856.66	17,821.39	102.81570
S244	G	224,549.56	18,712.46	107.95652

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S245	A	169,237.93	14,103.16	81.36439
S245	B	177,699.87	14,808.32	85.43263
S245	C	186,584.86	15,548.74	89.70426
S245	D	195,914.09	16,326.17	94.18947
S245	E	205,709.84	17,142.49	98.89896
S245	F	215,995.32	17,999.61	103.84390
S245	G	226,795.09	18,899.59	109.03610
S246	A	170,930.37	14,244.20	82.17806
S246	B	179,476.86	14,956.40	86.28695
S246	C	188,450.68	15,704.22	90.60129
S246	D	197,873.23	16,489.44	95.13136
S246	E	207,766.93	17,313.91	99.88795
S246	F	218,155.29	18,179.61	104.88235
S246	G	229,063.04	19,088.59	110.12646
S247	A	172,639.63	14,386.64	82.99982
S247	B	181,271.61	15,105.97	87.14981
S247	C	190,335.19	15,861.27	91.50730
S247	D	199,851.96	16,654.33	96.08268
S247	E	209,844.58	17,487.05	100.88682
S247	F	220,336.84	18,361.40	105.93117
S247	G	231,353.67	19,279.47	111.22773
S248	A	174,366.05	14,530.50	83.82983
S248	B	183,084.33	15,257.03	88.02131
S248	C	192,238.52	16,019.88	92.42237
S248	D	201,850.51	16,820.88	97.04351
S248	E	211,943.01	17,661.92	101.89568
S248	F	222,540.20	18,545.02	106.99048
S248	G	233,667.19	19,472.27	112.34000
S249	A	176,109.68	14,675.81	84.66811
S249	B	184,915.19	15,409.60	88.90153
S249	C	194,160.96	16,180.08	93.34662
S249	D	203,868.98	16,989.08	98.01393
S249	E	214,062.44	17,838.54	102.91463
S249	F	224,765.54	18,730.46	108.06036
S249	G	236,003.81	19,666.98	113.46337
S250	A	177,870.78	14,822.57	85.51480
S250	B	186,764.36	15,563.70	89.79056
S250	C	196,102.54	16,341.88	94.28007
S250	D	205,907.67	17,158.97	98.99407
S250	E	216,203.02	18,016.92	103.94376
S250	F	227,013.17	18,917.76	109.14095
S250	G	238,363.82	19,863.65	114.59799

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S251	A	179,649.52	14,970.79	86.36996
S251	B	188,631.98	15,719.33	90.68845
S251	C	198,063.52	16,505.29	95.22285
S251	D	207,966.72	17,330.56	99.98400
S251	E	218,365.09	18,197.09	104.98322
S251	F	229,283.37	19,106.95	110.23239
S251	G	240,747.51	20,062.29	115.74400
S252	A	181,445.98	15,120.50	87.23365
S252	B	190,518.27	15,876.52	91.59532
S252	C	200,044.19	16,670.35	96.17509
S252	D	210,046.44	17,503.87	100.98387
S252	E	220,548.76	18,379.06	106.03306
S252	F	231,576.19	19,298.02	111.33471
S252	G	243,154.98	20,262.92	116.90143
S253	A	183,260.43	15,271.70	88.10598
S253	B	192,423.44	16,035.29	92.51127
S253	C	202,044.66	16,837.06	97.13686
S253	D	212,146.88	17,678.91	101.99369
S253	E	222,754.27	18,562.86	107.09340
S253	F	233,891.95	19,491.00	112.44805
S253	G	245,586.58	20,465.55	118.07047
S254	A	185,093.06	15,424.42	88.98705
S254	B	194,347.69	16,195.64	93.43639
S254	C	204,065.07	17,005.42	98.10820
S254	D	214,268.33	17,855.69	103.01362
S254	E	224,981.76	18,748.48	108.16431
S254	F	236,230.84	19,685.90	113.57252
S254	G	248,042.39	20,670.20	119.25115
S255	A	186,943.97	15,578.66	89.87691
S255	B	196,291.19	16,357.60	94.37076
S255	C	206,105.75	17,175.48	99.08930
S255	D	216,411.06	18,034.25	104.04378
S255	E	227,231.66	18,935.97	109.24599
S255	F	238,593.23	19,882.77	114.70828
S255	G	250,522.87	20,876.91	120.44369
S256	A	188,813.46	15,734.45	90.77570
S256	B	198,254.10	16,521.18	95.31447
S256	C	208,166.79	17,347.23	100.08019
S256	D	218,575.15	18,214.60	105.08421
S256	E	229,503.90	19,125.33	110.33841
S256	F	240,979.12	20,081.59	115.85535
S256	G	253,028.09	21,085.67	121.64812

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S257	A	190,701.58	15,891.80	91.68345
S257	B	200,236.68	16,686.39	96.26763
S257	C	210,248.51	17,520.71	101.08101
S257	D	220,760.98	18,396.75	106.13509
S257	E	231,799.00	19,316.58	111.44183
S257	F	243,388.96	20,282.41	117.01392
S257	G	255,558.43	21,296.54	122.86463
S258	A	192,608.60	16,050.72	92.60029
S258	B	202,239.02	16,853.25	97.23030
S258	C	212,350.99	17,695.92	102.09182
S258	D	222,968.55	18,580.71	107.19642
S258	E	234,116.97	19,509.75	112.55623
S258	F	245,822.84	20,485.24	118.18406
S258	G	258,113.97	21,509.50	124.09325
S259	A	194,534.66	16,211.22	93.52628
S259	B	204,261.44	17,021.79	98.20261
S259	C	214,474.52	17,872.88	103.11275
S259	D	225,198.24	18,766.52	108.26838
S259	E	236,458.12	19,704.84	113.68179
S259	F	248,280.98	20,690.08	119.36586
S259	G	260,695.04	21,724.59	125.33415
S260	A	196,480.02	16,373.33	94.46155
S260	B	206,304.00	17,192.00	99.18462
S260	C	216,619.17	18,051.60	104.14383
S260	D	227,450.15	18,954.18	109.35104
S260	E	238,822.67	19,901.89	114.81859
S260	F	250,763.80	20,896.98	120.55952
S260	G	263,302.02	21,941.84	126.58751
S261	A	198,444.82	16,537.07	95.40616
S261	B	208,367.07	17,363.92	100.17648
S261	C	218,785.42	18,232.12	105.18530
S261	D	229,724.72	19,143.73	110.44458
S261	E	241,210.97	20,100.91	115.96681
S261	F	253,271.51	21,105.96	121.76515
S261	G	265,935.06	22,161.25	127.85339
S262	A	200,429.31	16,702.44	96.36024
S262	B	210,450.74	17,537.56	101.17824
S262	C	220,973.27	18,414.44	106.23715
S262	D	232,021.93	19,335.16	111.54901
S262	E	243,623.01	20,301.92	117.12645
S262	F	255,804.18	21,317.01	122.98278
S262	G	268,594.36	22,382.86	129.13190

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S263	A	202,433.56	16,869.46	97.32383
S263	B	212,555.26	17,712.94	102.19003
S263	C	223,183.04	18,598.59	107.29954
S263	D	234,342.18	19,528.52	112.66451
S263	E	246,059.25	20,504.94	118.29772
S263	F	258,362.27	21,530.19	124.21263
S263	G	271,280.36	22,606.70	130.42325
S264	A	204,457.94	17,038.16	98.29709
S264	B	214,680.80	17,890.07	103.21192
S264	C	225,414.82	18,784.57	108.37251
S264	D	236,685.53	19,723.79	113.79112
S264	E	248,519.88	20,709.99	119.48071
S264	F	260,945.84	21,745.49	125.45473
S264	G	273,993.12	22,832.76	131.72746
S265	A	206,502.49	17,208.54	99.28004
S265	B	216,827.64	18,068.97	104.24406
S265	C	227,668.99	18,972.42	109.45625
S265	D	239,052.46	19,921.04	114.92907
S265	E	251,005.09	20,917.09	120.67552
S265	F	263,555.38	21,962.95	126.70931
S265	G	276,733.12	23,061.09	133.04477
S266	A	208,567.52	17,380.63	100.27285
S266	B	218,995.89	18,249.66	105.28649
S266	C	229,945.67	19,162.14	110.55080
S266	D	241,442.95	20,120.25	116.07834
S266	E	253,515.12	21,126.26	121.88227
S266	F	266,190.86	22,182.57	127.97638
S266	G	279,500.39	23,291.70	134.37519
S267	A	210,653.22	17,554.43	101.27559
S267	B	221,185.87	18,432.16	106.33936
S267	C	232,245.17	19,353.76	111.65633
S267	D	243,857.44	20,321.45	117.23915
S267	E	256,050.31	21,337.53	123.10111
S267	F	268,852.85	22,404.40	129.25618
S267	G	282,295.47	23,524.62	135.71897
S268	A	212,759.69	17,729.97	102.28831
S268	B	223,397.71	18,616.48	107.40275
S268	C	234,567.60	19,547.30	112.77288
S268	D	246,295.99	20,524.67	118.41153
S268	E	258,610.80	21,550.90	124.33212
S268	F	271,541.34	22,628.45	130.54872
S268	G	285,118.44	23,759.87	137.07618

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S269	A	214,887.29	17,907.27	103.31120
S269	B	225,631.70	18,802.64	108.47678
S269	C	236,913.30	19,742.77	113.90062
S269	D	248,758.96	20,729.91	119.59566
S269	E	261,196.90	21,766.41	125.57543
S269	F	274,256.75	22,854.73	131.85421
S269	G	287,969.56	23,997.46	138.44690
S270	A	217,036.17	18,086.35	104.34431
S270	B	227,887.98	18,990.66	109.56153
S270	C	239,282.39	19,940.20	115.03961
S270	D	251,246.54	20,937.21	120.79160
S270	E	263,808.85	21,984.07	126.83118
S270	F	276,999.30	23,083.28	133.17274
S270	G	290,849.32	24,237.44	139.83141
S271	A	219,206.52	18,267.21	105.38775
S271	B	230,166.87	19,180.57	110.65715
S271	C	241,675.22	20,139.60	116.19001
S271	D	253,758.99	21,146.58	121.99952
S271	E	266,446.94	22,203.91	128.09949
S271	F	279,769.33	23,314.11	134.50448
S271	G	293,757.79	24,479.82	141.22971
S272	A	221,398.61	18,449.88	106.44164
S272	B	232,468.52	19,372.38	111.76371
S272	C	244,091.97	20,341.00	117.35191
S272	D	256,296.58	21,358.05	123.21951
S272	E	269,111.44	22,425.95	129.38050
S272	F	282,566.99	23,547.25	135.84951
S272	G	296,695.31	24,724.61	142.64198
S273	A	223,612.58	18,634.38	107.50605
S273	B	234,793.23	19,566.10	112.88136
S273	C	246,532.87	20,544.41	118.52542
S273	D	258,859.56	21,571.63	124.45171
S273	E	271,802.52	22,650.21	130.67429
S273	F	285,392.69	23,782.72	137.20802
S273	G	299,662.27	24,971.86	144.06840
S274	A	225,848.70	18,820.73	108.58111
S274	B	237,141.12	19,761.76	114.01015
S274	C	248,998.25	20,749.85	119.71070
S274	D	261,448.14	21,787.34	125.69622
S274	E	274,520.55	22,876.71	131.98103
S274	F	288,246.57	24,020.55	138.58008
S274	G	302,658.89	25,221.57	145.50908

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S275	A	228,107.23	19,008.94	109.66694
S275	B	239,512.59	19,959.38	115.15028
S275	C	251,488.21	20,957.35	120.90779
S275	D	264,062.62	22,005.22	126.95318
S275	E	277,265.72	23,105.48	133.30083
S275	F	291,129.02	24,260.75	139.96587
S275	G	305,685.46	25,473.79	146.96416
S276	A	230,388.28	19,199.02	110.76359
S276	B	241,907.74	20,158.98	116.30180
S276	C	254,003.13	21,166.93	122.11689
S276	D	266,703.26	22,225.27	128.22272
S276	E	280,038.45	23,336.54	134.63387
S276	F	294,040.38	24,503.36	141.36557
S276	G	308,742.42	25,728.53	148.43385
S277	A	232,692.20	19,391.02	111.87125
S277	B	244,326.79	20,360.57	117.46480
S277	C	256,543.17	21,378.60	123.33806
S277	D	269,370.32	22,447.53	129.50496
S277	E	282,838.86	23,569.91	135.98022
S277	F	296,980.80	24,748.40	142.77923
S277	G	311,829.86	25,985.82	149.91820
S278	A	235,019.14	19,584.93	112.98997
S278	B	246,770.06	20,564.17	118.63945
S278	C	259,108.55	21,592.38	124.57142
S278	D	272,063.98	22,672.00	130.79999
S278	E	285,667.21	23,805.60	137.34001
S278	F	299,950.52	24,995.88	144.20698
S278	G	314,948.10	26,245.68	151.41736
S279	A	237,369.34	19,780.78	114.11987
S279	B	249,237.77	20,769.81	119.82585
S279	C	261,699.68	21,808.31	125.81715
S279	D	274,784.66	22,898.72	132.10801
S279	E	288,523.89	24,043.66	138.71341
S279	F	302,950.10	25,245.84	145.64909
S279	G	318,097.60	26,508.13	152.93154
S280	A	239,743.01	19,978.58	115.26106
S280	B	251,730.18	20,977.51	121.02412
S280	C	264,316.68	22,026.39	127.07533
S280	D	277,532.49	23,127.71	133.42908
S280	E	291,409.14	24,284.09	140.10055
S280	F	305,979.61	25,498.30	147.10558
S280	G	321,278.53	26,773.21	154.46083

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S281	A	242,140.46	20,178.37	116.41368
S281	B	254,247.48	21,187.29	122.23437
S281	C	266,959.84	22,246.65	128.34608
S281	D	280,307.87	23,358.99	134.76340
S281	E	294,323.25	24,526.94	141.50156
S281	F	309,039.42	25,753.29	148.57665
S281	G	324,491.42	27,040.95	156.00549
S282	A	244,561.83	20,380.15	117.57780
S282	B	256,789.93	21,399.16	123.45669
S282	C	269,629.48	22,469.12	129.62956
S282	D	283,110.97	23,592.58	136.11104
S282	E	297,266.51	24,772.21	142.91659
S282	F	312,129.81	26,010.82	150.06241
S282	G	327,736.31	27,311.36	157.56554
S283	A	247,007.43	20,583.95	118.75357
S283	B	259,357.84	21,613.15	124.69127
S283	C	272,325.68	22,693.81	130.92581
S283	D	285,941.99	23,828.50	137.47211
S283	E	300,239.08	25,019.92	144.34571
S283	F	315,251.05	26,270.92	151.56301
S283	G	331,013.63	27,584.47	159.14117
S284	A	249,477.52	20,789.79	119.94112
S284	B	261,951.44	21,829.29	125.93819
S284	C	275,049.00	22,920.75	132.23509
S284	D	288,801.45	24,066.79	138.84685
S284	E	303,241.52	25,270.13	145.78919
S284	F	318,403.59	26,533.63	153.07865
S284	G	334,323.81	27,860.32	160.73260
S285	A	251,972.30	20,997.69	121.14053
S285	B	264,570.92	22,047.58	127.19756
S285	C	277,799.48	23,149.96	133.55744
S285	D	291,689.45	24,307.45	140.23531
S285	E	306,273.93	25,522.83	147.24708
S285	F	321,587.63	26,798.97	154.60944
S285	G	337,667.01	28,138.92	162.33991
S286	A	254,492.01	21,207.67	122.35193
S286	B	267,216.62	22,268.05	128.46953
S286	C	280,577.48	23,381.46	134.89302
S286	D	294,606.30	24,550.53	141.63765
S286	E	309,336.65	25,778.05	148.71954
S286	F	324,803.43	27,066.95	156.15550
S286	G	341,043.66	28,420.31	163.96330

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S287	A	257,036.97	21,419.75	123.57546
S287	B	269,888.81	22,490.73	129.75424
S287	C	283,383.26	23,615.27	136.24195
S287	D	297,552.42	24,796.03	143.05405
S287	E	312,430.07	26,035.84	150.20677
S287	F	328,051.56	27,337.63	157.71709
S287	G	344,454.12	28,704.51	165.60294
S288	A	259,607.35	21,633.95	124.81122
S288	B	272,587.72	22,715.64	131.05179
S288	C	286,217.10	23,851.43	137.60438
S288	D	300,527.96	25,044.00	144.48460
S288	E	315,554.32	26,296.19	151.70881
S288	F	331,332.05	27,611.00	159.29425
S288	G	347,898.68	28,991.56	167.25898
S289	A	262,203.40	21,850.28	126.05933
S289	B	275,313.57	22,942.80	132.36229
S289	C	289,079.25	24,089.94	138.98041
S289	D	303,533.27	25,294.44	145.92946
S289	E	318,709.92	26,559.16	153.22592
S289	F	334,645.45	27,887.12	160.88724
S289	G	351,377.71	29,281.48	168.93159
S290	A	264,825.44	22,068.79	127.31992
S290	B	278,066.67	23,172.22	133.68590
S290	C	291,970.02	24,330.84	140.37020
S290	D	306,568.54	25,547.38	147.38872
S290	E	321,896.96	26,824.75	154.75815
S290	F	337,991.79	28,165.98	162.49605
S290	G	354,891.38	29,574.28	170.62086
S291	A	267,473.69	22,289.47	128.59312
S291	B	280,847.39	23,403.95	135.02278
S291	C	294,889.73	24,574.14	141.77391
S291	D	309,634.23	25,802.85	148.86261
S291	E	325,115.92	27,092.99	156.30573
S291	F	341,371.71	28,447.64	164.12102
S291	G	358,440.29	29,870.02	172.32706
S292	A	270,148.40	22,512.37	129.87904
S292	B	283,655.82	23,637.99	136.37299
S292	C	297,838.63	24,819.89	143.19165
S292	D	312,730.57	26,060.88	150.35124
S292	E	328,367.11	27,363.93	157.86881
S292	F	344,785.46	28,732.12	165.76224
S292	G	362,024.74	30,168.73	174.05035

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S293	A	272,849.90	22,737.49	131.17784
S293	B	286,492.38	23,874.37	137.73672
S293	C	300,816.98	25,068.08	144.62355
S293	D	315,857.83	26,321.49	151.85472
S293	E	331,650.71	27,637.56	159.44746
S293	F	348,233.25	29,019.44	167.41983
S293	G	365,644.92	30,470.41	175.79083
S294	A	275,578.39	22,964.87	132.48961
S294	B	289,357.27	24,113.11	139.11407
S294	C	303,825.18	25,318.76	146.06980
S294	D	319,016.44	26,584.70	153.37329
S294	E	334,967.25	27,913.94	161.04195
S294	F	351,715.62	29,309.63	169.09405
S294	G	369,301.38	30,775.11	177.54874
S295	A	278,334.21	23,194.52	133.81452
S295	B	292,250.93	24,354.24	140.50526
S295	C	306,863.46	25,571.96	147.53051
S295	D	322,206.66	26,850.55	154.90705
S295	E	338,316.99	28,193.08	162.65240
S295	F	355,232.81	29,602.73	170.78501
S295	G	372,994.46	31,082.87	179.32426
S296	A	281,117.55	23,426.46	135.15267
S296	B	295,173.40	24,597.78	141.91029
S296	C	309,932.07	25,827.67	149.00580
S296	D	325,428.69	27,119.06	156.45610
S296	E	341,700.17	28,475.01	164.27893
S296	F	358,785.18	29,898.76	172.49287
S296	G	376,724.42	31,393.70	181.11751
S297	A	283,928.75	23,660.73	136.50421
S297	B	298,125.17	24,843.76	143.32941
S297	C	313,031.42	26,085.95	150.49588
S297	D	328,683.03	27,390.25	158.02069
S297	E	345,117.19	28,759.77	165.92173
S297	F	362,373.02	30,197.75	174.21780
S297	G	380,491.66	31,707.64	182.92868
S298	A	286,768.03	23,897.34	137.86925
S298	B	301,106.38	25,092.20	144.76268
S298	C	316,161.72	26,346.81	152.00083
S298	D	331,969.80	27,664.15	159.60087
S298	E	348,568.28	29,047.36	167.58091
S298	F	365,996.73	30,499.73	175.95996
S298	G	384,296.51	32,024.71	184.75794

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S299	A	289,635.64	24,136.30	139.24790
S299	B	304,117.48	25,343.12	146.21033
S299	C	319,323.34	26,610.28	153.52084
S299	D	335,289.51	27,940.79	161.19688
S299	E	352,053.98	29,337.83	169.25672
S299	F	369,656.68	30,804.72	177.71956
S299	G	388,139.57	32,344.96	186.60556
S300	A	292,532.02	24,377.67	140.64039
S300	B	307,158.62	25,596.55	147.67242
S300	C	322,516.56	26,876.38	155.05604
S300	D	338,642.37	28,220.20	162.80883
S300	E	355,574.50	29,631.21	170.94928
S300	F	373,353.20	31,112.77	179.49673
S300	G	392,020.90	32,668.41	188.47158

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T115	A	19,631.39	1,635.95	9.43817
T115	B	20,612.96	1,717.75	9.91008
T115	C	21,643.61	1,803.63	10.40558
T115	D	22,725.79	1,893.82	10.92586
T115	E	23,862.08	1,988.51	11.47215
T115	F	25,055.19	2,087.93	12.04576
T115	G	26,307.94	2,192.33	12.64805
T116	A	19,827.71	1,652.31	9.53255
T116	B	20,819.09	1,734.92	10.00918
T116	C	21,860.05	1,821.67	10.50964
T116	D	22,953.05	1,912.75	11.03512
T116	E	24,100.70	2,008.39	11.58688
T116	F	25,305.74	2,108.81	12.16622
T116	G	26,571.02	2,214.25	12.77453
T117	A	20,025.98	1,668.83	9.62788
T117	B	21,027.28	1,752.27	10.10927
T117	C	22,078.65	1,839.89	10.61473
T117	D	23,182.58	1,931.88	11.14547
T117	E	24,341.71	2,028.48	11.70274
T117	F	25,558.79	2,129.90	12.28788
T117	G	26,836.73	2,236.39	12.90228
T118	A	20,226.24	1,685.52	9.72416
T118	B	21,237.56	1,769.80	10.21036
T118	C	22,299.43	1,858.29	10.72088
T118	D	23,414.41	1,951.20	11.25693
T118	E	24,585.13	2,048.76	11.81977
T118	F	25,814.38	2,151.20	12.41076
T118	G	27,105.10	2,258.76	13.03130
T119	A	20,428.51	1,702.38	9.82140
T119	B	21,449.93	1,787.49	10.31247
T119	C	22,522.43	1,876.87	10.82809
T119	D	23,648.55	1,970.71	11.36950
T119	E	24,830.98	2,069.25	11.93797
T119	F	26,072.53	2,172.71	12.53487
T119	G	27,376.15	2,281.35	13.16161
T120	A	20,632.79	1,719.40	9.91961
T120	B	21,664.43	1,805.37	10.41559
T120	C	22,747.65	1,895.64	10.93637
T120	D	23,885.04	1,990.42	11.48319
T120	E	25,079.29	2,089.94	12.05735
T120	F	26,333.25	2,194.44	12.66022
T120	G	27,649.91	2,304.16	13.29323

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T121	A	20,839.12	1,736.59	10.01881
T121	B	21,881.08	1,823.42	10.51975
T121	C	22,975.13	1,914.59	11.04574
T121	D	24,123.89	2,010.32	11.59802
T121	E	25,330.08	2,110.84	12.17792
T121	F	26,596.58	2,216.38	12.78682
T121	G	27,926.41	2,327.20	13.42616
T122	A	21,047.51	1,753.96	10.11900
T122	B	22,099.89	1,841.66	10.62495
T122	C	23,204.88	1,933.74	11.15619
T122	D	24,365.13	2,030.43	11.71400
T122	E	25,583.38	2,131.95	12.29970
T122	F	26,862.55	2,238.55	12.91469
T122	G	28,205.68	2,350.47	13.56042
T123	A	21,257.99	1,771.50	10.22019
T123	B	22,320.89	1,860.07	10.73119
T123	C	23,436.93	1,953.08	11.26775
T123	D	24,608.78	2,050.73	11.83114
T123	E	25,839.22	2,153.27	12.42270
T123	F	27,131.18	2,260.93	13.04383
T123	G	28,487.73	2,373.98	13.69603
T124	A	21,470.57	1,789.21	10.32239
T124	B	22,544.09	1,878.67	10.83851
T124	C	23,671.30	1,972.61	11.38043
T124	D	24,854.86	2,071.24	11.94945
T124	E	26,097.61	2,174.80	12.54693
T124	F	27,402.49	2,283.54	13.17427
T124	G	28,772.61	2,397.72	13.83299
T125	A	21,685.27	1,807.11	10.42561
T125	B	22,769.54	1,897.46	10.94689
T125	C	23,908.01	1,992.33	11.49424
T125	D	25,103.41	2,091.95	12.06895
T125	E	26,358.58	2,196.55	12.67240
T125	F	27,676.51	2,306.38	13.30602
T125	G	29,060.34	2,421.69	13.97132
T126	A	21,902.12	1,825.18	10.52987
T126	B	22,997.23	1,916.44	11.05636
T126	C	24,147.09	2,012.26	11.60918
T126	D	25,354.45	2,112.87	12.18964
T126	E	26,622.17	2,218.51	12.79912
T126	F	27,953.28	2,329.44	13.43908
T126	G	29,350.94	2,445.91	14.11103

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T127	A	22,121.15	1,843.43	10.63517
T127	B	23,227.20	1,935.60	11.16692
T127	C	24,388.56	2,032.38	11.72527
T127	D	25,607.99	2,134.00	12.31153
T127	E	26,888.39	2,240.70	12.92711
T127	F	28,232.81	2,352.73	13.57347
T127	G	29,644.45	2,470.37	14.25214
T128	A	22,342.36	1,861.86	10.74152
T128	B	23,459.47	1,954.96	11.27859
T128	C	24,632.45	2,052.70	11.84252
T128	D	25,864.07	2,155.34	12.43465
T128	E	27,157.27	2,263.11	13.05638
T128	F	28,515.14	2,376.26	13.70920
T128	G	29,940.90	2,495.07	14.39466
T129	A	22,565.78	1,880.48	10.84893
T129	B	23,694.07	1,974.51	11.39138
T129	C	24,878.77	2,073.23	11.96095
T129	D	26,122.71	2,176.89	12.55900
T129	E	27,428.85	2,285.74	13.18695
T129	F	28,800.29	2,400.02	13.84629
T129	G	30,240.30	2,520.03	14.53861
T130	A	22,791.44	1,899.29	10.95742
T130	B	23,931.01	1,994.25	11.50529
T130	C	25,127.56	2,093.96	12.08056
T130	D	26,383.94	2,198.66	12.68459
T130	E	27,703.14	2,308.59	13.31882
T130	F	29,088.29	2,424.02	13.98476
T130	G	30,542.71	2,545.23	14.68399
T131	A	23,019.35	1,918.28	11.06700
T131	B	24,170.32	2,014.19	11.62035
T131	C	25,378.84	2,114.90	12.20136
T131	D	26,647.78	2,220.65	12.81143
T131	E	27,980.17	2,331.68	13.45200
T131	F	29,379.18	2,448.26	14.12460
T131	G	30,848.13	2,570.68	14.83083
T132	A	23,249.55	1,937.46	11.17767
T132	B	24,412.02	2,034.34	11.73655
T132	C	25,632.62	2,136.05	12.32338
T132	D	26,914.26	2,242.85	12.93955
T132	E	28,259.97	2,355.00	13.58652
T132	F	29,672.97	2,472.75	14.26585
T132	G	31,156.62	2,596.38	14.97914

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T133	A	23,482.04	1,956.84	11.28944
T133	B	24,656.14	2,054.68	11.85392
T133	C	25,888.95	2,157.41	12.44661
T133	D	27,183.40	2,265.28	13.06894
T133	E	28,542.57	2,378.55	13.72239
T133	F	29,969.70	2,497.47	14.40851
T133	G	31,468.18	2,622.35	15.12893
T134	A	23,716.86	1,976.41	11.40234
T134	B	24,902.71	2,075.23	11.97245
T134	C	26,147.84	2,178.99	12.57108
T134	D	27,455.23	2,287.94	13.19963
T134	E	28,827.99	2,402.33	13.85961
T134	F	30,269.39	2,522.45	14.55259
T134	G	31,782.86	2,648.57	15.28022
T135	A	23,954.03	1,996.17	11.51636
T135	B	25,151.73	2,095.98	12.09218
T135	C	26,409.32	2,200.78	12.69679
T135	D	27,729.79	2,310.82	13.33163
T135	E	29,116.27	2,426.36	13.99821
T135	F	30,572.09	2,547.67	14.69812
T135	G	32,100.69	2,675.06	15.43303
T136	A	24,193.57	2,016.13	11.63152
T136	B	25,403.25	2,116.94	12.21310
T136	C	26,673.41	2,222.78	12.82376
T136	D	28,007.08	2,333.92	13.46494
T136	E	29,407.44	2,450.62	14.13819
T136	F	30,877.81	2,573.15	14.84510
T136	G	32,421.70	2,701.81	15.58736
T137	A	24,435.51	2,036.29	11.74784
T137	B	25,657.28	2,138.11	12.33523
T137	C	26,940.15	2,245.01	12.95199
T137	D	28,287.15	2,357.26	13.59959
T137	E	29,701.51	2,475.13	14.27957
T137	F	31,186.59	2,598.88	14.99355
T137	G	32,745.92	2,728.83	15.74323
T138	A	24,679.86	2,056.66	11.86532
T138	B	25,913.86	2,159.49	12.45858
T138	C	27,209.55	2,267.46	13.08151
T138	D	28,570.03	2,380.84	13.73559
T138	E	29,998.53	2,499.88	14.42237
T138	F	31,498.45	2,624.87	15.14349
T138	G	33,073.38	2,756.11	15.90066

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T139	A	24,926.66	2,077.22	11.98397
T139	B	26,172.99	2,181.08	12.58317
T139	C	27,481.64	2,290.14	13.21233
T139	D	28,855.73	2,404.64	13.87294
T139	E	30,298.51	2,524.88	14.56659
T139	F	31,813.44	2,651.12	15.29492
T139	G	33,404.11	2,783.68	16.05967
T140	A	25,175.93	2,097.99	12.10381
T140	B	26,434.72	2,202.89	12.70900
T140	C	27,756.46	2,313.04	13.34445
T140	D	29,144.28	2,428.69	14.01167
T140	E	30,601.50	2,550.12	14.71226
T140	F	32,131.57	2,677.63	15.44787
T140	G	33,738.15	2,811.51	16.22026
T141	A	25,427.69	2,118.97	12.22485
T141	B	26,699.07	2,224.92	12.83609
T141	C	28,034.02	2,336.17	13.47790
T141	D	29,435.73	2,452.98	14.15179
T141	E	30,907.51	2,575.63	14.85938
T141	F	32,452.89	2,704.41	15.60235
T141	G	34,075.53	2,839.63	16.38247
T142	A	25,681.96	2,140.16	12.34710
T142	B	26,966.06	2,247.17	12.96445
T142	C	28,314.36	2,359.53	13.61268
T142	D	29,730.08	2,477.51	14.29331
T142	E	31,216.59	2,601.38	15.00797
T142	F	32,777.42	2,731.45	15.75837
T142	G	34,416.29	2,868.02	16.54629
T143	A	25,938.78	2,161.57	12.47057
T143	B	27,235.72	2,269.64	13.09410
T143	C	28,597.51	2,383.13	13.74880
T143	D	30,027.38	2,502.28	14.43624
T143	E	31,528.75	2,627.40	15.15805
T143	F	33,105.19	2,758.77	15.91596
T143	G	34,760.45	2,896.70	16.71175
T144	A	26,198.17	2,183.18	12.59527
T144	B	27,508.08	2,292.34	13.22504
T144	C	28,883.48	2,406.96	13.88629
T144	D	30,327.66	2,527.30	14.58060
T144	E	31,844.04	2,653.67	15.30963
T144	F	33,436.24	2,786.35	16.07512
T144	G	35,108.05	2,925.67	16.87887

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T145	A	26,460.15	2,205.01	12.72123
T145	B	27,783.16	2,315.26	13.35729
T145	C	29,172.32	2,431.03	14.02515
T145	D	30,630.93	2,552.58	14.72641
T145	E	32,162.48	2,680.21	15.46273
T145	F	33,770.60	2,814.22	16.23587
T145	G	35,459.14	2,954.93	17.04766
T146	A	26,724.75	2,227.06	12.84844
T146	B	28,060.99	2,338.42	13.49086
T146	C	29,464.04	2,455.34	14.16540
T146	D	30,937.24	2,578.10	14.87367
T146	E	32,484.11	2,707.01	15.61736
T146	F	34,108.31	2,842.36	16.39823
T146	G	35,813.73	2,984.48	17.21814
T147	A	26,992.00	2,249.33	12.97692
T147	B	28,341.60	2,361.80	13.62577
T147	C	29,758.68	2,479.89	14.30706
T147	D	31,246.62	2,603.88	15.02241
T147	E	32,808.95	2,734.08	15.77353
T147	F	34,449.39	2,870.78	16.56221
T147	G	36,171.86	3,014.32	17.39032
T148	A	27,261.92	2,271.83	13.10669
T148	B	28,625.02	2,385.42	13.76203
T148	C	30,056.27	2,504.69	14.45013
T148	D	31,559.08	2,629.92	15.17264
T148	E	33,137.04	2,761.42	15.93127
T148	F	34,793.89	2,899.49	16.72783
T148	G	36,533.58	3,044.47	17.56422
T149	A	27,534.54	2,294.55	13.23776
T149	B	28,911.27	2,409.27	13.89965
T149	C	30,356.83	2,529.74	14.59463
T149	D	31,874.67	2,656.22	15.32436
T149	E	33,468.41	2,789.03	16.09058
T149	F	35,141.83	2,928.49	16.89511
T149	G	36,898.92	3,074.91	17.73986
T150	A	27,809.89	2,317.49	13.37014
T150	B	29,200.38	2,433.37	14.03864
T150	C	30,660.40	2,555.03	14.74058
T150	D	32,193.42	2,682.78	15.47761
T150	E	33,803.09	2,816.92	16.25149
T150	F	35,493.25	2,957.77	17.06406
T150	G	37,267.91	3,105.66	17.91726

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T151	A	28,087.99	2,340.67	13.50384
T151	B	29,492.38	2,457.70	14.17903
T151	C	30,967.00	2,580.58	14.88798
T151	D	32,515.35	2,709.61	15.63238
T151	E	34,141.12	2,845.09	16.41400
T151	F	35,848.18	2,987.35	17.23470
T151	G	37,640.59	3,136.72	18.09644
T152	A	28,368.86	2,364.07	13.63888
T152	B	29,787.31	2,482.28	14.32082
T152	C	31,276.67	2,606.39	15.03686
T152	D	32,840.51	2,736.71	15.78871
T152	E	34,482.53	2,873.54	16.57814
T152	F	36,206.66	3,017.22	17.40705
T152	G	38,016.99	3,168.08	18.27740
T153	A	28,652.55	2,387.71	13.77527
T153	B	30,085.18	2,507.10	14.46403
T153	C	31,589.44	2,632.45	15.18723
T153	D	33,168.91	2,764.08	15.94659
T153	E	34,827.36	2,902.28	16.74392
T153	F	36,568.73	3,047.39	17.58112
T153	G	38,397.16	3,199.76	18.46017
T154	A	28,939.08	2,411.59	13.91302
T154	B	30,386.03	2,532.17	14.60867
T154	C	31,905.33	2,658.78	15.33910
T154	D	33,500.60	2,791.72	16.10606
T154	E	35,175.63	2,931.30	16.91136
T154	F	36,934.41	3,077.87	17.75693
T154	G	38,781.13	3,231.76	18.64478
T155	A	29,228.47	2,435.71	14.05215
T155	B	30,689.89	2,557.49	14.75476
T155	C	32,224.39	2,685.37	15.49249
T155	D	33,835.61	2,819.63	16.26712
T155	E	35,527.39	2,960.62	17.08047
T155	F	37,303.76	3,108.65	17.93450
T155	G	39,168.95	3,264.08	18.83122
T156	A	29,520.75	2,460.06	14.19267
T156	B	30,996.79	2,583.07	14.90230
T156	C	32,546.63	2,712.22	15.64742
T156	D	34,173.96	2,847.83	16.42979
T156	E	35,882.66	2,990.22	17.25128
T156	F	37,676.79	3,139.73	18.11384
T156	G	39,560.63	3,296.72	19.01954

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T157	A	29,815.96	2,484.66	14.33460
T157	B	31,306.76	2,608.90	15.05133
T157	C	32,872.10	2,739.34	15.80389
T157	D	34,515.70	2,876.31	16.59409
T157	E	36,241.49	3,020.12	17.42379
T157	F	38,053.56	3,171.13	18.29498
T157	G	39,956.24	3,329.69	19.20973
T158	A	30,114.12	2,509.51	14.47794
T158	B	31,619.83	2,634.99	15.20184
T158	C	33,200.82	2,766.73	15.96193
T158	D	34,860.86	2,905.07	16.76003
T158	E	36,603.90	3,050.33	17.59803
T158	F	38,434.10	3,202.84	18.47793
T158	G	40,355.80	3,362.98	19.40183
T159	A	30,415.26	2,534.61	14.62272
T159	B	31,936.03	2,661.34	15.35386
T159	C	33,532.83	2,794.40	16.12155
T159	D	35,209.47	2,934.12	16.92763
T159	E	36,969.94	3,080.83	17.77401
T159	F	38,818.44	3,234.87	18.66271
T159	G	40,759.36	3,396.61	19.59585
T160	A	30,719.42	2,559.95	14.76895
T160	B	32,255.39	2,687.95	15.50740
T160	C	33,868.16	2,822.35	16.28277
T160	D	35,561.56	2,963.46	17.09691
T160	E	37,339.64	3,111.64	17.95175
T160	F	39,206.62	3,267.22	18.84934
T160	G	41,166.96	3,430.58	19.79181
T161	A	31,026.61	2,585.55	14.91664
T161	B	32,577.94	2,714.83	15.66247
T161	C	34,206.84	2,850.57	16.44559
T161	D	35,917.18	2,993.10	17.26787
T161	E	37,713.04	3,142.75	18.13127
T161	F	39,598.69	3,299.89	19.03783
T161	G	41,578.62	3,464.89	19.98972
T162	A	31,336.88	2,611.41	15.06581
T162	B	32,903.72	2,741.98	15.81910
T162	C	34,548.91	2,879.08	16.61005
T162	D	36,276.35	3,023.03	17.44055
T162	E	38,090.17	3,174.18	18.31258
T162	F	39,994.68	3,332.89	19.22821
T162	G	41,994.41	3,499.53	20.18962

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T163	A	31,650.24	2,637.52	15.21646
T163	B	33,232.76	2,769.40	15.97729
T163	C	34,894.39	2,907.87	16.77615
T163	D	36,639.11	3,053.26	17.61496
T163	E	38,471.07	3,205.92	18.49571
T163	F	40,394.62	3,366.22	19.42049
T163	G	42,414.35	3,534.53	20.39152
T164	A	31,966.75	2,663.90	15.36863
T164	B	33,565.08	2,797.09	16.13706
T164	C	35,243.34	2,936.94	16.94391
T164	D	37,005.51	3,083.79	17.79111
T164	E	38,855.78	3,237.98	18.68066
T164	F	40,798.57	3,399.88	19.61470
T164	G	42,838.50	3,569.87	20.59543
T165	A	32,286.41	2,690.53	15.52231
T165	B	33,900.74	2,825.06	16.29843
T165	C	35,595.77	2,966.31	17.11335
T165	D	37,375.56	3,114.63	17.96902
T165	E	39,244.34	3,270.36	18.86747
T165	F	41,206.56	3,433.88	19.81084
T165	G	43,266.88	3,605.57	20.80139
T166	A	32,609.28	2,717.44	15.67754
T166	B	34,239.74	2,853.31	16.46141
T166	C	35,951.73	2,995.98	17.28449
T166	D	37,749.32	3,145.78	18.14871
T166	E	39,636.78	3,303.07	19.05615
T166	F	41,618.62	3,468.22	20.00895
T166	G	43,699.55	3,641.63	21.00940
T167	A	32,935.37	2,744.61	15.83431
T167	B	34,582.14	2,881.84	16.62603
T167	C	36,311.25	3,025.94	17.45733
T167	D	38,126.81	3,177.23	18.33020
T167	E	40,033.15	3,336.10	19.24671
T167	F	42,034.81	3,502.90	20.20904
T167	G	44,136.55	3,678.05	21.21949
T168	A	33,264.73	2,772.06	15.99266
T168	B	34,927.96	2,910.66	16.79229
T168	C	36,674.36	3,056.20	17.63190
T168	D	38,508.08	3,209.01	18.51350
T168	E	40,433.48	3,369.46	19.43917
T168	F	42,455.16	3,537.93	20.41113
T168	G	44,577.91	3,714.83	21.43169

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T169	A	33,597.37	2,799.78	16.15258
T169	B	35,277.24	2,939.77	16.96021
T169	C	37,041.10	3,086.76	17.80822
T169	D	38,893.16	3,241.10	18.69863
T169	E	40,837.82	3,403.15	19.63357
T169	F	42,879.71	3,573.31	20.61524
T169	G	45,023.69	3,751.97	21.64601
T170	A	33,933.35	2,827.78	16.31411
T170	B	35,630.01	2,969.17	17.12981
T170	C	37,411.51	3,117.63	17.98630
T170	D	39,282.09	3,273.51	18.88562
T170	E	41,246.19	3,437.18	19.82990
T170	F	43,308.50	3,609.04	20.82140
T170	G	45,473.93	3,789.49	21.86247
T171	A	34,272.68	2,856.06	16.47725
T171	B	35,986.31	2,998.86	17.30111
T171	C	37,785.63	3,148.80	18.16617
T171	D	39,674.91	3,306.24	19.07448
T171	E	41,658.66	3,471.55	20.02820
T171	F	43,741.59	3,645.13	21.02961
T171	G	45,928.67	3,827.39	22.08109
T172	A	34,615.41	2,884.62	16.64202
T172	B	36,346.18	3,028.85	17.47412
T172	C	38,163.49	3,180.29	18.34783
T172	D	40,071.66	3,339.30	19.26522
T172	E	42,075.24	3,506.27	20.22848
T172	F	44,179.01	3,681.58	21.23991
T172	G	46,387.96	3,865.66	22.30190
T173	A	34,961.56	2,913.46	16.80844
T173	B	36,709.64	3,059.14	17.64886
T173	C	38,545.12	3,212.09	18.53131
T173	D	40,472.38	3,372.70	19.45787
T173	E	42,496.00	3,541.33	20.43077
T173	F	44,620.80	3,718.40	21.45231
T173	G	46,851.83	3,904.32	22.52492
T174	A	35,311.18	2,942.60	16.97653
T174	B	37,076.73	3,089.73	17.82535
T174	C	38,930.57	3,244.21	18.71662
T174	D	40,877.10	3,406.42	19.65245
T174	E	42,920.96	3,576.75	20.63507
T174	F	45,067.00	3,755.58	21.66683
T174	G	47,320.35	3,943.36	22.75017

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T175	A	35,664.29	2,972.02	17.14629
T175	B	37,447.50	3,120.63	18.00361
T175	C	39,319.88	3,276.66	18.90379
T175	D	41,285.87	3,440.49	19.84898
T175	E	43,350.16	3,612.51	20.84143
T175	F	45,517.67	3,793.14	21.88350
T175	G	47,793.56	3,982.80	22.97767
T176	A	36,020.93	3,001.74	17.31776
T176	B	37,821.98	3,151.83	18.18364
T176	C	39,713.08	3,309.42	19.09283
T176	D	41,698.73	3,474.89	20.04747
T176	E	43,783.67	3,648.64	21.04984
T176	F	45,972.85	3,831.07	22.10233
T176	G	48,271.49	4,022.62	23.20745
T177	A	36,381.14	3,031.76	17.49093
T177	B	38,200.20	3,183.35	18.36548
T177	C	40,110.21	3,342.52	19.28375
T177	D	42,115.72	3,509.64	20.24794
T177	E	44,221.50	3,685.13	21.26034
T177	F	46,432.58	3,869.38	22.32335
T177	G	48,754.21	4,062.85	23.43952
T178	A	36,744.95	3,062.08	17.66584
T178	B	38,582.20	3,215.18	18.54913
T178	C	40,511.31	3,375.94	19.47659
T178	D	42,536.87	3,544.74	20.45042
T178	E	44,663.72	3,721.98	21.47294
T178	F	46,896.90	3,908.08	22.54659
T178	G	49,241.75	4,103.48	23.67392
T179	A	37,112.40	3,092.70	17.84250
T179	B	38,968.02	3,247.34	18.73463
T179	C	40,916.42	3,409.70	19.67136
T179	D	42,962.24	3,580.19	20.65492
T179	E	45,110.36	3,759.20	21.68767
T179	F	47,365.87	3,947.16	22.77205
T179	G	49,734.17	4,144.51	23.91066
T180	A	37,483.53	3,123.63	18.02093
T180	B	39,357.70	3,279.81	18.92197
T180	C	41,325.59	3,443.80	19.86807
T180	D	43,391.87	3,615.99	20.86147
T180	E	45,561.46	3,796.79	21.90455
T180	F	47,839.53	3,986.63	22.99977
T180	G	50,231.51	4,185.96	24.14976

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T181	A	37,858.36	3,154.86	18.20113
T181	B	39,751.28	3,312.61	19.11119
T181	C	41,738.84	3,478.24	20.06675
T181	D	43,825.78	3,652.15	21.07009
T181	E	46,017.07	3,834.76	22.12359
T181	F	48,317.93	4,026.49	23.22977
T181	G	50,733.82	4,227.82	24.39126
T182	A	38,236.94	3,186.41	18.38315
T182	B	40,148.79	3,345.73	19.30230
T182	C	42,156.23	3,513.02	20.26742
T182	D	44,264.04	3,688.67	21.28079
T182	E	46,477.24	3,873.10	22.34483
T182	F	48,801.11	4,066.76	23.46207
T182	G	51,241.16	4,270.10	24.63517
T183	A	38,619.31	3,218.28	18.56698
T183	B	40,550.28	3,379.19	19.49533
T183	C	42,577.79	3,548.15	20.47009
T183	D	44,706.68	3,725.56	21.49360
T183	E	46,942.02	3,911.83	22.56828
T183	F	49,289.12	4,107.43	23.69669
T183	G	51,753.57	4,312.80	24.88153
T184	A	39,005.51	3,250.46	18.75265
T184	B	40,955.78	3,412.98	19.69028
T184	C	43,003.57	3,583.63	20.67479
T184	D	45,153.75	3,762.81	21.70853
T184	E	47,411.44	3,950.95	22.79396
T184	F	49,782.01	4,148.50	23.93366
T184	G	52,271.11	4,355.93	25.13034
T185	A	39,395.56	3,282.96	18.94017
T185	B	41,365.34	3,447.11	19.88718
T185	C	43,433.61	3,619.47	20.88154
T185	D	45,605.29	3,800.44	21.92562
T185	E	47,885.55	3,990.46	23.02190
T185	F	50,279.83	4,189.99	24.17299
T185	G	52,793.82	4,399.48	25.38164
T186	A	39,789.52	3,315.79	19.12958
T186	B	41,778.99	3,481.58	20.08605
T186	C	43,867.94	3,655.66	21.09036
T186	D	46,061.34	3,838.44	22.14487
T186	E	48,364.41	4,030.37	23.25212
T186	F	50,782.63	4,231.89	24.41472
T186	G	53,321.76	4,443.48	25.63546

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T187	A	40,187.41	3,348.95	19.32087
T187	B	42,196.78	3,516.40	20.28691
T187	C	44,306.62	3,692.22	21.30126
T187	D	46,521.95	3,876.83	22.36632
T187	E	48,848.05	4,070.67	23.48464
T187	F	51,290.45	4,274.20	24.65887
T187	G	53,854.98	4,487.91	25.89182
T188	A	40,589.29	3,382.44	19.51408
T188	B	42,618.75	3,551.56	20.48978
T188	C	44,749.69	3,729.14	21.51427
T188	D	46,987.17	3,915.60	22.58999
T188	E	49,336.53	4,111.38	23.71949
T188	F	51,803.36	4,316.95	24.90546
T188	G	54,393.53	4,532.79	26.15073
T189	A	40,995.18	3,416.26	19.70922
T189	B	43,044.94	3,587.08	20.69468
T189	C	45,197.19	3,766.43	21.72942
T189	D	47,457.04	3,954.75	22.81589
T189	E	49,829.90	4,152.49	23.95668
T189	F	52,321.39	4,360.12	25.15452
T189	G	54,937.46	4,578.12	26.41224
T190	A	41,405.13	3,450.43	19.90631
T190	B	43,475.39	3,622.95	20.90163
T190	C	45,649.16	3,804.10	21.94671
T190	D	47,931.61	3,994.30	23.04405
T190	E	50,328.20	4,194.02	24.19625
T190	F	52,844.61	4,403.72	25.40606
T190	G	55,486.84	4,623.90	26.67636
T191	A	41,819.18	3,484.93	20.10538
T191	B	43,910.14	3,659.18	21.11064
T191	C	46,105.65	3,842.14	22.16618
T191	D	48,410.93	4,034.24	23.27449
T191	E	50,831.48	4,235.96	24.43821
T191	F	53,373.05	4,447.75	25.66012
T191	G	56,041.70	4,670.14	26.94313
T192	A	42,237.37	3,519.78	20.30643
T192	B	44,349.24	3,695.77	21.32175
T192	C	46,566.71	3,880.56	22.38784
T192	D	48,895.04	4,074.59	23.50723
T192	E	51,339.79	4,278.32	24.68259
T192	F	53,906.78	4,492.23	25.91672
T192	G	56,602.12	4,716.84	27.21256

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T193	A	42,659.75	3,554.98	20.50949
T193	B	44,792.74	3,732.73	21.53497
T193	C	47,032.37	3,919.36	22.61172
T193	D	49,383.99	4,115.33	23.74230
T193	E	51,853.19	4,321.10	24.92942
T193	F	54,445.85	4,537.15	26.17589
T193	G	57,168.14	4,764.01	27.48468
T194	A	43,086.35	3,590.53	20.71459
T194	B	45,240.66	3,770.06	21.75032
T194	C	47,502.70	3,958.56	22.83783
T194	D	49,877.83	4,156.49	23.97973
T194	E	52,371.72	4,364.31	25.17871
T194	F	54,990.31	4,582.53	26.43765
T194	G	57,739.82	4,811.65	27.75953
T195	A	43,517.21	3,626.43	20.92174
T195	B	45,693.07	3,807.76	21.96782
T195	C	47,977.72	3,998.14	23.06621
T195	D	50,376.61	4,198.05	24.21952
T195	E	52,895.44	4,407.95	25.43050
T195	F	55,540.21	4,628.35	26.70202
T195	G	58,317.22	4,859.77	28.03713
T196	A	43,952.38	3,662.70	21.13095
T196	B	46,150.00	3,845.83	22.18750
T196	C	48,457.50	4,038.12	23.29688
T196	D	50,880.38	4,240.03	24.46172
T196	E	53,424.39	4,452.03	25.68480
T196	F	56,095.61	4,674.63	26.96904
T196	G	58,900.39	4,908.37	28.31750
T197	A	44,391.90	3,699.33	21.34226
T197	B	46,611.50	3,884.29	22.40938
T197	C	48,942.08	4,078.51	23.52984
T197	D	51,389.18	4,282.43	24.70634
T197	E	53,958.64	4,496.55	25.94165
T197	F	56,656.57	4,721.38	27.23874
T197	G	59,489.40	4,957.45	28.60067
T198	A	44,835.82	3,736.32	21.55568
T198	B	47,077.62	3,923.13	22.63347
T198	C	49,431.50	4,119.29	23.76514
T198	D	51,903.07	4,325.26	24.95340
T198	E	54,498.22	4,541.52	26.20107
T198	F	57,223.14	4,768.59	27.51112
T198	G	60,084.29	5,007.02	28.88668

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T199	A	45,284.18	3,773.68	21.77124
T199	B	47,548.39	3,962.37	22.85980
T199	C	49,925.81	4,160.48	24.00279
T199	D	52,422.10	4,368.51	25.20293
T199	E	55,043.21	4,586.93	26.46308
T199	F	57,795.37	4,816.28	27.78623
T199	G	60,685.14	5,057.09	29.17555
T200	A	45,737.02	3,811.42	21.98895
T200	B	48,023.88	4,001.99	23.08840
T200	C	50,425.07	4,202.09	24.24282
T200	D	52,946.32	4,412.19	25.45496
T200	E	55,593.64	4,632.80	26.72771
T200	F	58,373.32	4,864.44	28.06410
T200	G	61,291.99	5,107.67	29.46730
T201	A	46,194.39	3,849.53	22.20884
T201	B	48,504.11	4,042.01	23.31929
T201	C	50,929.32	4,244.11	24.48525
T201	D	53,475.79	4,456.32	25.70951
T201	E	56,149.57	4,679.13	26.99499
T201	F	58,957.05	4,913.09	28.34474
T201	G	61,904.91	5,158.74	29.76197
T202	A	46,656.34	3,888.03	22.43093
T202	B	48,989.16	4,082.43	23.55248
T202	C	51,438.61	4,286.55	24.73010
T202	D	54,010.54	4,500.88	25.96661
T202	E	56,711.07	4,725.92	27.26494
T202	F	59,546.62	4,962.22	28.62818
T202	G	62,523.96	5,210.33	30.05959
T203	A	47,122.90	3,926.91	22.65524
T203	B	49,479.05	4,123.25	23.78800
T203	C	51,953.00	4,329.42	24.97740
T203	D	54,550.65	4,545.89	26.22627
T203	E	57,278.18	4,773.18	27.53759
T203	F	60,142.09	5,011.84	28.91447
T203	G	63,149.19	5,262.43	30.36019
T204	A	47,594.13	3,966.18	22.88179
T204	B	49,973.84	4,164.49	24.02588
T204	C	52,472.53	4,372.71	25.22718
T204	D	55,096.16	4,591.35	26.48854
T204	E	57,850.96	4,820.91	27.81296
T204	F	60,743.51	5,061.96	29.20361
T204	G	63,780.69	5,315.06	30.66379

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T205	A	48,070.07	4,005.84	23.11061
T205	B	50,473.58	4,206.13	24.26614
T205	C	52,997.25	4,416.44	25.47945
T205	D	55,647.12	4,637.26	26.75342
T205	E	58,429.47	4,869.12	28.09109
T205	F	61,350.95	5,112.58	29.49565
T205	G	64,418.49	5,368.21	30.97043
T206	A	48,550.77	4,045.90	23.34172
T206	B	50,978.31	4,248.19	24.50880
T206	C	53,527.23	4,460.60	25.73424
T206	D	56,203.59	4,683.63	27.02096
T206	E	59,013.77	4,917.81	28.37200
T206	F	61,964.46	5,163.70	29.79060
T206	G	65,062.68	5,421.89	31.28013
T207	A	49,036.28	4,086.36	23.57513
T207	B	51,488.09	4,290.67	24.75389
T207	C	54,062.50	4,505.21	25.99159
T207	D	56,765.62	4,730.47	27.29117
T207	E	59,603.91	4,966.99	28.65572
T207	F	62,584.10	5,215.34	30.08851
T207	G	65,713.31	5,476.11	31.59294
T208	A	49,526.64	4,127.22	23.81089
T208	B	52,002.98	4,333.58	25.00143
T208	C	54,603.12	4,550.26	26.25150
T208	D	57,333.28	4,777.77	27.56408
T208	E	60,199.94	5,016.66	28.94228
T208	F	63,209.94	5,267.50	30.38939
T208	G	66,370.44	5,530.87	31.90886
T209	A	50,021.91	4,168.49	24.04899
T209	B	52,523.00	4,376.92	25.25144
T209	C	55,149.16	4,595.76	26.51402
T209	D	57,906.61	4,825.55	27.83972
T209	E	60,801.94	5,066.83	29.23170
T209	F	63,842.04	5,320.17	30.69329
T209	G	67,034.14	5,586.18	32.22795
T210	A	50,522.13	4,210.18	24.28948
T210	B	53,048.24	4,420.69	25.50396
T210	C	55,700.65	4,641.72	26.77916
T210	D	58,485.68	4,873.81	28.11811
T210	E	61,409.96	5,117.50	29.52402
T210	F	64,480.46	5,373.37	31.00022
T210	G	67,704.48	5,642.04	32.55023

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T211	A	51,027.35	4,252.28	24.53238
T211	B	53,578.72	4,464.89	25.75900
T211	C	56,257.65	4,688.14	27.04695
T211	D	59,070.54	4,922.54	28.39930
T211	E	62,024.06	5,168.67	29.81926
T211	F	65,125.27	5,427.11	31.31022
T211	G	68,381.53	5,698.46	32.87574
T212	A	51,537.62	4,294.80	24.77770
T212	B	54,114.50	4,509.54	26.01659
T212	C	56,820.23	4,735.02	27.31742
T212	D	59,661.24	4,971.77	28.68329
T212	E	62,644.30	5,220.36	30.11745
T212	F	65,776.52	5,481.38	31.62333
T212	G	69,065.34	5,755.45	33.20449
T213	A	52,053.00	4,337.75	25.02548
T213	B	54,655.65	4,554.64	26.27675
T213	C	57,388.43	4,782.37	27.59059
T213	D	60,257.85	5,021.49	28.97012
T213	E	63,270.75	5,272.56	30.41863
T213	F	66,434.28	5,536.19	31.93956
T213	G	69,756.00	5,813.00	33.53654
T214	A	52,573.53	4,381.13	25.27574
T214	B	55,202.21	4,600.18	26.53952
T214	C	57,962.32	4,830.19	27.86650
T214	D	60,860.43	5,071.70	29.25982
T214	E	63,903.45	5,325.29	30.72281
T214	F	67,098.63	5,591.55	32.25896
T214	G	70,453.56	5,871.13	33.87190
T215	A	53,099.26	4,424.94	25.52849
T215	B	55,754.23	4,646.19	26.80492
T215	C	58,541.94	4,878.49	28.14516
T215	D	61,469.04	5,122.42	29.55242
T215	E	64,542.49	5,378.54	31.03004
T215	F	67,769.61	5,647.47	32.58154
T215	G	71,158.09	5,929.84	34.21062
T216	A	53,630.26	4,469.19	25.78378
T216	B	56,311.77	4,692.65	27.07297
T216	C	59,127.36	4,927.28	28.42661
T216	D	62,083.73	5,173.64	29.84795
T216	E	65,187.91	5,432.33	31.34034
T216	F	68,447.31	5,703.94	32.90736
T216	G	71,869.67	5,989.14	34.55273

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T217	A	54,166.56	4,513.88	26.04162
T217	B	56,874.89	4,739.57	27.34370
T217	C	59,718.63	4,976.55	28.71088
T217	D	62,704.56	5,225.38	30.14643
T217	E	65,839.79	5,486.65	31.65375
T217	F	69,131.78	5,760.98	33.23643
T217	G	72,588.37	6,049.03	34.89826
T218	A	54,708.23	4,559.02	26.30203
T218	B	57,443.64	4,786.97	27.61713
T218	C	60,315.82	5,026.32	28.99799
T218	D	63,331.61	5,277.63	30.44789
T218	E	66,498.19	5,541.52	31.97028
T218	F	69,823.10	5,818.59	33.56880
T218	G	73,314.25	6,109.52	35.24724
T219	A	55,255.31	4,604.61	26.56505
T219	B	58,018.07	4,834.84	27.89330
T219	C	60,918.98	5,076.58	29.28797
T219	D	63,964.93	5,330.41	30.75237
T219	E	67,163.17	5,596.93	32.28999
T219	F	70,521.33	5,876.78	33.90449
T219	G	74,047.40	6,170.62	35.59971
T220	A	55,807.86	4,650.65	26.83070
T220	B	58,598.25	4,883.19	28.17224
T220	C	61,528.17	5,127.35	29.58085
T220	D	64,604.58	5,383.71	31.05989
T220	E	67,834.80	5,652.90	32.61289
T220	F	71,226.54	5,935.55	34.24353
T220	G	74,787.87	6,232.32	35.95571
T221	A	56,365.94	4,697.16	27.09901
T221	B	59,184.24	4,932.02	28.45396
T221	C	62,143.45	5,178.62	29.87666
T221	D	65,250.62	5,437.55	31.37049
T221	E	68,513.15	5,709.43	32.93902
T221	F	71,938.81	5,994.90	34.58597
T221	G	75,535.75	6,294.65	36.31526
T222	A	56,929.60	4,744.13	27.37000
T222	B	59,776.08	4,981.34	28.73850
T222	C	62,764.88	5,230.41	30.17542
T222	D	65,903.13	5,491.93	31.68420
T222	E	69,198.28	5,766.52	33.26841
T222	F	72,658.20	6,054.85	34.93183
T222	G	76,291.11	6,357.59	36.67842

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T223	A	57,498.90	4,791.57	27.64370
T223	B	60,373.84	5,031.15	29.02588
T223	C	63,392.53	5,282.71	30.47718
T223	D	66,562.16	5,546.85	32.00104
T223	E	69,890.27	5,824.19	33.60109
T223	F	73,384.78	6,115.40	35.28114
T223	G	77,054.02	6,421.17	37.04520
T224	A	58,073.88	4,839.49	27.92014
T224	B	60,977.58	5,081.46	29.31614
T224	C	64,026.46	5,335.54	30.78195
T224	D	67,227.78	5,602.31	32.32105
T224	E	70,589.17	5,882.43	33.93710
T224	F	74,118.63	6,176.55	35.63396
T224	G	77,824.56	6,485.38	37.41565
T225	A	58,654.62	4,887.89	28.19934
T225	B	61,587.35	5,132.28	29.60930
T225	C	64,666.72	5,388.89	31.08977
T225	D	67,900.06	5,658.34	32.64426
T225	E	71,295.06	5,941.25	34.27647
T225	F	74,859.81	6,238.32	35.99030
T225	G	78,602.80	6,550.23	37.78981
T226	A	59,241.17	4,936.76	28.48133
T226	B	62,203.23	5,183.60	29.90540
T226	C	65,313.39	5,442.78	31.40067
T226	D	68,579.06	5,714.92	32.97070
T226	E	72,008.01	6,000.67	34.61924
T226	F	75,608.41	6,300.70	36.35020
T226	G	79,388.83	6,615.74	38.16771
T227	A	59,833.58	4,986.13	28.76614
T227	B	62,825.26	5,235.44	30.20445
T227	C	65,966.52	5,497.21	31.71467
T227	D	69,264.85	5,772.07	33.30041
T227	E	72,728.09	6,060.67	34.96543
T227	F	76,364.50	6,363.71	36.71370
T227	G	80,182.72	6,681.89	38.54938
T228	A	60,431.92	5,035.99	29.05381
T228	B	63,453.51	5,287.79	30.50650
T228	C	66,626.19	5,552.18	32.03182
T228	D	69,957.50	5,829.79	33.63341
T228	E	73,455.37	6,121.28	35.31508
T228	F	77,128.14	6,427.34	37.08084
T228	G	80,984.55	6,748.71	38.93488

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T229	A	61,036.24	5,086.35	29.34434
T229	B	64,088.05	5,340.67	30.81156
T229	C	67,292.45	5,607.70	32.35214
T229	D	70,657.07	5,888.09	33.96975
T229	E	74,189.93	6,182.49	35.66823
T229	F	77,899.42	6,491.62	37.45165
T229	G	81,794.39	6,816.20	39.32423
T230	A	61,646.60	5,137.22	29.63779
T230	B	64,728.93	5,394.08	31.11968
T230	C	67,965.37	5,663.78	32.67566
T230	D	71,363.64	5,946.97	34.30944
T230	E	74,931.83	6,244.32	36.02492
T230	F	78,678.42	6,556.53	37.82616
T230	G	82,612.34	6,884.36	39.71747
T231	A	62,263.06	5,188.59	29.93417
T231	B	65,376.22	5,448.02	31.43087
T231	C	68,645.03	5,720.42	33.00242
T231	D	72,077.28	6,006.44	34.65254
T231	E	75,681.14	6,306.76	36.38517
T231	F	79,465.20	6,622.10	38.20442
T231	G	83,438.46	6,953.20	40.11464
T232	A	62,885.69	5,240.47	30.23351
T232	B	66,029.98	5,502.50	31.74518
T232	C	69,331.48	5,777.62	33.33244
T232	D	72,798.05	6,066.50	34.99906
T232	E	76,437.95	6,369.83	36.74902
T232	F	80,259.85	6,688.32	38.58647
T232	G	84,272.85	7,022.74	40.51579
T233	A	63,514.55	5,292.88	30.53584
T233	B	66,690.28	5,557.52	32.06263
T233	C	70,024.79	5,835.40	33.66577
T233	D	73,526.03	6,127.17	35.34905
T233	E	77,202.33	6,433.53	37.11651
T233	F	81,062.45	6,755.20	38.97233
T233	G	85,115.57	7,092.96	40.92095
T234	A	64,149.70	5,345.81	30.84120
T234	B	67,357.18	5,613.10	32.38326
T234	C	70,725.04	5,893.75	34.00242
T234	D	74,261.29	6,188.44	35.70254
T234	E	77,974.36	6,497.86	37.48767
T234	F	81,873.08	6,822.76	39.36206
T234	G	85,966.73	7,163.89	41.33016

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T235	A	64,791.19	5,399.27	31.14961
T235	B	68,030.75	5,669.23	32.70709
T235	C	71,432.29	5,952.69	34.34245
T235	D	75,003.91	6,250.33	36.05957
T235	E	78,754.10	6,562.84	37.86255
T235	F	82,691.81	6,890.98	39.75568
T235	G	86,826.40	7,235.53	41.74346
T236	A	65,439.11	5,453.26	31.46111
T236	B	68,711.06	5,725.92	33.03416
T236	C	72,146.61	6,012.22	34.68587
T236	D	75,753.95	6,312.83	36.42017
T236	E	79,541.64	6,628.47	38.24117
T236	F	83,518.72	6,959.89	40.15323
T236	G	87,694.66	7,307.89	42.16089
T237	A	66,093.50	5,507.79	31.77572
T237	B	69,398.17	5,783.18	33.36451
T237	C	72,868.08	6,072.34	35.03273
T237	D	76,511.48	6,375.96	36.78437
T237	E	80,337.06	6,694.75	38.62359
T237	F	84,353.91	7,029.49	40.55477
T237	G	88,571.61	7,380.97	42.58250
T238	A	66,754.43	5,562.87	32.09348
T238	B	70,092.15	5,841.01	33.69815
T238	C	73,596.76	6,133.06	35.38306
T238	D	77,276.60	6,439.72	37.15221
T238	E	81,140.43	6,761.70	39.00982
T238	F	85,197.45	7,099.79	40.96031
T238	G	89,457.32	7,454.78	43.00833
T239	A	67,421.98	5,618.50	32.41441
T239	B	70,793.08	5,899.42	34.03513
T239	C	74,332.73	6,194.39	35.73689
T239	D	78,049.37	6,504.11	37.52373
T239	E	81,951.83	6,829.32	39.39992
T239	F	86,049.43	7,170.79	41.36992
T239	G	90,351.90	7,529.32	43.43841
T240	A	68,096.20	5,674.68	32.73856
T240	B	71,501.01	5,958.42	34.37548
T240	C	75,076.06	6,256.34	36.09426
T240	D	78,829.86	6,569.15	37.89897
T240	E	82,771.35	6,897.61	39.79392
T240	F	86,909.92	7,242.49	41.78362
T240	G	91,255.42	7,604.62	43.87280

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T241	A	68,777.16	5,731.43	33.06594
T241	B	72,216.02	6,018.00	34.71924
T241	C	75,826.82	6,318.90	36.45520
T241	D	79,618.16	6,634.85	38.27796
T241	E	83,599.07	6,966.59	40.19186
T241	F	87,779.02	7,314.92	42.20145
T241	G	92,167.97	7,680.66	44.31152
T242	A	69,464.93	5,788.74	33.39660
T242	B	72,938.18	6,078.18	35.06643
T242	C	76,585.09	6,382.09	36.81975
T242	D	80,414.34	6,701.19	38.66074
T242	E	84,435.06	7,036.25	40.59378
T242	F	88,656.81	7,388.07	42.62347
T242	G	93,089.65	7,757.47	44.75464
T243	A	70,159.58	5,846.63	33.73057
T243	B	73,667.56	6,138.96	35.41710
T243	C	77,350.94	6,445.91	37.18795
T243	D	81,218.48	6,768.21	39.04735
T243	E	85,279.41	7,106.62	40.99971
T243	F	89,543.38	7,461.95	43.04970
T243	G	94,020.55	7,835.05	45.20219
T244	A	70,861.17	5,905.10	34.06787
T244	B	74,404.23	6,200.35	35.77127
T244	C	78,124.45	6,510.37	37.55983
T244	D	82,030.67	6,835.89	39.43782
T244	E	86,132.20	7,177.68	41.40971
T244	F	90,438.81	7,536.57	43.48020
T244	G	94,960.75	7,913.40	45.65421
T245	A	71,569.79	5,964.15	34.40855
T245	B	75,148.28	6,262.36	36.12898
T245	C	78,905.69	6,575.47	37.93543
T245	D	82,850.97	6,904.25	39.83220
T245	E	86,993.52	7,249.46	41.82381
T245	F	91,343.20	7,611.93	43.91500
T245	G	95,910.36	7,992.53	46.11075
T246	A	72,285.48	6,023.79	34.75264
T246	B	75,899.76	6,324.98	36.49027
T246	C	79,694.75	6,641.23	38.31478
T246	D	83,679.48	6,973.29	40.23052
T246	E	87,863.46	7,321.95	42.24205
T246	F	92,256.63	7,688.05	44.35415
T246	G	96,869.46	8,072.46	46.57186

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T247	A	73,008.34	6,084.03	35.10016
T247	B	76,658.76	6,388.23	36.85517
T247	C	80,491.69	6,707.64	38.69793
T247	D	84,516.28	7,043.02	40.63283
T247	E	88,742.09	7,395.17	42.66447
T247	F	93,179.20	7,764.93	44.79769
T247	G	97,838.16	8,153.18	47.03758
T248	A	73,738.42	6,144.87	35.45116
T248	B	77,425.34	6,452.11	37.22372
T248	C	81,296.61	6,774.72	39.08491
T248	D	85,361.44	7,113.45	41.03915
T248	E	89,629.51	7,469.13	43.09111
T248	F	94,110.99	7,842.58	45.24567
T248	G	98,816.54	8,234.71	47.50795
T249	A	74,475.81	6,206.32	35.80568
T249	B	78,199.60	6,516.63	37.59596
T249	C	82,109.58	6,842.46	39.47576
T249	D	86,215.06	7,184.59	41.44955
T249	E	90,525.81	7,543.82	43.52202
T249	F	95,052.10	7,921.01	45.69812
T249	G	99,804.70	8,317.06	47.98303
T250	A	75,220.57	6,268.38	36.16373
T250	B	78,981.59	6,581.80	37.97192
T250	C	82,930.67	6,910.89	39.87052
T250	D	87,077.21	7,256.43	41.86404
T250	E	91,431.07	7,619.26	43.95724
T250	F	96,002.62	8,000.22	46.15511
T250	G	100,802.75	8,400.23	48.46286
T251	A	75,972.77	6,331.06	36.52537
T251	B	79,771.41	6,647.62	38.35164
T251	C	83,759.98	6,980.00	40.26922
T251	D	87,947.98	7,329.00	42.28268
T251	E	92,345.38	7,695.45	44.39682
T251	F	96,962.65	8,080.22	46.61666
T251	G	101,810.78	8,484.23	48.94749
T252	A	76,732.50	6,394.37	36.89062
T252	B	80,569.12	6,714.09	38.73516
T252	C	84,597.58	7,049.80	40.67191
T252	D	88,827.46	7,402.29	42.70551
T252	E	93,268.83	7,772.40	44.84078
T252	F	97,932.27	8,161.02	47.08282
T252	G	102,828.89	8,569.07	49.43696

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T253	A	77,499.82	6,458.32	37.25953
T253	B	81,374.81	6,781.23	39.12251
T253	C	85,443.56	7,120.30	41.07863
T253	D	89,715.73	7,476.31	43.13256
T253	E	94,201.52	7,850.13	45.28919
T253	F	98,911.60	8,242.63	47.55365
T253	G	103,857.18	8,654.76	49.93133
T254	A	78,274.82	6,522.90	37.63213
T254	B	82,188.56	6,849.05	39.51373
T254	C	86,297.99	7,191.50	41.48942
T254	D	90,612.89	7,551.07	43.56389
T254	E	95,143.53	7,928.63	45.74208
T254	F	99,900.71	8,325.06	48.02919
T254	G	104,895.75	8,741.31	50.43065
T255	A	79,057.57	6,588.13	38.00845
T255	B	83,010.45	6,917.54	39.90887
T255	C	87,160.97	7,263.41	41.90431
T255	D	91,519.02	7,626.58	43.99953
T255	E	96,094.97	8,007.91	46.19950
T255	F	100,899.72	8,408.31	48.50948
T255	G	105,944.70	8,828.73	50.93495
T256	A	79,848.15	6,654.01	38.38853
T256	B	83,840.55	6,986.71	40.30796
T256	C	88,032.58	7,336.05	42.32336
T256	D	92,434.21	7,702.85	44.43952
T256	E	97,055.92	8,087.99	46.66150
T256	F	101,908.72	8,492.39	48.99457
T256	G	107,004.15	8,917.01	51.44430
T257	A	80,646.63	6,720.55	38.77242
T257	B	84,678.96	7,056.58	40.71104
T257	C	88,912.91	7,409.41	42.74659
T257	D	93,358.55	7,779.88	44.88392
T257	E	98,026.48	8,168.87	47.12811
T257	F	102,927.80	8,577.32	49.48452
T257	G	108,074.19	9,006.18	51.95875
T258	A	81,453.09	6,787.76	39.16014
T258	B	85,525.75	7,127.15	41.11815
T258	C	89,802.04	7,483.50	43.17406
T258	D	94,292.14	7,857.68	45.33276
T258	E	99,006.74	8,250.56	47.59940
T258	F	103,957.08	8,663.09	49.97937
T258	G	109,154.94	9,096.24	52.47833

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T259	A	82,267.62	6,855.64	39.55174
T259	B	86,381.01	7,198.42	41.52933
T259	C	90,700.06	7,558.34	43.60580
T259	D	95,235.06	7,936.25	45.78609
T259	E	99,996.81	8,333.07	48.07539
T259	F	104,996.65	8,749.72	50.47916
T259	G	110,246.48	9,187.21	53.00312
T260	A	83,090.30	6,924.19	39.94726
T260	B	87,244.82	7,270.40	41.94462
T260	C	91,607.06	7,633.92	44.04185
T260	D	96,187.41	8,015.62	46.24395
T260	E	100,996.78	8,416.40	48.55614
T260	F	106,046.62	8,837.22	50.98395
T260	G	111,348.95	9,279.08	53.53315
T261	A	83,921.20	6,993.43	40.34673
T261	B	88,117.26	7,343.11	42.36407
T261	C	92,523.13	7,710.26	44.48227
T261	D	97,149.28	8,095.77	46.70639
T261	E	102,006.75	8,500.56	49.04171
T261	F	107,107.08	8,925.59	51.49379
T261	G	112,462.44	9,371.87	54.06848
T262	A	84,760.42	7,063.37	40.75020
T262	B	88,998.44	7,416.54	42.78771
T262	C	93,448.36	7,787.36	44.92710
T262	D	98,120.78	8,176.73	47.17345
T262	E	103,026.81	8,585.57	49.53212
T262	F	108,178.16	9,014.85	52.00873
T262	G	113,587.06	9,465.59	54.60917
T263	A	85,608.02	7,134.00	41.15770
T263	B	89,888.42	7,490.70	43.21559
T263	C	94,382.84	7,865.24	45.37637
T263	D	99,101.98	8,258.50	47.64518
T263	E	104,057.08	8,671.42	50.02744
T263	F	109,259.94	9,104.99	52.52882
T263	G	114,722.93	9,560.24	55.15526
T264	A	86,464.10	7,205.34	41.56928
T264	B	90,787.30	7,565.61	43.64774
T264	C	95,326.67	7,943.89	45.83013
T264	D	100,093.00	8,341.08	48.12164
T264	E	105,097.65	8,758.14	50.52772
T264	F	110,352.54	9,196.04	53.05410
T264	G	115,870.16	9,655.85	55.70681

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T265	A	87,328.74	7,277.39	41.98497
T265	B	91,695.18	7,641.26	44.08422
T265	C	96,279.94	8,023.33	46.28843
T265	D	101,093.93	8,424.49	48.60285
T265	E	106,148.63	8,845.72	51.03300
T265	F	111,456.06	9,288.00	53.58465
T265	G	117,028.86	9,752.41	56.26388
T266	A	88,202.03	7,350.17	42.40482
T266	B	92,612.13	7,717.68	44.52506
T266	C	97,242.74	8,103.56	46.75132
T266	D	102,104.87	8,508.74	49.08888
T266	E	107,210.12	8,934.18	51.54333
T266	F	112,570.62	9,380.89	54.12049
T266	G	118,199.15	9,849.93	56.82652
T267	A	89,084.05	7,423.67	42.82887
T267	B	93,538.25	7,794.85	44.97031
T267	C	98,215.16	8,184.60	47.21883
T267	D	103,125.92	8,593.83	49.57977
T267	E	108,282.22	9,023.52	52.05876
T267	F	113,696.33	9,474.69	54.66170
T267	G	119,381.14	9,948.43	57.39478
T268	A	89,974.89	7,497.91	43.25716
T268	B	94,473.63	7,872.80	45.42002
T268	C	99,197.32	8,266.44	47.69102
T268	D	104,157.18	8,679.76	50.07557
T268	E	109,365.04	9,113.75	52.57935
T268	F	114,833.29	9,569.44	55.20831
T268	G	120,574.96	10,047.91	57.96873
T269	A	90,874.64	7,572.89	43.68973
T269	B	95,418.37	7,951.53	45.87422
T269	C	100,189.29	8,349.11	48.16793
T269	D	105,198.75	8,766.56	50.57632
T269	E	110,458.69	9,204.89	53.10514
T269	F	115,981.62	9,665.14	55.76040
T269	G	121,780.71	10,148.39	58.54842
T270	A	91,783.38	7,648.62	44.12663
T270	B	96,372.55	8,031.05	46.33296
T270	C	101,191.18	8,432.60	48.64961
T270	D	106,250.74	8,854.23	51.08209
T270	E	111,563.28	9,296.94	53.63619
T270	F	117,141.44	9,761.79	56.31800
T270	G	122,998.51	10,249.88	59.13390

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T271	A	92,701.22	7,725.10	44.56789
T271	B	97,336.28	8,111.36	46.79629
T271	C	102,203.09	8,516.92	49.13610
T271	D	107,313.25	8,942.77	51.59291
T271	E	112,678.91	9,389.91	54.17255
T271	F	118,312.86	9,859.40	56.88118
T271	G	124,228.50	10,352.37	59.72524
T272	A	93,628.23	7,802.35	45.01357
T272	B	98,309.64	8,192.47	47.26425
T272	C	103,225.12	8,602.09	49.62746
T272	D	108,386.38	9,032.20	52.10884
T272	E	113,805.70	9,483.81	54.71428
T272	F	119,495.98	9,958.00	57.44999
T272	G	125,470.78	10,455.90	60.32249
T273	A	94,564.51	7,880.38	45.46371
T273	B	99,292.74	8,274.39	47.73689
T273	C	104,257.38	8,688.11	50.12374
T273	D	109,470.24	9,122.52	52.62992
T273	E	114,943.76	9,578.65	55.26142
T273	F	120,690.94	10,057.58	58.02449
T273	G	126,725.49	10,560.46	60.92572
T274	A	95,510.16	7,959.18	45.91835
T274	B	100,285.67	8,357.14	48.21426
T274	C	105,299.95	8,775.00	50.62498
T274	D	110,564.95	9,213.75	53.15622
T274	E	116,093.19	9,674.43	55.81404
T274	F	121,897.85	10,158.15	58.60474
T274	G	127,992.75	10,666.06	61.53497
T275	A	96,465.26	8,038.77	46.37753
T275	B	101,288.52	8,440.71	48.69640
T275	C	106,352.95	8,862.75	51.13123
T275	D	111,670.60	9,305.88	53.68779
T275	E	117,254.13	9,771.18	56.37218
T275	F	123,116.83	10,259.74	59.19078
T275	G	129,272.67	10,772.72	62.15032
T276	A	97,429.91	8,119.16	46.84130
T276	B	102,301.41	8,525.12	49.18337
T276	C	107,416.48	8,951.37	51.64254
T276	D	112,787.30	9,398.94	54.22466
T276	E	118,426.67	9,868.89	56.93590
T276	F	124,348.00	10,362.33	59.78269
T276	G	130,565.40	10,880.45	62.77183

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T277	A	98,404.21	8,200.35	47.30972
T277	B	103,324.42	8,610.37	49.67520
T277	C	108,490.64	9,040.89	52.15896
T277	D	113,915.17	9,492.93	54.76691
T277	E	119,610.93	9,967.58	57.50526
T277	F	125,591.48	10,465.96	60.38052
T277	G	131,871.05	10,989.25	63.39955
T278	A	99,388.25	8,282.35	47.78281
T278	B	104,357.67	8,696.47	50.17195
T278	C	109,575.55	9,131.30	52.68055
T278	D	115,054.33	9,587.86	55.31458
T278	E	120,807.04	10,067.25	58.08031
T278	F	126,847.39	10,570.62	60.98432
T278	G	133,189.76	11,099.15	64.03354
T279	A	100,382.14	8,365.18	48.26064
T279	B	105,401.24	8,783.44	50.67367
T279	C	110,671.30	9,222.61	53.20736
T279	D	116,204.87	9,683.74	55.86773
T279	E	122,015.11	10,167.93	58.66111
T279	F	128,115.87	10,676.32	61.59417
T279	G	134,521.66	11,210.14	64.67388
T280	A	101,385.96	8,448.83	48.74325
T280	B	106,455.25	8,871.27	51.18041
T280	C	111,778.02	9,314.83	53.73943
T280	D	117,366.92	9,780.58	56.42640
T280	E	123,235.26	10,269.61	59.24772
T280	F	129,397.03	10,783.09	62.21011
T280	G	135,866.88	11,322.24	65.32061
T281	A	102,399.82	8,533.32	49.23068
T281	B	107,519.81	8,959.98	51.69222
T281	C	112,895.80	9,407.98	54.27683
T281	D	118,540.59	9,878.38	56.99067
T281	E	124,467.62	10,372.30	59.84020
T281	F	130,691.00	10,890.92	62.83221
T281	G	137,225.55	11,435.46	65.97382
T282	A	103,423.81	8,618.65	49.72299
T282	B	108,595.01	9,049.58	52.20914
T282	C	114,024.76	9,502.06	54.81959
T282	D	119,725.99	9,977.17	57.56057
T282	E	125,712.29	10,476.02	60.43860
T282	F	131,997.91	10,999.83	63.46053
T282	G	138,597.80	11,549.82	66.63356

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T283	A	104,458.05	8,704.84	50.22022
T283	B	109,680.96	9,140.08	52.73123
T283	C	115,165.00	9,597.08	55.36779
T283	D	120,923.25	10,076.94	58.13618
T283	E	126,969.42	10,580.78	61.04299
T283	F	133,317.89	11,109.82	64.09514
T283	G	139,983.78	11,665.31	67.29989
T284	A	105,502.63	8,791.89	50.72242
T284	B	110,777.77	9,231.48	53.25854
T284	C	116,316.65	9,693.05	55.92147
T284	D	122,132.49	10,177.71	58.71754
T284	E	128,239.11	10,686.59	61.65342
T284	F	134,651.07	11,220.92	64.73609
T284	G	141,383.62	11,781.97	67.97289
T285	A	106,557.66	8,879.80	51.22964
T285	B	111,885.54	9,323.80	53.79113
T285	C	117,479.82	9,789.98	56.48068
T285	D	123,353.81	10,279.48	59.30472
T285	E	129,521.50	10,793.46	62.26995
T285	F	135,997.58	11,333.13	65.38345
T285	G	142,797.46	11,899.79	68.65262
T286	A	107,623.24	8,968.60	51.74194
T286	B	113,004.40	9,417.03	54.32904
T286	C	118,654.62	9,887.88	57.04549
T286	D	124,587.35	10,382.28	59.89776
T286	E	130,816.72	10,901.39	62.89265
T286	F	137,357.55	11,446.46	66.03728
T286	G	144,225.43	12,018.79	69.33915
T287	A	108,699.47	9,058.29	52.25936
T287	B	114,134.44	9,511.20	54.87233
T287	C	119,841.16	9,986.76	57.61594
T287	D	125,833.22	10,486.10	60.49674
T287	E	132,124.88	11,010.41	63.52158
T287	F	138,731.13	11,560.93	66.69766
T287	G	145,667.68	12,138.97	70.03254
T288	A	109,786.46	9,148.87	52.78195
T288	B	115,275.79	9,606.32	55.42105
T288	C	121,039.58	10,086.63	58.19210
T288	D	127,091.55	10,590.96	61.10171
T288	E	133,446.13	11,120.51	64.15679
T288	F	140,118.44	11,676.54	67.36463
T288	G	147,124.36	12,260.36	70.73287

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T289	A	110,884.33	9,240.36	53.30977
T289	B	116,428.54	9,702.38	55.97526
T289	C	122,249.97	10,187.50	58.77402
T289	D	128,362.47	10,696.87	61.71273
T289	E	134,780.59	11,231.72	64.79836
T289	F	141,519.62	11,793.30	68.03828
T289	G	148,595.60	12,382.97	71.44019
T290	A	111,993.17	9,332.76	53.84287
T290	B	117,592.83	9,799.40	56.53501
T290	C	123,472.47	10,289.37	59.36177
T290	D	129,646.09	10,803.84	62.32985
T290	E	136,128.40	11,344.03	65.44635
T290	F	142,934.82	11,911.23	68.71866
T290	G	150,081.56	12,506.80	72.15460
T291	A	113,113.10	9,426.09	54.38130
T291	B	118,768.76	9,897.40	57.10036
T291	C	124,707.20	10,392.27	59.95538
T291	D	130,942.56	10,911.88	62.95315
T291	E	137,489.68	11,457.47	66.10081
T291	F	144,364.17	12,030.35	69.40585
T291	G	151,582.38	12,631.86	72.87614
T292	A	114,244.23	9,520.35	54.92511
T292	B	119,956.45	9,996.37	57.67137
T292	C	125,954.27	10,496.19	60.55494
T292	D	132,251.98	11,021.00	63.58268
T292	E	138,864.58	11,572.05	66.76182
T292	F	145,807.81	12,150.65	70.09991
T292	G	153,098.20	12,758.18	73.60490
T293	A	115,386.68	9,615.56	55.47436
T293	B	121,156.01	10,096.33	58.24808
T293	C	127,213.81	10,601.15	61.16049
T293	D	133,574.50	11,131.21	64.21851
T293	E	140,253.23	11,687.77	67.42944
T293	F	147,265.89	12,272.16	70.80091
T293	G	154,629.18	12,885.76	74.34095
T294	A	116,540.54	9,711.71	56.02911
T294	B	122,367.57	10,197.30	58.83056
T294	C	128,485.95	10,707.16	61.77209
T294	D	134,910.25	11,242.52	64.86070
T294	E	141,655.76	11,804.65	68.10373
T294	F	148,738.55	12,394.88	71.50892
T294	G	156,175.47	13,014.62	75.08436

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T295	A	117,705.95	9,808.83	56.58940
T295	B	123,591.25	10,299.27	59.41887
T295	C	129,770.81	10,814.23	62.38981
T295	D	136,259.35	11,354.95	65.50930
T295	E	143,072.32	11,922.69	68.78477
T295	F	150,225.93	12,518.83	72.22401
T295	G	157,737.23	13,144.77	75.83521
T296	A	118,883.01	9,906.92	57.15529
T296	B	124,827.16	10,402.26	60.01306
T296	C	131,068.52	10,922.38	63.01371
T296	D	137,621.94	11,468.49	66.16440
T296	E	144,503.04	12,041.92	69.47262
T296	F	151,728.19	12,644.02	72.94625
T296	G	159,314.60	13,276.22	76.59356
T297	A	120,071.84	10,005.99	57.72685
T297	B	126,075.43	10,506.29	60.61319
T297	C	132,379.20	11,031.60	63.64385
T297	D	138,998.16	11,583.18	66.82604
T297	E	145,948.07	12,162.34	70.16734
T297	F	153,245.47	12,770.46	73.67571
T297	G	160,907.75	13,408.98	77.35949
T298	A	121,272.56	10,106.05	58.30411
T298	B	127,336.18	10,611.35	61.21932
T298	C	133,702.99	11,141.92	64.28029
T298	D	140,388.14	11,699.01	67.49430
T298	E	147,407.55	12,283.96	70.86901
T298	F	154,777.93	12,898.16	74.41247
T298	G	162,516.82	13,543.07	78.13309
T299	A	122,485.28	10,207.11	58.88715
T299	B	128,609.55	10,717.46	61.83151
T299	C	135,040.02	11,253.34	64.92309
T299	D	141,792.02	11,816.00	68.16924
T299	E	148,881.63	12,406.80	71.57770
T299	F	156,325.71	13,027.14	75.15659
T299	G	164,141.99	13,678.50	78.91442
T300	A	123,710.13	10,309.18	59.47603
T300	B	129,895.64	10,824.64	62.44983
T300	C	136,390.42	11,365.87	65.57232
T300	D	143,209.94	11,934.16	68.85094
T300	E	150,370.44	12,530.87	72.29348
T300	F	157,888.96	13,157.41	75.90816
T300	G	165,783.41	13,815.28	79.70356

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Board of Supervisors

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D900 (Chairman)	A	37,264.77	3,105.40	17.91575
D900	B	39,068.00	3,255.67	18.78269
D900	C	40,961.40	3,413.45	19.69298
D900	D	42,949.47	3,579.12	20.64879
D900	E	45,036.95	3,753.08	21.65238
D900	F	47,228.80	3,935.73	22.70615
D900	G	49,530.24	4,127.52	23.81261
D901	A	36,064.77	3,005.40	17.33883
D901	B	37,868.00	3,155.67	18.20577
D901	C	39,761.40	3,313.45	19.11606
D901	D	41,749.48	3,479.12	20.07186
D901	E	43,836.95	3,653.08	21.07546
D901	F	46,028.80	3,835.73	22.12923
D901	G	48,330.24	4,027.52	23.23569

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D020	A	74,557.35	6,213.11	35.84488
D020	B	78,285.22	6,523.77	37.63712
D020	C	82,199.48	6,849.96	39.51898
D020	D	86,309.45	7,192.45	41.49493
D020	E	90,624.93	7,552.08	43.56968
D020	F	95,156.17	7,929.68	45.74816
D020	G	99,913.98	8,326.16	48.03557
D021	A	75,302.92	6,275.24	36.20333
D021	B	79,068.07	6,589.01	38.01350
D021	C	83,021.47	6,918.46	39.91417
D021	D	87,172.55	7,264.38	41.90988
D021	E	91,531.17	7,627.60	44.00537
D021	F	96,107.73	8,008.98	46.20564
D021	G	100,913.12	8,409.43	48.51592
D022	A	76,055.95	6,338.00	36.56536
D022	B	79,858.75	6,654.90	38.39363
D022	C	83,851.69	6,987.64	40.31331
D022	D	88,044.27	7,337.02	42.32898
D022	E	92,446.49	7,703.87	44.44543
D022	F	97,068.81	8,089.07	46.66770
D022	G	101,922.25	8,493.52	49.00108
D023	A	76,816.51	6,401.38	36.93102
D023	B	80,657.34	6,721.44	38.77757
D023	C	84,690.21	7,057.52	40.71644
D023	D	88,924.72	7,410.39	42.75227
D023	E	93,370.95	7,780.91	44.88988
D023	F	98,039.50	8,169.96	47.13437
D023	G	102,941.47	8,578.46	49.49109
D024	A	77,584.68	6,465.39	37.30033
D024	B	81,463.91	6,788.66	39.16534
D024	C	85,537.11	7,128.09	41.12361
D024	D	89,813.96	7,484.50	43.17979
D024	E	94,304.66	7,858.72	45.33878
D024	F	99,019.89	8,251.66	47.60572
D024	G	103,970.89	8,664.24	49.98600
D025	A	78,360.52	6,530.04	37.67333
D025	B	82,278.55	6,856.55	39.55700
D025	C	86,392.48	7,199.37	41.53485
D025	D	90,712.10	7,559.34	43.61159
D025	E	95,247.71	7,937.31	45.79217
D025	F	100,010.09	8,334.17	48.08178
D025	G	105,010.60	8,750.88	50.48586

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D026	A	79,144.13	6,595.34	38.05006
D026	B	83,101.34	6,925.11	39.95257
D026	C	87,256.40	7,271.37	41.95019
D026	D	91,619.22	7,634.94	44.04770
D026	E	96,200.18	8,016.68	46.25009
D026	F	101,010.19	8,417.52	48.56259
D026	G	106,060.70	8,838.39	50.99072
D027	A	79,935.57	6,661.30	38.43056
D027	B	83,932.35	6,994.36	40.35209
D027	C	88,128.97	7,344.08	42.36970
D027	D	92,535.42	7,711.28	44.48818
D027	E	97,162.19	8,096.85	46.71259
D027	F	102,020.30	8,501.69	49.04822
D027	G	107,121.31	8,926.78	51.50063
D028	A	80,734.93	6,727.91	38.81487
D028	B	84,771.67	7,064.31	40.75561
D028	C	89,010.26	7,417.52	42.79339
D028	D	93,460.77	7,788.40	44.93306
D028	E	98,133.81	8,177.82	47.17972
D028	F	103,040.50	8,586.71	49.53870
D028	G	108,192.52	9,016.04	52.01564
D029	A	81,542.28	6,795.19	39.20302
D029	B	85,619.39	7,134.95	41.16317
D029	C	89,900.36	7,491.70	43.22133
D029	D	94,395.38	7,866.28	45.38239
D029	E	99,115.15	8,259.60	47.65151
D029	F	104,070.90	8,672.58	50.03409
D029	G	109,274.45	9,106.20	52.53579
D030	A	82,357.70	6,863.14	39.59505
D030	B	86,475.58	7,206.30	41.57480
D030	C	90,799.36	7,566.61	43.65354
D030	D	95,339.33	7,944.94	45.83622
D030	E	100,106.30	8,342.19	48.12803
D030	F	105,111.61	8,759.30	50.53443
D030	G	110,367.19	9,197.27	53.06115
D031	A	83,181.28	6,931.77	39.99100
D031	B	87,340.34	7,278.36	41.99055
D031	C	91,707.36	7,642.28	44.09008
D031	D	96,292.72	8,024.39	46.29458
D031	E	101,107.36	8,425.61	48.60931
D031	F	106,162.73	8,846.89	51.03977
D031	G	111,470.87	9,289.24	53.59176

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D032	A	84,013.09	7,001.09	40.39091
D032	B	88,213.74	7,351.15	42.41045
D032	C	92,624.43	7,718.70	44.53098
D032	D	97,255.65	8,104.64	46.75752
D032	E	102,118.43	8,509.87	49.09540
D032	F	107,224.36	8,935.36	51.55017
D032	G	112,585.57	9,382.13	54.12768
D033	A	84,853.22	7,071.10	40.79482
D033	B	89,095.88	7,424.66	42.83456
D033	C	93,550.67	7,795.89	44.97629
D033	D	98,228.21	8,185.68	47.22510
D033	E	103,139.62	8,594.97	49.58636
D033	F	108,296.60	9,024.72	52.06567
D033	G	113,711.43	9,475.95	54.66896
D034	A	85,701.75	7,141.81	41.20277
D034	B	89,986.84	7,498.90	43.26290
D034	C	94,486.18	7,873.85	45.42605
D034	D	99,210.49	8,267.54	47.69735
D034	E	104,171.01	8,680.92	50.08222
D034	F	109,379.57	9,114.96	52.58633
D034	G	114,848.54	9,570.71	55.21565
D035	A	86,558.77	7,213.23	41.61479
D035	B	90,886.71	7,573.89	43.69553
D035	C	95,431.04	7,952.59	45.88031
D035	D	100,202.60	8,350.22	48.17432
D035	E	105,212.72	8,767.73	50.58304
D035	F	110,473.36	9,206.11	53.11219
D035	G	115,997.03	9,666.42	55.76780
D036	A	87,424.36	7,285.36	42.03094
D036	B	91,795.57	7,649.63	44.13249
D036	C	96,385.35	8,032.11	46.33911
D036	D	101,204.62	8,433.72	48.65607
D036	E	106,264.85	8,855.40	51.08887
D036	F	111,578.09	9,298.17	53.64331
D036	G	117,157.00	9,763.08	56.32548
D037	A	88,298.60	7,358.22	42.45125
D037	B	92,713.53	7,726.13	44.57381
D037	C	97,349.21	8,112.43	46.80250
D037	D	102,216.67	8,518.06	49.14263
D037	E	107,327.50	8,943.96	51.59976
D037	F	112,693.88	9,391.16	54.17975
D037	G	118,328.57	9,860.71	56.88874

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D038	A	89,181.59	7,431.80	42.87576
D038	B	93,640.67	7,803.39	45.01955
D038	C	98,322.70	8,193.56	47.27053
D038	D	103,238.83	8,603.24	49.63405
D038	E	108,400.78	9,033.40	52.11576
D038	F	113,820.81	9,485.07	54.72155
D038	G	119,511.86	9,959.32	57.45762
D039	A	90,073.40	7,506.12	43.30452
D039	B	94,577.07	7,881.42	45.46975
D039	C	99,305.93	8,275.49	47.74323
D039	D	104,271.22	8,689.27	50.13040
D039	E	109,484.78	9,123.73	52.63692
D039	F	114,959.02	9,579.92	55.26876
D039	G	120,706.97	10,058.91	58.03220
D040	A	90,974.14	7,581.18	43.73757
D040	B	95,522.84	7,960.24	45.92444
D040	C	100,298.99	8,358.25	48.22067
D040	D	105,313.93	8,776.16	50.63170
D040	E	110,579.63	9,214.97	53.16328
D040	F	116,108.61	9,675.72	55.82145
D040	G	121,914.04	10,159.50	58.61252
D041	A	91,883.88	7,656.99	44.17494
D041	B	96,478.07	8,039.84	46.38369
D041	C	101,301.98	8,441.83	48.70287
D041	D	106,367.07	8,863.92	51.13802
D041	E	111,685.43	9,307.12	53.69492
D041	F	117,269.70	9,772.47	56.37966
D041	G	123,133.18	10,261.10	59.19865
D042	A	92,802.72	7,733.56	44.61669
D042	B	97,442.85	8,120.24	46.84753
D042	C	102,314.99	8,526.25	49.18990
D042	D	107,430.74	8,952.56	51.64940
D042	E	112,802.28	9,400.19	54.23187
D042	F	118,442.40	9,870.20	56.94346
D042	G	124,364.52	10,363.71	59.79063
D043	A	93,730.74	7,810.90	45.06286
D043	B	98,417.28	8,201.44	47.31600
D043	C	103,338.14	8,611.51	49.68180
D043	D	108,505.05	9,042.09	52.16589
D043	E	113,930.30	9,494.19	54.77418
D043	F	119,626.82	9,968.90	57.51289
D043	G	125,608.16	10,467.35	60.38854

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D044	A	94,668.05	7,889.00	45.51349
D044	B	99,401.45	8,283.45	47.78916
D044	C	104,371.53	8,697.63	50.17862
D044	D	109,590.10	9,132.51	52.68755
D044	E	115,069.61	9,589.13	55.32193
D044	F	120,823.09	10,068.59	58.08802
D044	G	126,864.24	10,572.02	60.99242
D045	A	95,614.73	7,967.89	45.96862
D045	B	100,395.47	8,366.29	48.26705
D045	C	105,415.24	8,784.60	50.68040
D045	D	110,686.00	9,223.83	53.21442
D045	E	116,220.30	9,685.03	55.87515
D045	F	122,031.32	10,169.28	58.66890
D045	G	128,132.89	10,677.74	61.60235
D046	A	96,570.88	8,047.57	46.42831
D046	B	101,399.42	8,449.95	48.74972
D046	C	106,469.39	8,872.45	51.18721
D046	D	111,792.86	9,316.07	53.74657
D046	E	117,382.51	9,781.88	56.43390
D046	F	123,251.63	10,270.97	59.25559
D046	G	129,414.21	10,784.52	62.21837
D047	A	97,536.59	8,128.05	46.89259
D047	B	102,413.42	8,534.45	49.23722
D047	C	107,534.09	8,961.17	51.69908
D047	D	112,910.79	9,409.23	54.28403
D047	E	118,556.33	9,879.69	56.99824
D047	F	124,484.15	10,373.68	59.84815
D047	G	130,708.36	10,892.36	62.84056
D048	A	98,511.95	8,209.33	47.36152
D048	B	103,437.55	8,619.80	49.72959
D048	C	108,609.43	9,050.79	52.21607
D048	D	114,039.90	9,503.32	54.82688
D048	E	119,741.90	9,978.49	57.56822
D048	F	125,728.99	10,477.42	60.44663
D048	G	132,015.44	11,001.29	63.46896
D049	A	99,497.07	8,291.42	47.83513
D049	B	104,471.93	8,705.99	50.22689
D049	C	109,695.52	9,141.29	52.73823
D049	D	115,180.30	9,598.36	55.37514
D049	E	120,939.31	10,078.28	58.14390
D049	F	126,986.28	10,582.19	61.05110
D049	G	133,335.59	11,111.30	64.10365

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D050	A	100,492.04	8,374.34	48.31348
D050	B	105,516.65	8,793.05	50.72916
D050	C	110,792.48	9,232.71	53.26561
D050	D	116,332.10	9,694.34	55.92890
D050	E	122,148.71	10,179.06	58.72534
D050	F	128,256.14	10,688.01	61.66161
D050	G	134,668.95	11,222.41	64.74469
D051	A	101,496.96	8,458.08	48.79662
D051	B	106,571.81	8,880.98	51.23645
D051	C	111,900.40	9,325.03	53.79827
D051	D	117,495.42	9,791.29	56.48818
D051	E	123,370.19	10,280.85	59.31259
D051	F	129,538.70	10,794.89	62.27822
D051	G	136,015.64	11,334.64	65.39213
D052	A	102,511.93	8,542.66	49.28458
D052	B	107,637.53	8,969.79	51.74881
D052	C	113,019.41	9,418.28	54.33625
D052	D	118,670.38	9,889.20	57.05307
D052	E	124,603.90	10,383.66	59.90572
D052	F	130,834.09	10,902.84	62.90101
D052	G	137,375.80	11,447.98	66.04606
D053	A	103,537.05	8,628.09	49.77743
D053	B	108,713.91	9,059.49	52.26630
D053	C	114,149.60	9,512.47	54.87962
D053	D	119,857.08	9,988.09	57.62360
D053	E	125,849.94	10,487.49	60.50478
D053	F	132,142.43	11,011.87	63.53002
D053	G	138,749.55	11,562.46	66.70652
D054	A	104,572.42	8,714.37	50.27520
D054	B	109,801.05	9,150.09	52.78896
D054	C	115,291.10	9,607.59	55.42841
D054	D	121,055.65	10,087.97	58.19983
D054	E	127,108.43	10,592.37	61.10982
D054	F	133,463.86	11,121.99	64.16532
D054	G	140,137.05	11,678.09	67.37358
D055	A	105,618.15	8,801.51	50.77796
D055	B	110,899.06	9,241.59	53.31685
D055	C	116,444.01	9,703.67	55.98270
D055	D	122,266.21	10,188.85	58.78183
D055	E	128,379.52	10,698.29	61.72092
D055	F	134,798.50	11,233.21	64.80697
D055	G	141,538.42	11,794.87	68.04732

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D056	A	106,674.33	8,889.53	51.28574
D056	B	112,008.05	9,334.00	53.85002
D056	C	117,608.45	9,800.70	56.54252
D056	D	123,488.87	10,290.74	59.36965
D056	E	129,663.31	10,805.28	62.33813
D056	F	136,146.48	11,345.54	65.45504
D056	G	142,953.80	11,912.82	68.72779
D057	A	107,741.07	8,978.42	51.79859
D057	B	113,128.13	9,427.34	54.38852
D057	C	118,784.53	9,898.71	57.10795
D057	D	124,723.76	10,393.65	59.96335
D057	E	130,959.95	10,913.33	62.96151
D057	F	137,507.94	11,459.00	66.10959
D057	G	144,383.34	12,031.94	69.41507
D058	A	108,818.48	9,068.21	52.31658
D058	B	114,259.41	9,521.62	54.93241
D058	C	119,972.38	9,997.70	57.67903
D058	D	125,971.00	10,497.58	60.56298
D058	E	132,269.55	11,022.46	63.59113
D058	F	138,883.02	11,573.59	66.77068
D058	G	145,827.18	12,152.26	70.10922
D059	A	109,906.67	9,158.89	52.83974
D059	B	115,402.00	9,616.83	55.48173
D059	C	121,172.10	10,097.67	58.25582
D059	D	127,230.71	10,602.56	61.16861
D059	E	133,592.24	11,132.69	64.22704
D059	F	140,271.85	11,689.32	67.43839
D059	G	147,285.45	12,273.79	70.81031
D060	A	111,005.74	9,250.48	53.36814
D060	B	116,556.02	9,713.00	56.03655
D060	C	122,383.82	10,198.65	58.83838
D060	D	128,503.01	10,708.58	61.78030
D060	E	134,928.16	11,244.01	64.86931
D060	F	141,674.57	11,806.21	68.11278
D060	G	148,758.30	12,396.52	71.51841
D061	A	112,115.79	9,342.98	53.90182
D061	B	117,721.58	9,810.13	56.59691
D061	C	123,607.66	10,300.64	59.42676
D061	D	129,788.04	10,815.67	62.39810
D061	E	136,277.45	11,356.45	65.51800
D061	F	143,091.32	11,924.28	68.79390
D061	G	150,245.88	12,520.49	72.23360

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D062	A	113,236.95	9,436.41	54.44084
D062	B	118,898.80	9,908.23	57.16288
D062	C	124,843.74	10,403.64	60.02103
D062	D	131,085.92	10,923.83	63.02208
D062	E	137,640.22	11,470.02	66.17318
D062	F	144,522.23	12,043.52	69.48184
D062	G	151,748.34	12,645.70	72.95593
D063	A	114,369.32	9,530.78	54.98525
D063	B	120,087.79	10,007.32	57.73451
D063	C	126,092.18	10,507.68	60.62124
D063	D	132,396.78	11,033.07	63.65230
D063	E	139,016.62	11,584.72	66.83491
D063	F	145,967.45	12,163.95	70.17666
D063	G	153,265.83	12,772.15	73.68549
D064	A	115,513.01	9,626.08	55.53510
D064	B	121,288.66	10,107.39	58.31186
D064	C	127,353.10	10,612.76	61.22745
D064	D	133,720.75	11,143.40	64.28882
D064	E	140,406.79	11,700.57	67.50326
D064	F	147,427.13	12,285.59	70.87843
D064	G	154,798.49	12,899.87	74.42235
D065	A	116,668.14	9,722.35	56.09045
D065	B	122,501.55	10,208.46	58.89498
D065	C	128,626.63	10,718.89	61.83972
D065	D	135,057.96	11,254.83	64.93171
D065	E	141,810.86	11,817.57	68.17830
D065	F	148,901.40	12,408.45	71.58721
D065	G	156,346.47	13,028.87	75.16657
D066	A	117,834.82	9,819.57	56.65136
D066	B	123,726.57	10,310.55	59.48393
D066	C	129,912.89	10,826.07	62.45812
D066	D	136,408.54	11,367.38	65.58103
D066	E	143,228.97	11,935.75	68.86008
D066	F	150,390.41	12,532.53	72.30308
D066	G	157,909.93	13,159.16	75.91824
D067	A	119,013.17	9,917.76	57.21787
D067	B	124,963.83	10,413.65	60.07877
D067	C	131,212.02	10,934.34	63.08270
D067	D	137,772.62	11,481.05	66.23684
D067	E	144,661.26	12,055.10	69.54868
D067	F	151,894.32	12,657.86	73.02611
D067	G	159,489.03	13,290.75	76.67742

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D068	A	120,203.30	10,016.94	57.79005
D068	B	126,213.47	10,517.79	60.67955
D068	C	132,524.14	11,043.68	63.71353
D068	D	139,150.35	11,595.86	66.89921
D068	E	146,107.87	12,175.66	70.24417
D068	F	153,413.26	12,784.44	73.75638
D068	G	161,083.92	13,423.66	77.44419
D069	A	121,405.34	10,117.11	58.36795
D069	B	127,475.60	10,622.97	61.28635
D069	C	133,849.38	11,154.12	64.35067
D069	D	140,541.85	11,711.82	67.56820
D069	E	147,568.95	12,297.41	70.94661
D069	F	154,947.39	12,912.28	74.49394
D069	G	162,694.76	13,557.90	78.21864
D070	A	122,619.39	10,218.28	58.95163
D070	B	128,750.36	10,729.20	61.89921
D070	C	135,187.88	11,265.66	64.99417
D070	D	141,947.27	11,828.94	68.24388
D070	E	149,044.64	12,420.39	71.65608
D070	F	156,496.87	13,041.41	75.23888
D070	G	164,321.71	13,693.48	79.00082
D071	A	123,845.58	10,320.47	59.54115
D071	B	130,037.86	10,836.49	62.51820
D071	C	136,539.76	11,378.31	65.64411
D071	D	143,366.75	11,947.23	68.92632
D071	E	150,535.08	12,544.59	72.37264
D071	F	158,061.84	13,171.82	75.99127
D071	G	165,964.93	13,830.41	79.79083
D072	A	125,084.04	10,423.67	60.13656
D072	B	131,338.24	10,944.85	63.14339
D072	C	137,905.15	11,492.10	66.30056
D072	D	144,800.41	12,066.70	69.61558
D072	E	152,040.43	12,670.04	73.09636
D072	F	159,642.46	13,303.54	76.75118
D072	G	167,624.58	13,968.71	80.58874
D073	A	126,334.88	10,527.91	60.73792
D073	B	132,651.63	11,054.30	63.77482
D073	C	139,284.21	11,607.02	66.96356
D073	D	146,248.42	12,187.37	70.31174
D073	E	153,560.84	12,796.74	73.82733
D073	F	161,238.88	13,436.57	77.51869
D073	G	169,300.82	14,108.40	81.39463

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D074	A	127,598.23	10,633.19	61.34530
D074	B	133,978.14	11,164.84	64.41257
D074	C	140,677.05	11,723.09	67.63320
D074	D	147,710.90	12,309.24	71.01486
D074	E	155,096.45	12,924.70	74.56560
D074	F	162,851.27	13,570.94	78.29388
D074	G	170,993.83	14,249.49	82.20857
D075	A	128,874.21	10,739.52	61.95876
D075	B	135,317.92	11,276.49	65.05669
D075	C	142,083.82	11,840.32	68.30953
D075	D	149,188.01	12,432.33	71.72500
D075	E	156,647.41	13,053.95	75.31126
D075	F	164,479.78	13,706.65	79.07682
D075	G	172,703.77	14,391.98	83.03066
D076	A	130,162.95	10,846.91	62.57834
D076	B	136,671.10	11,389.26	65.70726
D076	C	143,504.66	11,958.72	68.99262
D076	D	150,679.89	12,556.66	72.44225
D076	E	158,213.88	13,184.49	76.06437
D076	F	166,124.58	13,843.71	79.86759
D076	G	174,430.81	14,535.90	83.86097
D077	A	131,464.58	10,955.38	63.20413
D077	B	138,037.81	11,503.15	66.36433
D077	C	144,939.70	12,078.31	69.68255
D077	D	152,186.69	12,682.22	73.16668
D077	E	159,796.02	13,316.34	76.82501
D077	F	167,785.82	13,982.15	80.66626
D077	G	176,175.12	14,681.26	84.69957
D078	A	132,779.23	11,064.94	63.83617
D078	B	139,418.19	11,618.18	67.02798
D078	C	146,389.10	12,199.09	70.37938
D078	D	153,708.56	12,809.05	73.89834
D078	E	161,393.98	13,449.50	77.59326
D078	F	169,463.68	14,121.97	81.47292
D078	G	177,936.87	14,828.07	85.54657
D079	A	134,107.02	11,175.58	64.47453
D079	B	140,812.37	11,734.36	67.69826
D079	C	147,852.99	12,321.08	71.08317
D079	D	155,245.64	12,937.14	74.63733
D079	E	163,007.92	13,583.99	78.36919
D079	F	171,158.32	14,263.19	82.28765
D079	G	179,716.24	14,976.35	86.40204

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D080	A	135,448.09	11,287.34	65.11928
D080	B	142,220.50	11,851.71	68.37524
D080	C	149,331.52	12,444.29	71.79400
D080	D	156,798.10	13,066.51	75.38370
D080	E	164,638.00	13,719.83	79.15289
D080	F	172,869.90	14,405.82	83.11053
D080	G	181,513.40	15,126.12	87.26606
D081	A	136,802.57	11,400.21	65.77047
D081	B	143,642.70	11,970.22	69.05899
D081	C	150,824.84	12,568.74	72.51194
D081	D	158,366.08	13,197.17	76.13754
D081	E	166,284.38	13,857.03	79.94441
D081	F	174,598.60	14,549.88	83.94164
D081	G	183,328.53	15,277.38	88.13872
D082	A	138,170.60	11,514.22	66.42817
D082	B	145,079.13	12,089.93	69.74958
D082	C	152,333.09	12,694.42	73.23706
D082	D	159,949.74	13,329.14	76.89891
D082	E	167,947.23	13,995.60	80.74386
D082	F	176,344.59	14,695.38	84.78105
D082	G	185,161.82	15,430.15	89.02010
D083	A	139,552.30	11,629.36	67.09245
D083	B	146,529.92	12,210.83	70.44708
D083	C	153,856.42	12,821.37	73.96943
D083	D	161,549.24	13,462.44	77.66790
D083	E	169,626.70	14,135.56	81.55130
D083	F	178,108.03	14,842.34	85.62886
D083	G	187,013.44	15,584.45	89.91031
D084	A	140,947.83	11,745.65	67.76338
D084	B	147,995.22	12,332.93	71.15155
D084	C	155,394.98	12,949.58	74.70913
D084	D	163,164.73	13,597.06	78.44458
D084	E	171,322.97	14,276.91	82.36681
D084	F	179,889.11	14,990.76	86.48515
D084	G	188,883.57	15,740.30	90.80941
D085	A	142,357.31	11,863.11	68.44101
D085	B	149,475.17	12,456.26	71.86306
D085	C	156,948.93	13,079.08	75.45622
D085	D	164,796.38	13,733.03	79.22903
D085	E	173,036.20	14,419.68	83.19048
D085	F	181,688.01	15,140.67	87.35000
D085	G	190,772.41	15,897.70	91.71750

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D086	A	143,780.88	11,981.74	69.12542
D086	B	150,969.92	12,580.83	72.58169
D086	C	158,518.42	13,209.87	76.21078
D086	D	166,444.34	13,870.36	80.02132
D086	E	174,766.56	14,563.88	84.02238
D086	F	183,504.89	15,292.07	88.22350
D086	G	192,680.13	16,056.68	92.63468
D087	A	145,218.69	12,101.56	69.81668
D087	B	152,479.62	12,706.63	73.30751
D087	C	160,103.60	13,341.97	76.97289
D087	D	168,108.78	14,009.07	80.82153
D087	E	176,514.22	14,709.52	84.86261
D087	F	185,339.93	15,444.99	89.10574
D087	G	194,606.93	16,217.24	93.56102
D088	A	146,670.88	12,222.57	70.51484
D088	B	154,004.42	12,833.70	74.04059
D088	C	161,704.64	13,475.39	77.74262
D088	D	169,789.87	14,149.16	81.62975
D088	E	178,279.37	14,856.61	85.71123
D088	F	187,193.33	15,599.44	89.99679
D088	G	196,553.00	16,379.42	94.49663
D089	A	148,137.58	12,344.80	71.21999
D089	B	155,544.46	12,962.04	74.78099
D089	C	163,321.69	13,610.14	78.52004
D089	D	171,487.77	14,290.65	82.44604
D089	E	180,062.16	15,005.18	86.56835
D089	F	189,065.27	15,755.44	90.89676
D089	G	198,518.53	16,543.21	95.44160
D090	A	149,618.96	12,468.25	71.93219
D090	B	157,099.91	13,091.66	75.52880
D090	C	164,954.90	13,746.24	79.30524
D090	D	173,202.65	14,433.55	83.27050
D090	E	181,862.78	15,155.23	87.43403
D090	F	190,955.92	15,912.99	91.80573
D090	G	200,503.72	16,708.64	96.39602
D091	A	151,115.15	12,592.93	72.65151
D091	B	158,670.91	13,222.58	76.28409
D091	C	166,604.45	13,883.70	80.09829
D091	D	174,934.67	14,577.89	84.10321
D091	E	183,681.41	15,306.78	88.30837
D091	F	192,865.48	16,072.12	92.72379
D091	G	202,508.75	16,875.73	97.35998

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D092	A	152,626.30	12,718.86	73.37803
D092	B	160,257.62	13,354.80	77.04693
D092	C	168,270.50	14,022.54	80.89928
D092	D	176,684.02	14,723.67	84.94424
D092	E	185,518.22	15,459.85	89.19145
D092	F	194,794.13	16,232.84	93.65103
D092	G	204,533.84	17,044.49	98.33358
D093	A	154,152.56	12,846.05	74.11181
D093	B	161,860.19	13,488.35	77.81740
D093	C	169,953.20	14,162.77	81.70827
D093	D	178,450.86	14,870.90	85.79368
D093	E	187,373.40	15,614.45	90.08337
D093	F	196,742.07	16,395.17	94.58754
D093	G	206,579.18	17,214.93	99.31691
D094	A	155,694.09	12,974.51	74.85293
D094	B	163,478.79	13,623.23	78.59557
D094	C	171,652.73	14,304.39	82.52535
D094	D	180,235.37	15,019.61	86.65162
D094	E	189,247.14	15,770.59	90.98420
D094	F	198,709.50	16,559.12	95.53341
D094	G	208,644.97	17,387.08	100.31008
D095	A	157,251.03	13,104.25	75.60146
D095	B	165,113.58	13,759.46	79.38153
D095	C	173,369.26	14,447.44	83.35061
D095	D	182,037.72	15,169.81	87.51814
D095	E	191,139.61	15,928.30	91.89404
D095	F	200,696.59	16,724.72	96.48875
D095	G	210,731.42	17,560.95	101.31318
D096	A	158,823.54	13,235.29	76.35747
D096	B	166,764.72	13,897.06	80.17534
D096	C	175,102.95	14,591.91	84.18411
D096	D	183,858.10	15,321.51	88.39332
D096	E	193,051.01	16,087.58	92.81298
D096	F	202,703.56	16,891.96	97.45363
D096	G	212,838.73	17,736.56	102.32631
D097	A	160,411.78	13,367.65	77.12105
D097	B	168,432.36	14,036.03	80.97710
D097	C	176,853.98	14,737.83	85.02595
D097	D	185,696.68	15,474.72	89.27725
D097	E	194,981.52	16,248.46	93.74111
D097	F	204,730.59	17,060.88	98.42817
D097	G	214,967.12	17,913.93	103.34958

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D098	A	162,015.89	13,501.32	77.89226
D098	B	170,116.69	14,176.39	81.78687
D098	C	178,622.52	14,885.21	85.87621
D098	D	187,553.65	15,629.47	90.17002
D098	E	196,931.33	16,410.94	94.67852
D098	F	206,777.90	17,231.49	99.41245
D098	G	217,116.79	18,093.07	104.38307
D099	A	163,636.05	13,636.34	78.67118
D099	B	171,817.86	14,318.15	82.60474
D099	C	180,408.75	15,034.06	86.73498
D099	D	189,429.19	15,785.77	91.07172
D099	E	198,900.64	16,575.05	95.62531
D099	F	208,845.68	17,403.81	100.40658
D099	G	219,287.96	18,274.00	105.42690
D100	A	165,272.41	13,772.70	79.45789
D100	B	173,536.03	14,461.34	83.43079
D100	C	182,212.84	15,184.40	87.60232
D100	D	191,323.48	15,943.62	91.98244
D100	E	200,889.65	16,740.80	96.58156
D100	F	210,934.13	17,577.84	101.41064
D100	G	221,480.84	18,456.74	106.48117
D101	A	166,925.14	13,910.43	80.25247
D101	B	175,271.39	14,605.95	84.26509
D101	C	184,034.96	15,336.25	88.47835
D101	D	193,236.71	16,103.06	92.90227
D101	E	202,898.55	16,908.21	97.54738
D101	F	213,043.48	17,753.62	102.42475
D101	G	223,695.65	18,641.30	107.54599
D102	A	168,594.39	14,049.53	81.05499
D102	B	177,024.11	14,752.01	85.10774
D102	C	185,875.31	15,489.61	89.36313
D102	D	195,169.08	16,264.09	93.83129
D102	E	204,927.53	17,077.29	98.52285
D102	F	215,173.91	17,931.16	103.44900
D102	G	225,932.61	18,827.72	108.62144
D103	A	170,280.33	14,190.03	81.86554
D103	B	178,794.35	14,899.53	85.95882
D103	C	187,734.07	15,644.51	90.25676
D103	D	197,120.77	16,426.73	94.76960
D103	E	206,976.81	17,248.07	99.50808
D103	F	217,325.65	18,110.47	104.48349
D103	G	228,191.93	19,015.99	109.70766

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D104	A	171,983.14	14,331.93	82.68420
D104	B	180,582.29	15,048.52	86.81841
D104	C	189,611.41	15,800.95	91.15933
D104	D	199,091.98	16,591.00	95.71730
D104	E	209,046.58	17,420.55	100.50316
D104	F	219,498.91	18,291.58	105.52832
D104	G	230,473.85	19,206.15	110.80474
D105	A	173,702.97	14,475.25	83.51104
D105	B	182,388.12	15,199.01	87.68659
D105	C	191,507.52	15,958.96	92.07092
D105	D	201,082.90	16,756.91	96.67447
D105	E	211,137.04	17,594.75	101.50819
D105	F	221,693.89	18,474.49	106.58360
D105	G	232,778.59	19,398.22	111.91278
D106	A	175,440.00	14,620.00	84.34615
D106	B	184,212.00	15,351.00	88.56346
D106	C	193,422.60	16,118.55	92.99163
D106	D	203,093.73	16,924.48	97.64121
D106	E	213,248.41	17,770.70	102.52328
D106	F	223,910.83	18,659.24	107.64944
D106	G	235,106.38	19,592.20	113.03191
D107	A	177,194.40	14,766.20	85.18961
D107	B	186,054.12	15,504.51	89.44909
D107	C	195,356.82	16,279.73	93.92155
D107	D	205,124.66	17,093.72	98.61763
D107	E	215,380.90	17,948.41	103.54851
D107	F	226,149.94	18,845.83	108.72593
D107	G	237,457.44	19,788.12	114.16223
D108	A	178,966.34	14,913.86	86.04151
D108	B	187,914.66	15,659.55	90.34359
D108	C	197,310.39	16,442.53	94.86076
D108	D	207,175.91	17,264.66	99.60380
D108	E	217,534.71	18,127.89	104.58399
D108	F	228,411.44	19,034.29	109.81319
D108	G	239,832.01	19,986.00	115.30385
D109	A	180,756.00	15,063.00	86.90193
D109	B	189,793.80	15,816.15	91.24702
D109	C	199,283.49	16,606.96	95.80937
D109	D	209,247.67	17,437.31	100.59984
D109	E	219,710.05	18,309.17	105.62983
D109	F	230,695.56	19,224.63	110.91132
D109	G	242,230.33	20,185.86	116.45689

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D110	A	182,563.56	15,213.63	87.77094
D110	B	191,691.74	15,974.31	92.15949
D110	C	201,276.33	16,773.03	96.76747
D110	D	211,340.15	17,611.68	101.60584
D110	E	221,907.15	18,492.26	106.68613
D110	F	233,002.51	19,416.88	112.02044
D110	G	244,652.64	20,387.72	117.62146
D111	A	184,389.20	15,365.77	88.64865
D111	B	193,608.66	16,134.05	93.08109
D111	C	203,289.09	16,940.76	97.73514
D111	D	213,453.55	17,787.80	102.62190
D111	E	224,126.22	18,677.19	107.75299
D111	F	235,332.54	19,611.04	113.14064
D111	G	247,099.16	20,591.60	118.79767
D112	A	186,233.09	15,519.42	89.53514
D112	B	195,544.75	16,295.40	94.01190
D112	C	205,321.98	17,110.16	98.71249
D112	D	215,588.08	17,965.67	103.64812
D112	E	226,367.49	18,863.96	108.83052
D112	F	237,685.86	19,807.15	114.27205
D112	G	249,570.15	20,797.51	119.98565
D113	A	188,095.42	15,674.62	90.43049
D113	B	197,500.19	16,458.35	94.95202
D113	C	207,375.20	17,281.27	99.69962
D113	D	217,743.96	18,145.33	104.68460
D113	E	228,631.16	19,052.60	109.91883
D113	F	240,062.72	20,005.23	115.41477
D113	G	252,065.86	21,005.49	121.18551
D114	A	189,976.38	15,831.36	91.33480
D114	B	199,475.20	16,622.93	95.90154
D114	C	209,448.96	17,454.08	100.69661
D114	D	219,921.40	18,326.78	105.73144
D114	E	230,917.47	19,243.12	111.01802
D114	F	242,463.35	20,205.28	116.56892
D114	G	254,586.51	21,215.54	122.39736
D115	A	191,876.14	15,989.68	92.24814
D115	B	201,469.95	16,789.16	96.86055
D115	C	211,543.45	17,628.62	101.70358
D115	D	222,120.62	18,510.05	106.78876
D115	E	233,226.65	19,435.55	112.12820
D115	F	244,887.98	20,407.33	117.73461
D115	G	257,132.38	21,427.70	123.62134

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D116	A	193,794.90	16,149.57	93.17063
D116	B	203,484.65	16,957.05	97.82916
D116	C	213,658.88	17,804.91	102.72062
D116	D	224,341.82	18,695.15	107.85665
D116	E	235,558.91	19,629.91	113.24948
D116	F	247,336.86	20,611.40	118.91195
D116	G	259,703.70	21,641.97	124.85755
D117	A	195,732.85	16,311.07	94.10233
D117	B	205,519.49	17,126.62	98.80745
D117	C	215,795.47	17,982.96	103.74782
D117	D	226,585.24	18,882.10	108.93521
D117	E	237,914.50	19,826.21	114.38197
D117	F	249,810.23	20,817.52	120.10107
D117	G	262,300.74	21,858.39	126.10613
D118	A	197,690.18	16,474.18	95.04336
D118	B	207,574.69	17,297.89	99.79552
D118	C	217,953.42	18,162.78	104.78530
D118	D	228,851.09	19,070.92	110.02456
D118	E	240,293.65	20,024.47	115.52579
D118	F	252,308.33	21,025.69	121.30208
D118	G	264,923.75	22,076.98	127.36719
D119	A	199,667.08	16,638.92	95.99379
D119	B	209,650.44	17,470.87	100.79348
D119	C	220,132.96	18,344.41	105.83315
D119	D	231,139.61	19,261.63	111.12481
D119	E	242,696.59	20,224.72	116.68105
D119	F	254,831.41	21,235.95	122.51510
D119	G	267,572.99	22,297.75	128.64086
D120	A	201,663.75	16,805.31	96.95373
D120	B	211,746.94	17,645.58	101.80141
D120	C	222,334.29	18,527.86	106.89148
D120	D	233,451.00	19,454.25	112.23606
D120	E	245,123.55	20,426.96	117.84786
D120	F	257,379.73	21,448.31	123.74025
D120	G	270,248.72	22,520.73	129.92727
D121	A	203,680.39	16,973.37	97.92326
D121	B	213,864.41	17,822.03	102.81943
D121	C	224,557.63	18,713.14	107.96040
D121	D	235,785.51	19,648.79	113.35842
D121	E	247,574.79	20,631.23	119.02634
D121	F	259,953.53	21,662.79	124.97766
D121	G	272,951.20	22,745.93	131.22654

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D122	A	205,717.19	17,143.10	98.90250
D122	B	216,003.05	18,000.25	103.84762
D122	C	226,803.21	18,900.27	109.04000
D122	D	238,143.37	19,845.28	114.49200
D122	E	250,050.53	20,837.54	120.21660
D122	F	262,553.06	21,879.42	126.22743
D122	G	275,680.71	22,973.39	132.53881
D123	A	207,774.37	17,314.53	99.89152
D123	B	218,163.08	18,180.26	104.88610
D123	C	229,071.24	19,089.27	110.13040
D123	D	240,524.80	20,043.73	115.63692
D123	E	252,551.04	21,045.92	121.41877
D123	F	265,178.59	22,098.22	127.48971
D123	G	278,437.52	23,203.13	133.86419
D124	A	209,852.11	17,487.68	100.89044
D124	B	220,344.71	18,362.06	105.93496
D124	C	231,361.95	19,280.16	111.23171
D124	D	242,930.05	20,244.17	116.79329
D124	E	255,076.55	21,256.38	122.63296
D124	F	267,830.38	22,319.20	128.76460
D124	G	281,221.90	23,435.16	135.20284
D125	A	211,950.63	17,662.55	101.89934
D125	B	222,548.16	18,545.68	106.99431
D125	C	233,675.57	19,472.96	112.34402
D125	D	245,359.35	20,446.61	117.96123
D125	E	257,627.32	21,468.94	123.85929
D125	F	270,508.68	22,542.39	130.05225
D125	G	284,034.12	23,669.51	136.55486
D126	A	214,070.14	17,839.18	102.91834
D126	B	224,773.64	18,731.14	108.06425
D126	C	236,012.33	19,667.69	113.46746
D126	D	247,812.94	20,651.08	119.14084
D126	E	260,203.59	21,683.63	125.09788
D126	F	273,213.77	22,767.81	131.35277
D126	G	286,874.46	23,906.20	137.92041
D127	A	216,210.84	18,017.57	103.94752
D127	B	227,021.38	18,918.45	109.14489
D127	C	238,372.45	19,864.37	114.60214
D127	D	250,291.07	20,857.59	120.33225
D127	E	262,805.63	21,900.47	126.34886
D127	F	275,945.91	22,995.49	132.66630
D127	G	289,743.20	24,145.27	139.29962

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Department Heads

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D128	A	218,372.95	18,197.75	104.98699
D128	B	229,291.59	19,107.63	110.23634
D128	C	240,756.17	20,063.01	115.74816
D128	D	252,793.98	21,066.16	121.53557
D128	E	265,433.68	22,119.47	127.61235
D128	F	278,705.37	23,225.45	133.99296
D128	G	292,640.63	24,386.72	140.69261
D129	A	220,556.68	18,379.72	106.03686
D129	B	231,584.51	19,298.71	111.33871
D129	C	243,163.74	20,263.64	116.90564
D129	D	255,321.92	21,276.83	122.75092
D129	E	268,088.02	22,340.67	128.88847
D129	F	281,492.42	23,457.70	135.33289
D129	G	295,567.04	24,630.59	142.09954
D130	A	222,762.24	18,563.52	107.09723
D130	B	233,900.35	19,491.70	112.45209
D130	C	245,595.37	20,466.28	118.07470
D130	D	257,875.14	21,489.59	123.97843
D130	E	270,768.90	22,564.07	130.17736
D130	F	284,307.34	23,692.28	136.68622
D130	G	298,522.71	24,876.89	143.52053

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G111	A	24,894.56	2,074.55	11.96854
G111	B	26,139.29	2,178.27	12.56697
G111	C	27,446.26	2,287.19	13.19532
G111	D	28,818.57	2,401.55	13.85508
G111	E	30,259.50	2,521.62	14.54784
G111	F	31,772.47	2,647.71	15.27523
G111	G	33,361.10	2,780.09	16.03899
G112	A	25,143.51	2,095.29	12.08823
G112	B	26,400.68	2,200.06	12.69264
G112	C	27,720.72	2,310.06	13.32727
G112	D	29,106.75	2,425.56	13.99363
G112	E	30,562.09	2,546.84	14.69331
G112	F	32,090.20	2,674.18	15.42798
G112	G	33,694.71	2,807.89	16.19938
G113	A	25,394.94	2,116.25	12.20911
G113	B	26,664.69	2,222.06	12.81956
G113	C	27,997.93	2,333.16	13.46054
G113	D	29,397.82	2,449.82	14.13357
G113	E	30,867.71	2,572.31	14.84025
G113	F	32,411.10	2,700.92	15.58226
G113	G	34,031.65	2,835.97	16.36137
G114	A	25,648.89	2,137.41	12.33120
G114	B	26,931.34	2,244.28	12.94776
G114	C	28,277.90	2,356.49	13.59515
G114	D	29,691.80	2,474.32	14.27490
G114	E	31,176.39	2,598.03	14.98865
G114	F	32,735.21	2,727.93	15.73808
G114	G	34,371.97	2,864.33	16.52499
G115	A	25,905.38	2,158.78	12.45451
G115	B	27,200.65	2,266.72	13.07724
G115	C	28,560.68	2,380.06	13.73110
G115	D	29,988.72	2,499.06	14.41765
G115	E	31,488.15	2,624.01	15.13854
G115	F	33,062.56	2,755.21	15.89546
G115	G	34,715.69	2,892.97	16.69024
G116	A	26,164.44	2,180.37	12.57906
G116	B	27,472.66	2,289.39	13.20801
G116	C	28,846.29	2,403.86	13.86841
G116	D	30,288.61	2,524.05	14.56183
G116	E	31,803.04	2,650.25	15.28992
G116	F	33,393.19	2,782.77	16.05442
G116	G	35,062.85	2,921.90	16.85714

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G117	A	26,426.08	2,202.17	12.70485
G117	B	27,747.38	2,312.28	13.34009
G117	C	29,134.75	2,427.90	14.00709
G117	D	30,591.49	2,549.29	14.70745
G117	E	32,121.07	2,676.76	15.44282
G117	F	33,727.12	2,810.59	16.21496
G117	G	35,413.48	2,951.12	17.02571
G118	A	26,690.34	2,224.20	12.83189
G118	B	28,024.86	2,335.40	13.47349
G118	C	29,426.10	2,452.18	14.14716
G118	D	30,897.41	2,574.78	14.85452
G118	E	32,442.28	2,703.52	15.59725
G118	F	34,064.39	2,838.70	16.37711
G118	G	35,767.61	2,980.63	17.19597
G119	A	26,957.24	2,246.44	12.96021
G119	B	28,305.11	2,358.76	13.60822
G119	C	29,720.36	2,476.70	14.28864
G119	D	31,206.38	2,600.53	15.00307
G119	E	32,766.70	2,730.56	15.75322
G119	F	34,405.03	2,867.09	16.54088
G119	G	36,125.29	3,010.44	17.36793
G120	A	27,226.82	2,268.90	13.08982
G120	B	28,588.16	2,382.35	13.74431
G120	C	30,017.57	2,501.46	14.43152
G120	D	31,518.44	2,626.54	15.15310
G120	E	33,094.37	2,757.86	15.91075
G120	F	34,749.08	2,895.76	16.70629
G120	G	36,486.54	3,040.54	17.54161
G121	A	27,499.09	2,291.59	13.22071
G121	B	28,874.04	2,406.17	13.88175
G121	C	30,317.74	2,526.48	14.57584
G121	D	31,833.63	2,652.80	15.30463
G121	E	33,425.31	2,785.44	16.06986
G121	F	35,096.58	2,924.71	16.87335
G121	G	36,851.40	3,070.95	17.71702
G122	A	27,774.08	2,314.51	13.35292
G122	B	29,162.78	2,430.23	14.02057
G122	C	30,620.92	2,551.74	14.72160
G122	D	32,151.96	2,679.33	15.45768
G122	E	33,759.56	2,813.30	16.23056
G122	F	35,447.54	2,953.96	17.04209
G122	G	37,219.92	3,101.66	17.89419

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G123	A	28,051.82	2,337.65	13.48645
G123	B	29,454.41	2,454.53	14.16077
G123	C	30,927.13	2,577.26	14.86881
G123	D	32,473.48	2,706.12	15.61225
G123	E	34,097.16	2,841.43	16.39286
G123	F	35,802.02	2,983.50	17.21251
G123	G	37,592.12	3,132.68	18.07313
G124	A	28,332.34	2,361.03	13.62131
G124	B	29,748.95	2,479.08	14.30238
G124	C	31,236.40	2,603.03	15.01750
G124	D	32,798.22	2,733.18	15.76837
G124	E	34,438.13	2,869.84	16.55679
G124	F	36,160.04	3,013.34	17.38463
G124	G	37,968.04	3,164.00	18.25386
G125	A	28,615.66	2,384.64	13.75753
G125	B	30,046.44	2,503.87	14.44540
G125	C	31,548.76	2,629.06	15.16767
G125	D	33,126.20	2,760.52	15.92606
G125	E	34,782.51	2,898.54	16.72236
G125	F	36,521.64	3,043.47	17.55848
G125	G	38,347.72	3,195.64	18.43640
G126	A	28,901.82	2,408.48	13.89510
G126	B	30,346.91	2,528.91	14.58986
G126	C	31,864.25	2,655.35	15.31935
G126	D	33,457.46	2,788.12	16.08532
G126	E	35,130.34	2,927.53	16.88959
G126	F	36,886.85	3,073.90	17.73406
G126	G	38,731.20	3,227.60	18.62077
G127	A	29,190.83	2,432.57	14.03405
G127	B	30,650.37	2,554.20	14.73576
G127	C	32,182.89	2,681.91	15.47254
G127	D	33,792.04	2,816.00	16.24617
G127	E	35,481.64	2,956.80	17.05848
G127	F	37,255.72	3,104.64	17.91140
G127	G	39,118.51	3,259.88	18.80698
G128	A	29,482.74	2,456.90	14.17439
G128	B	30,956.88	2,579.74	14.88311
G128	C	32,504.72	2,708.73	15.62727
G128	D	34,129.96	2,844.16	16.40863
G128	E	35,836.46	2,986.37	17.22907
G128	F	37,628.28	3,135.69	18.09052
G128	G	39,509.69	3,292.47	18.99504

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G129	A	29,777.57	2,481.46	14.31614
G129	B	31,266.45	2,605.54	15.03195
G129	C	32,829.77	2,735.81	15.78354
G129	D	34,471.26	2,872.60	16.57272
G129	E	36,194.82	3,016.24	17.40136
G129	F	38,004.56	3,167.05	18.27142
G129	G	39,904.79	3,325.40	19.18500
G130	A	30,075.34	2,506.28	14.45930
G130	B	31,579.11	2,631.59	15.18227
G130	C	33,158.07	2,763.17	15.94138
G130	D	34,815.97	2,901.33	16.73845
G130	E	36,556.77	3,046.40	17.57537
G130	F	38,384.61	3,198.72	18.45414
G130	G	40,303.84	3,358.65	19.37685
G131	A	30,376.10	2,531.34	14.60389
G131	B	31,894.90	2,657.91	15.33409
G131	C	33,489.65	2,790.80	16.10079
G131	D	35,164.13	2,930.34	16.90583
G131	E	36,922.34	3,076.86	17.75112
G131	F	38,768.45	3,230.70	18.63868
G131	G	40,706.88	3,392.24	19.57061
G132	A	30,679.86	2,556.65	14.74993
G132	B	32,213.85	2,684.49	15.48743
G132	C	33,824.54	2,818.71	16.26180
G132	D	35,515.77	2,959.65	17.07489
G132	E	37,291.56	3,107.63	17.92863
G132	F	39,156.14	3,263.01	18.82507
G132	G	41,113.95	3,426.16	19.76632
G133	A	30,986.66	2,582.22	14.89743
G133	B	32,535.99	2,711.33	15.64230
G133	C	34,162.79	2,846.90	16.42442
G133	D	35,870.93	2,989.24	17.24564
G133	E	37,664.48	3,138.71	18.10792
G133	F	39,547.70	3,295.64	19.01332
G133	G	41,525.08	3,460.42	19.96398
G134	A	31,296.52	2,608.04	15.04641
G134	B	32,861.35	2,738.45	15.79873
G134	C	34,504.42	2,875.37	16.58866
G134	D	36,229.64	3,019.14	17.41810
G134	E	38,041.12	3,170.09	18.28900
G134	F	39,943.18	3,328.60	19.20345
G134	G	41,940.34	3,495.03	20.16362

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G135	A	31,609.49	2,634.12	15.19687
G135	B	33,189.96	2,765.83	15.95671
G135	C	34,849.46	2,904.12	16.75455
G135	D	36,591.94	3,049.33	17.59228
G135	E	38,421.53	3,201.79	18.47189
G135	F	40,342.61	3,361.88	19.39548
G135	G	42,359.74	3,529.98	20.36526
G136	A	31,925.58	2,660.47	15.34884
G136	B	33,521.86	2,793.49	16.11628
G136	C	35,197.96	2,933.16	16.92209
G136	D	36,957.85	3,079.82	17.76820
G136	E	38,805.75	3,233.81	18.65661
G136	F	40,746.03	3,395.50	19.58944
G136	G	42,783.34	3,565.28	20.56891
G137	A	32,244.84	2,687.07	15.50233
G137	B	33,857.08	2,821.42	16.27744
G137	C	35,549.94	2,962.49	17.09132
G137	D	37,327.43	3,110.62	17.94588
G137	E	39,193.80	3,266.15	18.84318
G137	F	41,153.50	3,429.46	19.78533
G137	G	43,211.17	3,600.93	20.77460
G138	A	32,567.29	2,713.94	15.65735
G138	B	34,195.65	2,849.64	16.44022
G138	C	35,905.44	2,992.12	17.26223
G138	D	37,700.71	3,141.73	18.12534
G138	E	39,585.74	3,298.81	19.03161
G138	F	41,565.03	3,463.75	19.98319
G138	G	43,643.28	3,636.94	20.98235
G139	A	32,892.96	2,741.08	15.81392
G139	B	34,537.61	2,878.13	16.60462
G139	C	36,264.49	3,022.04	17.43485
G139	D	38,077.71	3,173.14	18.30659
G139	E	39,981.60	3,331.80	19.22192
G139	F	41,980.68	3,498.39	20.18302
G139	G	44,079.71	3,673.31	21.19217
G140	A	33,221.89	2,768.49	15.97206
G140	B	34,882.99	2,906.92	16.77067
G140	C	36,627.13	3,052.26	17.60920
G140	D	38,458.49	3,204.87	18.48966
G140	E	40,381.42	3,365.12	19.41414
G140	F	42,400.49	3,533.37	20.38485
G140	G	44,520.51	3,710.04	21.40409

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G141	A	33,554.11	2,796.18	16.13178
G141	B	35,231.82	2,935.98	16.93837
G141	C	36,993.41	3,082.78	17.78529
G141	D	38,843.08	3,236.92	18.67456
G141	E	40,785.23	3,398.77	19.60828
G141	F	42,824.49	3,568.71	20.58870
G141	G	44,965.72	3,747.14	21.61813
G142	A	33,889.65	2,824.14	16.29310
G142	B	35,584.13	2,965.34	17.10776
G142	C	37,363.34	3,113.61	17.96314
G142	D	39,231.51	3,269.29	18.86130
G142	E	41,193.08	3,432.76	19.80437
G142	F	43,252.74	3,604.39	20.79459
G142	G	45,415.37	3,784.61	21.83431
G143	A	34,228.55	2,852.38	16.45603
G143	B	35,939.97	2,995.00	17.27883
G143	C	37,736.97	3,144.75	18.14278
G143	D	39,623.82	3,301.99	19.04991
G143	E	41,605.01	3,467.08	20.00241
G143	F	43,685.26	3,640.44	21.00253
G143	G	45,869.53	3,822.46	22.05266
G144	A	34,570.83	2,880.90	16.62059
G144	B	36,299.37	3,024.95	17.45162
G144	C	38,114.34	3,176.20	18.32420
G144	D	40,020.06	3,335.00	19.24041
G144	E	42,021.06	3,501.76	20.20243
G144	F	44,122.12	3,676.84	21.21256
G144	G	46,328.22	3,860.69	22.27318
G145	A	34,916.54	2,909.71	16.78680
G145	B	36,662.37	3,055.20	17.62614
G145	C	38,495.49	3,207.96	18.50745
G145	D	40,420.26	3,368.36	19.43282
G145	E	42,441.27	3,536.77	20.40446
G145	F	44,563.34	3,713.61	21.42468
G145	G	46,791.50	3,899.29	22.49592
G146	A	35,265.71	2,938.81	16.95467
G146	B	37,028.99	3,085.75	17.80240
G146	C	38,880.44	3,240.04	18.69252
G146	D	40,824.46	3,402.04	19.62715
G146	E	42,865.69	3,572.14	20.60850
G146	F	45,008.97	3,750.75	21.63893
G146	G	47,259.42	3,938.28	22.72087

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G147	A	35,618.36	2,968.20	17.12421
G147	B	37,399.28	3,116.61	17.98042
G147	C	39,269.25	3,272.44	18.87945
G147	D	41,232.71	3,436.06	19.82342
G147	E	43,294.34	3,607.86	20.81459
G147	F	45,459.06	3,788.26	21.85532
G147	G	47,732.01	3,977.67	22.94808
G148	A	35,974.55	2,997.88	17.29546
G148	B	37,773.27	3,147.77	18.16023
G148	C	39,661.94	3,305.16	19.06824
G148	D	41,645.04	3,470.42	20.02165
G148	E	43,727.29	3,643.94	21.02273
G148	F	45,913.65	3,826.14	22.07387
G148	G	48,209.33	4,017.44	23.17756
G149	A	36,334.29	3,027.86	17.46841
G149	B	38,151.01	3,179.25	18.34183
G149	C	40,058.56	3,338.21	19.25892
G149	D	42,061.49	3,505.12	20.22187
G149	E	44,164.56	3,680.38	21.23296
G149	F	46,372.79	3,864.40	22.29461
G149	G	48,691.43	4,057.62	23.40934
G150	A	36,697.64	3,058.14	17.64309
G150	B	38,532.52	3,211.04	18.52525
G150	C	40,459.14	3,371.60	19.45151
G150	D	42,482.10	3,540.18	20.42409
G150	E	44,606.21	3,717.18	21.44529
G150	F	46,836.52	3,903.04	22.51756
G150	G	49,178.34	4,098.20	23.64343
G151	A	37,064.61	3,088.72	17.81953
G151	B	38,917.84	3,243.15	18.71050
G151	C	40,863.74	3,405.31	19.64603
G151	D	42,906.92	3,575.58	20.62833
G151	E	45,052.27	3,754.36	21.65974
G151	F	47,304.88	3,942.07	22.74273
G151	G	49,670.13	4,139.18	23.87987
G152	A	37,435.26	3,119.60	17.99772
G152	B	39,307.02	3,275.59	18.89761
G152	C	41,272.37	3,439.36	19.84249
G152	D	43,335.99	3,611.33	20.83461
G152	E	45,502.79	3,791.90	21.87634
G152	F	47,777.93	3,981.49	22.97016
G152	G	50,166.83	4,180.57	24.11867

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G153	A	37,809.61	3,150.80	18.17770
G153	B	39,700.09	3,308.34	19.08658
G153	C	41,685.10	3,473.76	20.04091
G153	D	43,769.35	3,647.45	21.04296
G153	E	45,957.82	3,829.82	22.09511
G153	F	48,255.71	4,021.31	23.19986
G153	G	50,668.49	4,222.37	24.35985
G154	A	38,187.71	3,182.31	18.35947
G154	B	40,097.09	3,341.42	19.27745
G154	C	42,101.95	3,508.50	20.24132
G154	D	44,207.04	3,683.92	21.25339
G154	E	46,417.40	3,868.12	22.31606
G154	F	48,738.27	4,061.52	23.43186
G154	G	51,175.18	4,264.60	24.60345
G155	A	38,569.58	3,214.13	18.54307
G155	B	40,498.06	3,374.84	19.47022
G155	C	42,522.97	3,543.58	20.44373
G155	D	44,649.11	3,720.76	21.46592
G155	E	46,881.57	3,906.80	22.53922
G155	F	49,225.65	4,102.14	23.66618
G155	G	51,686.93	4,307.24	24.84949
G156	A	38,955.28	3,246.27	18.72850
G156	B	40,903.04	3,408.59	19.66493
G156	C	42,948.20	3,579.02	20.64817
G156	D	45,095.61	3,757.97	21.68058
G156	E	47,350.39	3,945.87	22.76461
G156	F	49,717.91	4,143.16	23.90284
G156	G	52,203.80	4,350.32	25.09798
G157	A	39,344.83	3,278.74	18.91579
G157	B	41,312.07	3,442.67	19.86157
G157	C	43,377.68	3,614.81	20.85465
G157	D	45,546.56	3,795.55	21.89739
G157	E	47,823.89	3,985.32	22.99225
G157	F	50,215.08	4,184.59	24.14187
G157	G	52,725.84	4,393.82	25.34896
G158	A	39,738.28	3,311.52	19.10494
G158	B	41,725.20	3,477.10	20.06019
G158	C	43,811.45	3,650.95	21.06320
G158	D	46,002.03	3,833.50	22.11636
G158	E	48,302.13	4,025.18	23.22218
G158	F	50,717.24	4,226.44	24.38329
G158	G	53,253.10	4,437.76	25.60245

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G159	A	40,135.66	3,344.64	19.29599
G159	B	42,142.45	3,511.87	20.26079
G159	C	44,249.57	3,687.46	21.27383
G159	D	46,462.05	3,871.84	22.33752
G159	E	48,785.15	4,065.43	23.45440
G159	F	51,224.41	4,268.70	24.62712
G159	G	53,785.63	4,482.14	25.85848
G160	A	40,537.02	3,378.08	19.48895
G160	B	42,563.87	3,546.99	20.46340
G160	C	44,692.07	3,724.34	21.48657
G160	D	46,926.67	3,910.56	22.56090
G160	E	49,273.00	4,106.08	23.68894
G160	F	51,736.65	4,311.39	24.87339
G160	G	54,323.48	4,526.96	26.11706
G161	A	40,942.39	3,411.87	19.68384
G161	B	42,989.51	3,582.46	20.66803
G161	C	45,138.99	3,761.58	21.70144
G161	D	47,395.94	3,949.66	22.78651
G161	E	49,765.73	4,147.14	23.92583
G161	F	52,254.02	4,354.50	25.12212
G161	G	54,866.72	4,572.23	26.37823
G162	A	41,351.81	3,445.98	19.88068
G162	B	43,419.41	3,618.28	20.87471
G162	C	45,590.38	3,799.20	21.91845
G162	D	47,869.89	3,989.16	23.01437
G162	E	50,263.39	4,188.62	24.16509
G162	F	52,776.56	4,398.05	25.37335
G162	G	55,415.39	4,617.95	26.64201
G163	A	41,765.33	3,480.44	20.07949
G163	B	43,853.60	3,654.47	21.08346
G163	C	46,046.28	3,837.19	22.13763
G163	D	48,348.59	4,029.05	23.24452
G163	E	50,766.02	4,230.50	24.40674
G163	F	53,304.32	4,442.03	25.62708
G163	G	55,969.54	4,664.13	26.90843
G164	A	42,182.99	3,515.25	20.28028
G164	B	44,292.14	3,691.01	21.29430
G164	C	46,506.74	3,875.56	22.35901
G164	D	48,832.08	4,069.34	23.47696
G164	E	51,273.68	4,272.81	24.65081
G164	F	53,837.37	4,486.45	25.88335
G164	G	56,529.24	4,710.77	27.17752

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G165	A	42,604.82	3,550.40	20.48308
G165	B	44,735.06	3,727.92	21.50724
G165	C	46,971.81	3,914.32	22.58260
G165	D	49,320.40	4,110.03	23.71173
G165	E	51,786.42	4,315.53	24.89732
G165	F	54,375.74	4,531.31	26.14218
G165	G	57,094.53	4,757.88	27.44929
G166	A	43,030.86	3,585.91	20.68792
G166	B	45,182.41	3,765.20	21.72231
G166	C	47,441.53	3,953.46	22.80843
G166	D	49,813.60	4,151.13	23.94885
G166	E	52,304.28	4,358.69	25.14629
G166	F	54,919.50	4,576.62	26.40361
G166	G	57,665.47	4,805.46	27.72379
G167	A	43,461.17	3,621.76	20.89479
G167	B	45,634.23	3,802.85	21.93953
G167	C	47,915.94	3,993.00	23.03651
G167	D	50,311.74	4,192.64	24.18834
G167	E	52,827.33	4,402.28	25.39775
G167	F	55,468.69	4,622.39	26.66764
G167	G	58,242.13	4,853.51	28.00102
G168	A	43,895.78	3,657.98	21.10374
G168	B	46,090.57	3,840.88	22.15893
G168	C	48,395.10	4,032.93	23.26688
G168	D	50,814.86	4,234.57	24.43022
G168	E	53,355.60	4,446.30	25.65173
G168	F	56,023.38	4,668.61	26.93432
G168	G	58,824.55	4,902.05	28.28103
G169	A	44,334.74	3,694.56	21.31478
G169	B	46,551.48	3,879.29	22.38052
G169	C	48,879.05	4,073.25	23.49954
G169	D	51,323.01	4,276.92	24.67452
G169	E	53,889.16	4,490.76	25.90825
G169	F	56,583.61	4,715.30	27.20366
G169	G	59,412.80	4,951.07	28.56384
G170	A	44,778.09	3,731.51	21.52793
G170	B	47,016.99	3,918.08	22.60432
G170	C	49,367.84	4,113.99	23.73454
G170	D	51,836.24	4,319.69	24.92127
G170	E	54,428.05	4,535.67	26.16733
G170	F	57,149.45	4,762.45	27.47570
G170	G	60,006.92	5,000.58	28.84948

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G171	A	45,225.87	3,768.82	21.74321
G171	B	47,487.16	3,957.26	22.83037
G171	C	49,861.52	4,155.13	23.97189
G171	D	52,354.60	4,362.88	25.17048
G171	E	54,972.33	4,581.03	26.42900
G171	F	57,720.95	4,810.08	27.75045
G171	G	60,606.99	5,050.58	29.13798
G172	A	45,678.13	3,806.51	21.96064
G172	B	47,962.04	3,996.84	23.05867
G172	C	50,360.14	4,196.68	24.21160
G172	D	52,878.14	4,406.51	25.42218
G172	E	55,522.05	4,626.84	26.69329
G172	F	58,298.15	4,858.18	28.02796
G172	G	61,213.06	5,101.09	29.42936
G173	A	46,134.91	3,844.58	22.18025
G173	B	48,441.66	4,036.80	23.28926
G173	C	50,863.74	4,238.64	24.45372
G173	D	53,406.93	4,450.58	25.67641
G173	E	56,077.27	4,673.11	26.96023
G173	F	58,881.14	4,906.76	28.30824
G173	G	61,825.19	5,152.10	29.72365
G174	A	46,596.26	3,883.02	22.40205
G174	B	48,926.07	4,077.17	23.52215
G174	C	51,372.38	4,281.03	24.69826
G174	D	53,941.00	4,495.08	25.93317
G174	E	56,638.05	4,719.84	27.22983
G174	F	59,469.95	4,955.83	28.59132
G174	G	62,443.44	5,203.62	30.02089
G175	A	47,062.22	3,921.85	22.62607
G175	B	49,415.33	4,117.94	23.75737
G175	C	51,886.10	4,323.84	24.94524
G175	D	54,480.41	4,540.03	26.19250
G175	E	57,204.43	4,767.04	27.50213
G175	F	60,064.65	5,005.39	28.87723
G175	G	63,067.88	5,255.66	30.32110
G176	A	47,532.84	3,961.07	22.85233
G176	B	49,909.49	4,159.12	23.99495
G176	C	52,404.96	4,367.08	25.19469
G176	D	55,025.21	4,585.43	26.45443
G176	E	57,776.47	4,814.71	27.77715
G176	F	60,665.29	5,055.44	29.16601
G176	G	63,698.56	5,308.21	30.62431

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G177	A	48,008.17	4,000.68	23.08085
G177	B	50,408.58	4,200.72	24.23490
G177	C	52,929.01	4,410.75	25.44664
G177	D	55,575.46	4,631.29	26.71897
G177	E	58,354.23	4,862.85	28.05492
G177	F	61,271.95	5,106.00	29.45767
G177	G	64,335.54	5,361.30	30.93055
G178	A	48,488.25	4,040.69	23.31166
G178	B	50,912.67	4,242.72	24.47724
G178	C	53,458.30	4,454.86	25.70111
G178	D	56,131.22	4,677.60	26.98616
G178	E	58,937.78	4,911.48	28.33547
G178	F	61,884.67	5,157.06	29.75224
G178	G	64,978.90	5,414.91	31.23986
G179	A	48,973.14	4,081.09	23.54478
G179	B	51,421.79	4,285.15	24.72202
G179	C	53,992.88	4,499.41	25.95812
G179	D	56,692.53	4,724.38	27.25602
G179	E	59,527.15	4,960.60	28.61882
G179	F	62,503.51	5,208.63	30.04977
G179	G	65,628.69	5,469.06	31.55225
G180	A	49,462.87	4,121.91	23.78023
G180	B	51,936.01	4,328.00	24.96924
G180	C	54,532.81	4,544.40	26.21770
G180	D	57,259.45	4,771.62	27.52858
G180	E	60,122.43	5,010.20	28.90501
G180	F	63,128.55	5,260.71	30.35026
G180	G	66,284.97	5,523.75	31.86778
G181	A	49,957.50	4,163.12	24.01803
G181	B	52,455.37	4,371.28	25.21893
G181	C	55,078.14	4,589.84	26.47988
G181	D	57,832.05	4,819.34	27.80387
G181	E	60,723.65	5,060.30	29.19406
G181	F	63,759.83	5,313.32	30.65377
G181	G	66,947.82	5,578.99	32.18645
G182	A	50,457.07	4,204.76	24.25821
G182	B	52,979.93	4,414.99	25.47112
G182	C	55,628.92	4,635.74	26.74467
G182	D	58,410.37	4,867.53	28.08191
G182	E	61,330.89	5,110.91	29.48600
G182	F	64,397.43	5,366.45	30.96030
G182	G	67,617.30	5,634.78	32.50832

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G183	A	50,961.64	4,246.80	24.50079
G183	B	53,509.73	4,459.14	25.72583
G183	C	56,185.21	4,682.10	27.01212
G183	D	58,994.47	4,916.21	28.36273
G183	E	61,944.20	5,162.02	29.78086
G183	F	65,041.41	5,420.12	31.26991
G183	G	68,293.48	5,691.12	32.83340
G184	A	51,471.26	4,289.27	24.74580
G184	B	54,044.82	4,503.74	25.98309
G184	C	56,747.06	4,728.92	27.28224
G184	D	59,584.42	4,965.37	28.64635
G184	E	62,563.64	5,213.64	30.07867
G184	F	65,691.82	5,474.32	31.58261
G184	G	68,976.41	5,748.03	33.16174
G185	A	51,985.97	4,332.16	24.99326
G185	B	54,585.27	4,548.77	26.24292
G185	C	57,314.53	4,776.21	27.55506
G185	D	60,180.26	5,015.02	28.93282
G185	E	63,189.27	5,265.77	30.37946
G185	F	66,348.74	5,529.06	31.89843
G185	G	69,666.17	5,805.51	33.49335
G186	A	52,505.83	4,375.49	25.24319
G186	B	55,131.12	4,594.26	26.50535
G186	C	57,887.68	4,823.97	27.83062
G186	D	60,782.06	5,065.17	29.22215
G186	E	63,821.17	5,318.43	30.68325
G186	F	67,012.23	5,584.35	32.21742
G186	G	70,362.84	5,863.57	33.82829
G187	A	53,030.89	4,419.24	25.49562
G187	B	55,682.43	4,640.20	26.77040
G187	C	58,466.56	4,872.21	28.10892
G187	D	61,389.88	5,115.82	29.51437
G187	E	64,459.38	5,371.61	30.99009
G187	F	67,682.35	5,640.20	32.53959
G187	G	71,066.46	5,922.21	34.16657
G188	A	53,561.20	4,463.43	25.75058
G188	B	56,239.26	4,686.60	27.03811
G188	C	59,051.22	4,920.94	28.39001
G188	D	62,003.78	5,166.98	29.80951
G188	E	65,103.97	5,425.33	31.29999
G188	F	68,359.17	5,696.60	32.86499
G188	G	71,777.13	5,981.43	34.50824

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G189	A	54,096.81	4,508.07	26.00808
G189	B	56,801.65	4,733.47	27.30849
G189	C	59,641.73	4,970.14	28.67391
G189	D	62,623.82	5,218.65	30.10761
G189	E	65,755.01	5,479.58	31.61299
G189	F	69,042.76	5,753.56	33.19364
G189	G	72,494.90	6,041.24	34.85332
G190	A	54,637.78	4,553.15	26.26816
G190	B	57,369.67	4,780.81	27.58157
G190	C	60,238.15	5,019.85	28.96065
G190	D	63,250.06	5,270.84	30.40868
G190	E	66,412.56	5,534.38	31.92912
G190	F	69,733.19	5,811.10	33.52557
G190	G	73,219.85	6,101.65	35.20185
G191	A	55,184.16	4,598.68	26.53084
G191	B	57,943.36	4,828.61	27.85739
G191	C	60,840.53	5,070.04	29.25026
G191	D	63,882.56	5,323.55	30.71277
G191	E	67,076.69	5,589.72	32.24841
G191	F	70,430.52	5,869.21	33.86083
G191	G	73,952.05	6,162.67	35.55387
G192	A	55,736.00	4,644.67	26.79615
G192	B	58,522.80	4,876.90	28.13596
G192	C	61,448.94	5,120.74	29.54276
G192	D	64,521.39	5,376.78	31.01990
G192	E	67,747.45	5,645.62	32.57089
G192	F	71,134.83	5,927.90	34.19944
G192	G	74,691.57	6,224.30	35.90941
G193	A	56,293.36	4,691.11	27.06411
G193	B	59,108.03	4,925.67	28.41732
G193	C	62,063.43	5,171.95	29.83819
G193	D	65,166.60	5,430.55	31.33010
G193	E	68,424.93	5,702.08	32.89660
G193	F	71,846.18	5,987.18	34.54143
G193	G	75,438.48	6,286.54	36.26850
G194	A	56,856.29	4,738.02	27.33476
G194	B	59,699.11	4,974.93	28.70149
G194	C	62,684.06	5,223.67	30.13657
G194	D	65,818.27	5,484.86	31.64340
G194	E	69,109.18	5,759.10	33.22557
G194	F	72,564.64	6,047.05	34.88684
G194	G	76,192.87	6,349.41	36.63119

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G195	A	57,424.86	4,785.40	27.60810
G195	B	60,296.10	5,024.67	28.98851
G195	C	63,310.90	5,275.91	30.43793
G195	D	66,476.45	5,539.70	31.95983
G195	E	69,800.27	5,816.69	33.55782
G195	F	73,290.28	6,107.52	35.23571
G195	G	76,954.80	6,412.90	36.99750
G196	A	57,999.10	4,833.26	27.88418
G196	B	60,899.06	5,074.92	29.27839
G196	C	63,944.01	5,328.67	30.74231
G196	D	67,141.21	5,595.10	32.27943
G196	E	70,498.27	5,874.86	33.89340
G196	F	74,023.19	6,168.60	35.58807
G196	G	77,724.35	6,477.03	37.36747
G197	A	58,579.09	4,881.59	28.16303
G197	B	61,508.05	5,125.67	29.57118
G197	C	64,583.45	5,381.95	31.04974
G197	D	67,812.62	5,651.05	32.60222
G197	E	71,203.26	5,933.60	34.23233
G197	F	74,763.42	6,230.28	35.94395
G197	G	78,501.59	6,541.80	37.74115
G198	A	59,164.89	4,930.41	28.44466
G198	B	62,123.13	5,176.93	29.86689
G198	C	65,229.29	5,435.77	31.36023
G198	D	68,490.75	5,707.56	32.92825
G198	E	71,915.29	5,992.94	34.57466
G198	F	75,511.05	6,292.59	36.30339
G198	G	79,286.61	6,607.22	38.11856
G199	A	59,756.53	4,979.71	28.72910
G199	B	62,744.36	5,228.70	30.16556
G199	C	65,881.58	5,490.13	31.67384
G199	D	69,175.66	5,764.64	33.25753
G199	E	72,634.44	6,052.87	34.92040
G199	F	76,266.16	6,355.51	36.66642
G199	G	80,079.47	6,673.29	38.49975
G200	A	60,354.10	5,029.51	29.01639
G200	B	63,371.80	5,280.98	30.46721
G200	C	66,540.40	5,545.03	31.99057
G200	D	69,867.41	5,822.28	33.59010
G200	E	73,360.79	6,113.40	35.26961
G200	F	77,028.82	6,419.07	37.03309
G200	G	80,880.27	6,740.02	38.88474

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G201	A	60,957.64	5,079.80	29.30656
G201	B	64,005.52	5,333.79	30.77189
G201	C	67,205.80	5,600.48	32.31048
G201	D	70,566.09	5,880.51	33.92600
G201	E	74,094.39	6,174.53	35.62230
G201	F	77,799.11	6,483.26	37.40342
G201	G	81,689.07	6,807.42	39.27359
G202	A	61,567.22	5,130.60	29.59962
G202	B	64,645.58	5,387.13	31.07960
G202	C	67,877.86	5,656.49	32.63359
G202	D	71,271.75	5,939.31	34.26526
G202	E	74,835.34	6,236.28	35.97853
G202	F	78,577.10	6,548.09	37.77745
G202	G	82,505.96	6,875.50	39.66633
G203	A	62,182.89	5,181.91	29.89562
G203	B	65,292.03	5,441.00	31.39040
G203	C	68,556.64	5,713.05	32.95992
G203	D	71,984.47	5,998.71	34.60792
G203	E	75,583.69	6,298.64	36.33831
G203	F	79,362.88	6,613.57	38.15523
G203	G	83,331.02	6,944.25	40.06299
G204	A	62,804.72	5,233.73	30.19458
G204	B	65,944.95	5,495.41	31.70430
G204	C	69,242.20	5,770.18	33.28952
G204	D	72,704.31	6,058.69	34.95400
G204	E	76,339.53	6,361.63	36.70170
G204	F	80,156.50	6,679.71	38.53678
G204	G	84,164.33	7,013.69	40.46362
G205	A	63,432.77	5,286.06	30.49652
G205	B	66,604.40	5,550.37	32.02135
G205	C	69,934.62	5,827.89	33.62242
G205	D	73,431.36	6,119.28	35.30354
G205	E	77,102.92	6,425.24	37.06871
G205	F	80,958.07	6,746.51	38.92215
G205	G	85,005.97	7,083.83	40.86826
G206	A	64,067.09	5,338.92	30.80149
G206	B	67,270.45	5,605.87	32.34156
G206	C	70,633.97	5,886.16	33.95864
G206	D	74,165.67	6,180.47	35.65657
G206	E	77,873.95	6,489.50	37.43940
G206	F	81,767.65	6,813.97	39.31137
G206	G	85,856.03	7,154.67	41.27694

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G207	A	64,707.76	5,392.31	31.10950
G207	B	67,943.15	5,661.93	32.66498
G207	C	71,340.31	5,945.03	34.29823
G207	D	74,907.33	6,242.28	36.01314
G207	E	78,652.69	6,554.39	37.81379
G207	F	82,585.33	6,882.11	39.70448
G207	G	86,714.59	7,226.22	41.68971
G208	A	65,354.84	5,446.24	31.42060
G208	B	68,622.58	5,718.55	32.99163
G208	C	72,053.71	6,004.48	34.64121
G208	D	75,656.40	6,304.70	36.37327
G208	E	79,439.22	6,619.93	38.19193
G208	F	83,411.18	6,950.93	40.10153
G208	G	87,581.74	7,298.48	42.10661
G209	A	66,008.39	5,500.70	31.73480
G209	B	69,308.81	5,775.73	33.32154
G209	C	72,774.25	6,064.52	34.98762
G209	D	76,412.96	6,367.75	36.73700
G209	E	80,233.61	6,686.13	38.57385
G209	F	84,245.29	7,020.44	40.50254
G209	G	88,457.56	7,371.46	42.52767
G210	A	66,668.47	5,555.71	32.05215
G210	B	70,001.90	5,833.49	33.65476
G210	C	73,501.99	6,125.17	35.33750
G210	D	77,177.09	6,431.42	37.10437
G210	E	81,035.95	6,753.00	38.95959
G210	F	85,087.74	7,090.65	40.90757
G210	G	89,342.13	7,445.18	42.95295
G211	A	67,335.16	5,611.26	32.37267
G211	B	70,701.92	5,891.83	33.99131
G211	C	74,237.01	6,186.42	35.69087
G211	D	77,948.86	6,495.74	37.47542
G211	E	81,846.31	6,820.53	39.34919
G211	F	85,938.62	7,161.55	41.31665
G211	G	90,235.55	7,519.63	43.38248
G212	A	68,008.51	5,667.38	32.69640
G212	B	71,408.94	5,950.74	34.33122
G212	C	74,979.38	6,248.28	36.04778
G212	D	78,728.35	6,560.70	37.85017
G212	E	82,664.77	6,888.73	39.74268
G212	F	86,798.01	7,233.17	41.72981
G212	G	91,137.91	7,594.83	43.81630

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G213	A	68,688.60	5,724.05	33.02336
G213	B	72,123.03	6,010.25	34.67453
G213	C	75,729.18	6,310.76	36.40826
G213	D	79,515.64	6,626.30	38.22867
G213	E	83,491.42	6,957.62	40.14010
G213	F	87,665.99	7,305.50	42.14711
G213	G	92,049.29	7,670.77	44.25447
G214	A	69,375.48	5,781.29	33.35360
G214	B	72,844.26	6,070.35	35.02128
G214	C	76,486.47	6,373.87	36.77234
G214	D	80,310.79	6,692.57	38.61096
G214	E	84,326.33	7,027.19	40.54151
G214	F	88,542.65	7,378.55	42.56858
G214	G	92,969.78	7,747.48	44.69701
G215	A	70,069.24	5,839.10	33.68713
G215	B	73,572.70	6,131.06	35.37149
G215	C	77,251.33	6,437.61	37.14006
G215	D	81,113.90	6,759.49	38.99707
G215	E	85,169.59	7,097.47	40.94692
G215	F	89,428.07	7,452.34	42.99427
G215	G	93,899.48	7,824.96	45.14398
G216	A	70,769.93	5,897.49	34.02400
G216	B	74,308.43	6,192.37	35.72520
G216	C	78,023.85	6,501.99	37.51146
G216	D	81,925.04	6,827.09	39.38704
G216	E	86,021.29	7,168.44	41.35639
G216	F	90,322.36	7,526.86	43.42421
G216	G	94,838.47	7,903.21	45.59542
G217	A	71,477.63	5,956.47	34.36424
G217	B	75,051.51	6,254.29	36.08246
G217	C	78,804.08	6,567.01	37.88658
G217	D	82,744.29	6,895.36	39.78091
G217	E	86,881.50	7,240.13	41.76995
G217	F	91,225.58	7,602.13	43.85845
G217	G	95,786.86	7,982.24	46.05137
G218	A	72,192.40	6,016.03	34.70789
G218	B	75,802.02	6,316.84	36.44328
G218	C	79,592.13	6,632.68	38.26545
G218	D	83,571.73	6,964.31	40.17872
G218	E	87,750.32	7,312.53	42.18765
G218	F	92,137.83	7,678.15	44.29704
G218	G	96,744.73	8,062.06	46.51189

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G219	A	72,914.33	6,076.19	35.05497
G219	B	76,560.04	6,380.00	36.80771
G219	C	80,388.05	6,699.00	38.64810
G219	D	84,407.45	7,033.95	40.58050
G219	E	88,627.82	7,385.65	42.60953
G219	F	93,059.21	7,754.93	44.74001
G219	G	97,712.17	8,142.68	46.97701
G220	A	73,643.47	6,136.96	35.40552
G220	B	77,325.65	6,443.80	37.17579
G220	C	81,191.93	6,765.99	39.03458
G220	D	85,251.52	7,104.29	40.98631
G220	E	89,514.10	7,459.51	43.03562
G220	F	93,989.80	7,832.48	45.18741
G220	G	98,689.30	8,224.11	47.44678
G221	A	74,379.91	6,198.33	35.75957
G221	B	78,098.90	6,508.24	37.54755
G221	C	82,003.85	6,833.65	39.42493
G221	D	86,104.04	7,175.34	41.39617
G221	E	90,409.24	7,534.10	43.46598
G221	F	94,929.70	7,910.81	45.63928
G221	G	99,676.19	8,306.35	47.92124
G222	A	75,123.71	6,260.31	36.11717
G222	B	78,879.89	6,573.32	37.92302
G222	C	82,823.89	6,901.99	39.81918
G222	D	86,965.08	7,247.09	41.81013
G222	E	91,313.33	7,609.44	43.90064
G222	F	95,879.00	7,989.92	46.09567
G222	G	100,672.95	8,389.41	48.40046
G223	A	75,874.94	6,322.91	36.47834
G223	B	79,668.69	6,639.06	38.30225
G223	C	83,652.12	6,971.01	40.21737
G223	D	87,834.73	7,319.56	42.22824
G223	E	92,226.47	7,685.54	44.33965
G223	F	96,837.79	8,069.82	46.55663
G223	G	101,679.68	8,473.31	48.88446
G224	A	76,633.69	6,386.14	36.84312
G224	B	80,465.38	6,705.45	38.68528
G224	C	84,488.65	7,040.72	40.61954
G224	D	88,713.08	7,392.76	42.65052
G224	E	93,148.73	7,762.39	44.78304
G224	F	97,806.17	8,150.51	47.02220
G224	G	102,696.48	8,558.04	49.37331

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G225	A	77,400.03	6,450.00	37.21155
G225	B	81,270.03	6,772.50	39.07213
G225	C	85,333.53	7,111.13	41.02574
G225	D	89,600.21	7,466.68	43.07702
G225	E	94,080.22	7,840.02	45.23087
G225	F	98,784.23	8,232.02	47.49242
G225	G	103,723.44	8,643.62	49.86704
G226	A	78,174.03	6,514.50	37.58367
G226	B	82,082.73	6,840.23	39.46285
G226	C	86,186.87	7,182.24	41.43599
G226	D	90,496.21	7,541.35	43.50779
G226	E	95,021.02	7,918.42	45.68318
G226	F	99,772.07	8,314.34	47.96734
G226	G	104,760.68	8,730.06	50.36571
G227	A	78,955.77	6,579.65	37.95950
G227	B	82,903.56	6,908.63	39.85748
G227	C	87,048.74	7,254.06	41.85035
G227	D	91,401.17	7,616.76	43.94287
G227	E	95,971.23	7,997.60	46.14001
G227	F	100,769.79	8,397.48	48.44702
G227	G	105,808.28	8,817.36	50.86937
G228	A	79,745.33	6,645.44	38.33910
G228	B	83,732.59	6,977.72	40.25605
G228	C	87,919.22	7,326.60	42.26886
G228	D	92,315.18	7,692.93	44.38230
G228	E	96,930.94	8,077.58	46.60142
G228	F	101,777.49	8,481.46	48.93149
G228	G	106,866.37	8,905.53	51.37806
G229	A	80,542.78	6,711.90	38.72249
G229	B	84,569.92	7,047.49	40.65862
G229	C	88,798.42	7,399.87	42.69155
G229	D	93,238.34	7,769.86	44.82612
G229	E	97,900.25	8,158.35	47.06743
G229	F	102,795.27	8,566.27	49.42080
G229	G	107,935.03	8,994.59	51.89184
G230	A	81,348.21	6,779.02	39.10972
G230	B	85,415.62	7,117.97	41.06520
G230	C	89,686.40	7,473.87	43.11846
G230	D	94,170.72	7,847.56	45.27438
G230	E	98,879.26	8,239.94	47.53810
G230	F	103,823.22	8,651.93	49.91501
G230	G	109,014.38	9,084.53	52.41076

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G231	A	82,161.69	6,846.81	39.50081
G231	B	86,269.77	7,189.15	41.47585
G231	C	90,583.26	7,548.61	43.54965
G231	D	95,112.43	7,926.04	45.72713
G231	E	99,868.05	8,322.34	48.01348
G231	F	104,861.45	8,738.45	50.41416
G231	G	110,104.52	9,175.38	52.93487
G232	A	82,983.31	6,915.28	39.89582
G232	B	87,132.47	7,261.04	41.89061
G232	C	91,489.10	7,624.09	43.98514
G232	D	96,063.55	8,005.30	46.18440
G232	E	100,866.73	8,405.56	48.49362
G232	F	105,910.06	8,825.84	50.91830
G232	G	111,205.57	9,267.13	53.46422
G233	A	83,813.14	6,984.43	40.29478
G233	B	88,003.80	7,333.65	42.30952
G233	C	92,403.99	7,700.33	44.42499
G233	D	97,024.19	8,085.35	46.64624
G233	E	101,875.40	8,489.62	48.97856
G233	F	106,969.17	8,914.10	51.42748
G233	G	112,317.62	9,359.80	53.99886
G234	A	84,651.27	7,054.27	40.69773
G234	B	88,883.84	7,406.99	42.73261
G234	C	93,328.03	7,777.34	44.86924
G234	D	97,994.43	8,166.20	47.11271
G234	E	102,894.15	8,574.51	49.46834
G234	F	108,038.86	9,003.24	51.94176
G234	G	113,440.80	9,453.40	54.53885
G235	A	85,497.78	7,124.82	41.10470
G235	B	89,772.67	7,481.06	43.15994
G235	C	94,261.31	7,855.11	45.31794
G235	D	98,974.37	8,247.86	47.58383
G235	E	103,923.09	8,660.26	49.96302
G235	F	109,119.25	9,093.27	52.46118
G235	G	114,575.21	9,547.93	55.08423
G236	A	86,352.76	7,196.06	41.51575
G236	B	90,670.40	7,555.87	43.59154
G236	C	95,203.92	7,933.66	45.77112
G236	D	99,964.12	8,330.34	48.05967
G236	E	104,962.32	8,746.86	50.46265
G236	F	110,210.44	9,184.20	52.98579
G236	G	115,720.96	9,643.41	55.63508

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G237	A	87,216.29	7,268.02	41.93091
G237	B	91,577.10	7,631.43	44.02745
G237	C	96,155.96	8,013.00	46.22883
G237	D	100,963.76	8,413.65	48.54027
G237	E	106,011.95	8,834.33	50.96728
G237	F	111,312.54	9,276.05	53.51565
G237	G	116,878.17	9,739.85	56.19143
G238	A	88,088.45	7,340.70	42.35022
G238	B	92,492.88	7,707.74	44.46773
G238	C	97,117.52	8,093.13	46.69111
G238	D	101,973.39	8,497.78	49.02567
G238	E	107,072.06	8,922.67	51.47695
G238	F	112,425.67	9,368.81	54.05080
G238	G	118,046.95	9,837.25	56.75334
G239	A	88,969.34	7,414.11	42.77372
G239	B	93,417.80	7,784.82	44.91241
G239	C	98,088.69	8,174.06	47.15803
G239	D	102,993.13	8,582.76	49.51593
G239	E	108,142.79	9,011.90	51.99172
G239	F	113,549.92	9,462.49	54.59131
G239	G	119,227.42	9,935.62	57.32088
G240	A	89,859.03	7,488.25	43.20146
G240	B	94,351.98	7,862.67	45.36153
G240	C	99,069.58	8,255.80	47.62961
G240	D	104,023.06	8,668.59	50.01109
G240	E	109,224.21	9,102.02	52.51164
G240	F	114,685.42	9,557.12	55.13722
G240	G	120,419.70	10,034.97	57.89408
G241	A	90,757.62	7,563.13	43.63347
G241	B	95,295.50	7,941.29	45.81515
G241	C	100,060.28	8,338.36	48.10590
G241	D	105,063.29	8,755.27	50.51120
G241	E	110,316.46	9,193.04	53.03676
G241	F	115,832.28	9,652.69	55.68860
G241	G	121,623.89	10,135.32	58.47302
G242	A	91,665.20	7,638.77	44.06981
G242	B	96,248.46	8,020.70	46.27330
G242	C	101,060.88	8,421.74	48.58696
G242	D	106,113.92	8,842.83	51.01631
G242	E	111,419.62	9,284.97	53.56712
G242	F	116,990.60	9,749.22	56.24548
G242	G	122,840.13	10,236.68	59.05776

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G243	A	92,581.85	7,715.15	44.51050
G243	B	97,210.94	8,100.91	46.73603
G243	C	102,071.49	8,505.96	49.07283
G243	D	107,175.06	8,931.26	51.52647
G243	E	112,533.82	9,377.82	54.10280
G243	F	118,160.51	9,846.71	56.80794
G243	G	124,068.53	10,339.04	59.64833
G244	A	93,507.67	7,792.31	44.95561
G244	B	98,183.05	8,181.92	47.20339
G244	C	103,092.20	8,591.02	49.56356
G244	D	108,246.81	9,020.57	52.04174
G244	E	113,659.15	9,471.60	54.64382
G244	F	119,342.11	9,945.18	57.37602
G244	G	125,309.22	10,442.43	60.24482
G245	A	94,442.74	7,870.23	45.40517
G245	B	99,164.88	8,263.74	47.67542
G245	C	104,123.13	8,676.93	50.05919
G245	D	109,329.28	9,110.77	52.56215
G245	E	114,795.75	9,566.31	55.19026
G245	F	120,535.53	10,044.63	57.94978
G245	G	126,562.31	10,546.86	60.84726
G246	A	95,387.17	7,948.93	45.85922
G246	B	100,156.53	8,346.38	48.15218
G246	C	105,164.36	8,763.70	50.55979
G246	D	110,422.57	9,201.88	53.08778
G246	E	115,943.70	9,661.98	55.74217
G246	F	121,740.89	10,145.07	58.52927
G246	G	127,827.93	10,652.33	61.45574
G247	A	96,341.04	8,028.42	46.31781
G247	B	101,158.10	8,429.84	48.63370
G247	C	106,216.00	8,851.33	51.06538
G247	D	111,526.80	9,293.90	53.61865
G247	E	117,103.14	9,758.59	56.29959
G247	F	122,958.30	10,246.52	59.11457
G247	G	129,106.21	10,758.85	62.07029
G248	A	97,304.45	8,108.70	46.78099
G248	B	102,169.68	8,514.14	49.12004
G248	C	107,278.16	8,939.85	51.57604
G248	D	112,642.07	9,386.84	54.15484
G248	E	118,274.17	9,856.18	56.86258
G248	F	124,187.88	10,348.99	59.70571
G248	G	130,397.27	10,866.44	62.69100

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G249	A	98,277.50	8,189.79	47.24880
G249	B	103,191.37	8,599.28	49.61124
G249	C	108,350.94	9,029.24	52.09180
G249	D	113,768.49	9,480.71	54.69639
G249	E	119,456.91	9,954.74	57.43121
G249	F	125,429.76	10,452.48	60.30277
G249	G	131,701.25	10,975.10	63.31791
G250	A	99,260.27	8,271.69	47.72129
G250	B	104,223.29	8,685.27	50.10735
G250	C	109,434.45	9,119.54	52.61272
G250	D	114,906.17	9,575.51	55.24335
G250	E	120,651.48	10,054.29	58.00552
G250	F	126,684.06	10,557.00	60.90580
G250	G	133,018.26	11,084.85	63.95109
G251	A	100,252.88	8,354.41	48.19850
G251	B	105,265.52	8,772.13	50.60842
G251	C	110,528.80	9,210.73	53.13884
G251	D	116,055.24	9,671.27	55.79579
G251	E	121,858.00	10,154.83	58.58558
G251	F	127,950.90	10,662.57	61.51485
G251	G	134,348.44	11,195.70	64.59060
G252	A	101,255.40	8,437.95	48.68048
G252	B	106,318.17	8,859.85	51.11451
G252	C	111,634.08	9,302.84	53.67023
G252	D	117,215.79	9,767.98	56.35374
G252	E	123,076.58	10,256.38	59.17143
G252	F	129,230.41	10,769.20	62.13000
G252	G	135,691.93	11,307.66	65.23650
G253	A	102,267.96	8,522.33	49.16729
G253	B	107,381.36	8,948.45	51.62565
G253	C	112,750.42	9,395.87	54.20693
G253	D	118,387.95	9,865.66	56.91728
G253	E	124,307.34	10,358.95	59.76315
G253	F	130,522.71	10,876.89	62.75130
G253	G	137,048.85	11,420.74	65.88887
G254	A	103,290.64	8,607.55	49.65896
G254	B	108,455.17	9,037.93	52.14191
G254	C	113,877.93	9,489.83	54.74900
G254	D	119,571.83	9,964.32	57.48645
G254	E	125,550.42	10,462.53	60.36078
G254	F	131,827.94	10,985.66	63.37882
G254	G	138,419.33	11,534.94	66.54776

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G255	A	104,323.54	8,693.63	50.15555
G255	B	109,539.72	9,128.31	52.66333
G255	C	115,016.71	9,584.73	55.29649
G255	D	120,767.54	10,063.96	58.06132
G255	E	126,805.92	10,567.16	60.96438
G255	F	133,146.22	11,095.52	64.01260
G255	G	139,803.53	11,650.29	67.21323
G256	A	105,366.78	8,780.56	50.65711
G256	B	110,635.12	9,219.59	53.18996
G256	C	116,166.88	9,680.57	55.84946
G256	D	121,975.22	10,164.60	58.64193
G256	E	128,073.98	10,672.83	61.57403
G256	F	134,477.68	11,206.47	64.65273
G256	G	141,201.56	11,766.80	67.88537
G257	A	106,420.45	8,868.37	51.16368
G257	B	111,741.47	9,311.79	53.72186
G257	C	117,328.54	9,777.38	56.40795
G257	D	123,194.97	10,266.25	59.22835
G257	E	129,354.72	10,779.56	62.18977
G257	F	135,822.46	11,318.54	65.29926
G257	G	142,613.58	11,884.46	68.56422
G258	A	107,484.65	8,957.05	51.67531
G258	B	112,858.89	9,404.91	54.25908
G258	C	118,501.83	9,875.15	56.97203
G258	D	124,426.92	10,368.91	59.82064
G258	E	130,648.27	10,887.36	62.81167
G258	F	137,180.68	11,431.72	65.95225
G258	G	144,039.71	12,003.31	69.24986
G259	A	108,559.50	9,046.62	52.19207
G259	B	113,987.47	9,498.96	54.80167
G259	C	119,686.85	9,973.90	57.54175
G259	D	125,671.19	10,472.60	60.41884
G259	E	131,954.75	10,996.23	63.43978
G259	F	138,552.49	11,546.04	66.61177
G259	G	145,480.11	12,123.34	69.94236
G260	A	109,645.09	9,137.09	52.71399
G260	B	115,127.35	9,593.95	55.34969
G260	C	120,883.72	10,073.64	58.11717
G260	D	126,927.90	10,577.32	61.02303
G260	E	133,274.30	11,106.19	64.07418
G260	F	139,938.01	11,661.50	67.27789
G260	G	146,934.91	12,244.58	70.64178

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G261	A	110,741.54	9,228.46	53.24113
G261	B	116,278.62	9,689.88	55.90318
G261	C	122,092.55	10,174.38	58.69834
G261	D	128,197.18	10,683.10	61.63326
G261	E	134,607.04	11,217.25	64.71492
G261	F	141,337.39	11,778.12	67.95067
G261	G	148,404.26	12,367.02	71.34820
G262	A	111,848.96	9,320.75	53.77354
G262	B	117,441.41	9,786.78	56.46222
G262	C	123,313.48	10,276.12	59.28533
G262	D	129,479.15	10,789.93	62.24959
G262	E	135,953.11	11,329.43	65.36207
G262	F	142,750.77	11,895.90	68.63018
G262	G	149,888.30	12,490.69	72.06168
G263	A	112,967.45	9,413.95	54.31127
G263	B	118,615.82	9,884.65	57.02684
G263	C	124,546.61	10,378.88	59.87818
G263	D	130,773.94	10,897.83	62.87209
G263	E	137,312.64	11,442.72	66.01569
G263	F	144,178.27	12,014.86	69.31648
G263	G	151,387.19	12,615.60	72.78230
G264	A	114,097.12	9,508.09	54.85439
G264	B	119,801.98	9,983.50	57.59711
G264	C	125,792.08	10,482.67	60.47696
G264	D	132,081.68	11,006.81	63.50081
G264	E	138,685.77	11,557.15	66.67585
G264	F	145,620.06	12,135.00	70.00964
G264	G	152,901.06	12,741.75	73.51012
G265	A	115,238.10	9,603.17	55.40293
G265	B	121,000.00	10,083.33	58.17308
G265	C	127,050.00	10,587.50	61.08173
G265	D	133,402.50	11,116.87	64.13582
G265	E	140,072.63	11,672.72	67.34261
G265	F	147,076.26	12,256.35	70.70974
G265	G	154,430.07	12,869.17	74.24523
G266	A	116,390.48	9,699.21	55.95696
G266	B	122,210.00	10,184.17	58.75481
G266	C	128,320.50	10,693.37	61.69255
G266	D	134,736.53	11,228.04	64.77718
G266	E	141,473.35	11,789.45	68.01603
G266	F	148,547.02	12,378.92	71.41684
G266	G	155,974.37	12,997.86	74.98768

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G267	A	117,554.38	9,796.20	56.51653
G267	B	123,432.10	10,286.01	59.34236
G267	C	129,603.71	10,800.31	62.30947
G267	D	136,083.89	11,340.32	65.42495
G267	E	142,888.09	11,907.34	68.69619
G267	F	150,032.49	12,502.71	72.13100
G267	G	157,534.11	13,127.84	75.73755
G268	A	118,729.93	9,894.16	57.08169
G268	B	124,666.42	10,388.87	59.93578
G268	C	130,899.74	10,908.31	62.93257
G268	D	137,444.73	11,453.73	66.07920
G268	E	144,316.97	12,026.41	69.38316
G268	F	151,532.81	12,627.73	72.85231
G268	G	159,109.46	13,259.12	76.49493
G269	A	119,917.22	9,993.10	57.65251
G269	B	125,913.09	10,492.76	60.53514
G269	C	132,208.74	11,017.39	63.56189
G269	D	138,819.18	11,568.26	66.73999
G269	E	145,760.14	12,146.68	70.07699
G269	F	153,048.14	12,754.01	73.58084
G269	G	160,700.55	13,391.71	77.25988
G270	A	121,116.40	10,093.03	58.22904
G270	B	127,172.22	10,597.68	61.14049
G270	C	133,530.83	11,127.57	64.19751
G270	D	140,207.37	11,683.95	67.40739
G270	E	147,217.74	12,268.14	70.77776
G270	F	154,578.62	12,881.55	74.31665
G270	G	162,307.56	13,525.63	78.03248
G271	A	122,327.56	10,193.96	58.81133
G271	B	128,443.94	10,703.66	61.75189
G271	C	134,866.14	11,238.84	64.83949
G271	D	141,609.44	11,800.79	68.08146
G271	E	148,689.91	12,390.83	71.48554
G271	F	156,124.41	13,010.37	75.05981
G271	G	163,930.63	13,660.89	78.81280
G272	A	123,550.84	10,295.90	59.39944
G272	B	129,728.38	10,810.70	62.36941
G272	C	136,214.80	11,351.23	65.48788
G272	D	143,025.54	11,918.79	68.76228
G272	E	150,176.81	12,514.73	72.20039
G272	F	157,685.65	13,140.47	75.81041
G272	G	165,569.94	13,797.49	79.60093

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G273	A	124,786.34	10,398.86	59.99343
G273	B	131,025.66	10,918.80	62.99311
G273	C	137,576.95	11,464.75	66.14276
G273	D	144,455.79	12,037.98	69.44990
G273	E	151,678.58	12,639.88	72.92240
G273	F	159,262.51	13,271.88	76.56851
G273	G	167,225.64	13,935.47	80.39694
G274	A	126,034.21	10,502.85	60.59337
G274	B	132,335.92	11,027.99	63.62304
G274	C	138,952.71	11,579.39	66.80419
G274	D	145,900.35	12,158.36	70.14440
G274	E	153,195.37	12,766.28	73.65162
G274	F	160,855.14	13,404.59	77.33420
G274	G	168,897.89	14,074.82	81.20091
G275	A	127,294.55	10,607.88	61.19930
G275	B	133,659.28	11,138.27	64.25927
G275	C	140,342.24	11,695.19	67.47223
G275	D	147,359.35	12,279.95	70.84584
G275	E	154,727.32	12,893.94	74.38814
G275	F	162,463.69	13,538.64	78.10754
G275	G	170,586.87	14,215.57	82.01292
G276	A	128,567.50	10,713.96	61.81130
G276	B	134,995.87	11,249.66	64.90186
G276	C	141,745.66	11,812.14	68.14695
G276	D	148,832.95	12,402.75	71.55430
G276	E	156,274.59	13,022.88	75.13202
G276	F	164,088.32	13,674.03	78.88862
G276	G	172,292.74	14,357.73	82.83305
G277	A	129,853.17	10,821.10	62.42941
G277	B	136,345.83	11,362.15	65.55088
G277	C	143,163.12	11,930.26	68.82842
G277	D	150,321.28	12,526.77	72.26984
G277	E	157,837.34	13,153.11	75.88334
G277	F	165,729.21	13,810.77	79.67750
G277	G	174,015.67	14,501.31	83.66138
G278	A	131,151.70	10,929.31	63.05370
G278	B	137,709.29	11,475.77	66.20639
G278	C	144,594.75	12,049.56	69.51671
G278	D	151,824.49	12,652.04	72.99254
G278	E	159,415.71	13,284.64	76.64217
G278	F	167,386.50	13,948.87	80.47428
G278	G	175,755.82	14,646.32	84.49799

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G279	A	132,463.22	11,038.60	63.68424
G279	B	139,086.38	11,590.53	66.86845
G279	C	146,040.70	12,170.06	70.21187
G279	D	153,342.73	12,778.56	73.72247
G279	E	161,009.87	13,417.49	77.40859
G279	F	169,060.36	14,088.36	81.27902
G279	G	177,513.38	14,792.78	85.34297
G280	A	133,787.85	11,148.99	64.32108
G280	B	140,477.24	11,706.44	67.53714
G280	C	147,501.11	12,291.76	70.91399
G280	D	154,876.16	12,906.35	74.45969
G280	E	162,619.97	13,551.66	78.18268
G280	F	170,750.97	14,229.25	82.09181
G280	G	179,288.52	14,940.71	86.19640
G281	A	135,125.73	11,260.48	64.96429
G281	B	141,882.02	11,823.50	68.21251
G281	C	148,976.12	12,414.68	71.62313
G281	D	156,424.92	13,035.41	75.20429
G281	E	164,246.17	13,687.18	78.96450
G281	F	172,458.48	14,371.54	82.91273
G281	G	181,081.40	15,090.12	87.05837
G282	A	136,476.99	11,373.08	65.61394
G282	B	143,300.84	11,941.74	68.89463
G282	C	150,465.88	12,538.82	72.33936
G282	D	157,989.17	13,165.76	75.95633
G282	E	165,888.63	13,824.05	79.75415
G282	F	174,183.06	14,515.25	83.74186
G282	G	182,892.22	15,241.02	87.92895
G283	A	137,841.76	11,486.81	66.27008
G283	B	144,733.85	12,061.15	69.58358
G283	C	151,970.54	12,664.21	73.06276
G283	D	159,569.06	13,297.42	76.71590
G283	E	167,547.52	13,962.29	80.55169
G283	F	175,924.89	14,660.41	84.57928
G283	G	184,721.14	15,393.43	88.80824
G284	A	139,220.17	11,601.68	66.93278
G284	B	146,181.18	12,181.77	70.27942
G284	C	153,490.24	12,790.85	73.79339
G284	D	161,164.75	13,430.40	77.48306
G284	E	169,222.99	14,101.92	81.35721
G284	F	177,684.14	14,807.01	85.42507
G284	G	186,568.35	15,547.36	89.69632

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G285	A	140,612.38	11,717.70	67.60210
G285	B	147,643.00	12,303.58	70.98221
G285	C	155,025.15	12,918.76	74.53132
G285	D	162,776.40	13,564.70	78.25789
G285	E	170,915.22	14,242.93	82.17078
G285	F	179,460.98	14,955.08	86.27932
G285	G	188,434.03	15,702.84	90.59329
G286	A	142,018.50	11,834.87	68.27813
G286	B	149,119.43	12,426.62	71.69203
G286	C	156,575.40	13,047.95	75.27663
G286	D	164,404.17	13,700.35	79.04046
G286	E	172,624.37	14,385.36	82.99249
G286	F	181,255.59	15,104.63	87.14211
G286	G	190,318.37	15,859.86	91.49922
G287	A	143,438.69	11,953.22	68.96091
G287	B	150,610.62	12,550.88	72.40895
G287	C	158,141.15	13,178.43	76.02940
G287	D	166,048.21	13,837.35	79.83087
G287	E	174,350.62	14,529.22	83.82241
G287	F	183,068.15	15,255.68	88.01353
G287	G	192,221.56	16,018.46	92.41421
G288	A	144,873.07	12,072.76	69.65052
G288	B	152,116.73	12,676.39	73.13304
G288	C	159,722.56	13,310.21	76.78969
G288	D	167,708.69	13,975.72	80.62918
G288	E	176,094.12	14,674.51	84.66064
G288	F	184,898.83	15,408.24	88.89367
G288	G	194,143.77	16,178.65	93.33835
G289	A	146,321.80	12,193.48	70.34702
G289	B	153,637.89	12,803.16	73.86437
G289	C	161,319.79	13,443.32	77.55759
G289	D	169,385.78	14,115.48	81.43547
G289	E	177,855.07	14,821.26	85.50724
G289	F	186,747.82	15,562.32	89.78261
G289	G	196,085.21	16,340.43	94.27174
G290	A	147,785.02	12,315.42	71.05049
G290	B	155,174.27	12,931.19	74.60302
G290	C	162,932.99	13,577.75	78.33317
G290	D	171,079.63	14,256.64	82.24982
G290	E	179,633.62	14,969.47	86.36232
G290	F	188,615.30	15,717.94	90.68043
G290	G	198,046.06	16,503.84	95.21445

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G291	A	149,262.87	12,438.57	71.76100
G291	B	156,726.01	13,060.50	75.34905
G291	C	164,562.32	13,713.53	79.11650
G291	D	172,790.43	14,399.20	83.07232
G291	E	181,429.95	15,119.16	87.22594
G291	F	190,501.45	15,875.12	91.58724
G291	G	200,026.52	16,668.88	96.16660
G292	A	150,755.50	12,562.96	72.47861
G292	B	158,293.27	13,191.11	76.10254
G292	C	166,207.94	13,850.66	79.90766
G292	D	174,518.34	14,543.19	83.90305
G292	E	183,244.25	15,270.35	88.09820
G292	F	192,406.46	16,033.87	92.50311
G292	G	202,026.79	16,835.57	97.12826
G293	A	152,263.05	12,688.59	73.20339
G293	B	159,876.21	13,323.02	76.86356
G293	C	167,870.02	13,989.17	80.70674
G293	D	176,263.52	14,688.63	84.74208
G293	E	185,076.69	15,423.06	88.97918
G293	F	194,330.53	16,194.21	93.42814
G293	G	204,047.06	17,003.92	98.09955
G294	A	153,785.69	12,815.47	73.93543
G294	B	161,474.97	13,456.25	77.63220
G294	C	169,548.72	14,129.06	81.51381
G294	D	178,026.15	14,835.51	85.58950
G294	E	186,927.46	15,577.29	89.86897
G294	F	196,273.83	16,356.15	94.36242
G294	G	206,087.53	17,173.96	99.08054
G295	A	155,323.54	12,943.63	74.67478
G295	B	163,089.72	13,590.81	78.40852
G295	C	171,244.21	14,270.35	82.32894
G295	D	179,806.42	14,983.87	86.44539
G295	E	188,796.74	15,733.06	90.76766
G295	F	198,236.57	16,519.71	95.30604
G295	G	208,148.40	17,345.70	100.07135
G296	A	156,876.78	13,073.06	75.42153
G296	B	164,720.62	13,726.72	79.19260
G296	C	172,956.65	14,413.05	83.15223
G296	D	181,604.48	15,133.71	87.30985
G296	E	190,684.70	15,890.39	91.67534
G296	F	200,218.94	16,684.91	96.25911
G296	G	210,229.89	17,519.16	101.07206

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General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G297	A	158,445.55	13,203.80	76.17574
G297	B	166,367.82	13,863.98	79.98453
G297	C	174,686.21	14,557.18	83.98376
G297	D	183,420.52	15,285.04	88.18294
G297	E	192,591.55	16,049.30	92.59209
G297	F	202,221.13	16,851.76	97.22170
G297	G	212,332.18	17,694.35	102.08278
G298	A	160,030.00	13,335.83	76.93750
G298	B	168,031.50	14,002.62	80.78438
G298	C	176,433.08	14,702.76	84.82359
G298	D	185,254.73	15,437.89	89.06477
G298	E	194,517.47	16,209.79	93.51801
G298	F	204,243.34	17,020.28	98.19391
G298	G	214,455.51	17,871.29	103.10361
G299	A	161,630.30	13,469.19	77.70688
G299	B	169,711.82	14,142.65	81.59222
G299	C	178,197.41	14,849.78	85.67183
G299	D	187,107.28	15,592.27	89.95542
G299	E	196,462.64	16,371.89	94.45319
G299	F	206,285.77	17,190.48	99.17585
G299	G	216,600.06	18,050.00	104.13465
G300	A	163,246.60	13,603.88	78.48394
G300	B	171,408.93	14,284.08	82.40814
G300	C	179,979.38	14,998.28	86.52855
G300	D	188,978.35	15,748.20	90.85498
G300	E	198,427.27	16,535.61	95.39772
G300	F	208,348.63	17,362.39	100.16761
G300	G	218,766.06	18,230.50	105.17599

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N111	A	24,987.66	2,082.31	12.01330
N111	B	26,237.05	2,186.42	12.61397
N111	C	27,548.90	2,295.74	13.24466
N111	D	28,926.34	2,410.53	13.90690
N111	E	30,372.66	2,531.06	14.60224
N111	F	31,891.29	2,657.61	15.33235
N111	G	33,485.86	2,790.49	16.09897
N112	A	25,237.54	2,103.13	12.13343
N112	B	26,499.42	2,208.28	12.74010
N112	C	27,824.39	2,318.70	13.37711
N112	D	29,215.61	2,434.63	14.04597
N112	E	30,676.39	2,556.37	14.74826
N112	F	32,210.21	2,684.18	15.48568
N112	G	33,820.72	2,818.39	16.25996
N113	A	25,489.92	2,124.16	12.25477
N113	B	26,764.41	2,230.37	12.86751
N113	C	28,102.63	2,341.89	13.51088
N113	D	29,507.76	2,458.98	14.18643
N113	E	30,983.15	2,581.93	14.89575
N113	F	32,532.31	2,711.03	15.64053
N113	G	34,158.93	2,846.58	16.42256
N114	A	25,744.82	2,145.40	12.37732
N114	B	27,032.06	2,252.67	12.99618
N114	C	28,383.66	2,365.30	13.64599
N114	D	29,802.84	2,483.57	14.32829
N114	E	31,292.98	2,607.75	15.04470
N114	F	32,857.63	2,738.14	15.79694
N114	G	34,500.51	2,875.04	16.58679
N115	A	26,002.26	2,166.86	12.50109
N115	B	27,302.38	2,275.20	13.12614
N115	C	28,667.50	2,388.96	13.78245
N115	D	30,100.87	2,508.41	14.47157
N115	E	31,605.91	2,633.83	15.19515
N115	F	33,186.21	2,765.52	15.95491
N115	G	34,845.52	2,903.79	16.75265
N116	A	26,262.29	2,188.52	12.62610
N116	B	27,575.40	2,297.95	13.25740
N116	C	28,954.17	2,412.85	13.92027
N116	D	30,401.88	2,533.49	14.61629
N116	E	31,921.97	2,660.16	15.34710
N116	F	33,518.07	2,793.17	16.11446
N116	G	35,193.97	2,932.83	16.92018

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N117	A	26,524.91	2,210.41	12.75236
N117	B	27,851.15	2,320.93	13.38998
N117	C	29,243.71	2,436.98	14.05948
N117	D	30,705.90	2,558.82	14.76245
N117	E	32,241.19	2,686.77	15.50057
N117	F	33,853.25	2,821.10	16.27560
N117	G	35,545.91	2,962.16	17.08938
N118	A	26,790.16	2,232.51	12.87988
N118	B	28,129.67	2,344.14	13.52388
N118	C	29,536.15	2,461.35	14.20007
N118	D	31,012.96	2,584.41	14.91008
N118	E	32,563.60	2,713.63	15.65558
N118	F	34,191.78	2,849.32	16.43836
N118	G	35,901.37	2,991.78	17.26028
N119	A	27,058.06	2,254.84	13.00868
N119	B	28,410.96	2,367.58	13.65912
N119	C	29,831.51	2,485.96	14.34207
N119	D	31,323.09	2,610.26	15.05918
N119	E	32,889.24	2,740.77	15.81213
N119	F	34,533.70	2,877.81	16.60274
N119	G	36,260.39	3,021.70	17.43288
N120	A	27,328.64	2,277.39	13.13877
N120	B	28,695.07	2,391.26	13.79571
N120	C	30,129.83	2,510.82	14.48549
N120	D	31,636.32	2,636.36	15.20977
N120	E	33,218.13	2,768.18	15.97026
N120	F	34,879.04	2,906.59	16.76877
N120	G	36,622.99	3,051.92	17.60721
N121	A	27,601.93	2,300.16	13.27016
N121	B	28,982.02	2,415.17	13.93366
N121	C	30,431.12	2,535.93	14.63035
N121	D	31,952.68	2,662.72	15.36187
N121	E	33,550.31	2,795.86	16.12996
N121	F	35,227.83	2,935.65	16.93646
N121	G	36,989.22	3,082.44	17.78328
N122	A	27,877.95	2,323.16	13.40286
N122	B	29,271.84	2,439.32	14.07300
N122	C	30,735.44	2,561.29	14.77665
N122	D	32,272.21	2,689.35	15.51548
N122	E	33,885.82	2,823.82	16.29126
N122	F	35,580.11	2,965.01	17.10582
N122	G	37,359.11	3,113.26	17.96111

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N123	A	28,156.73	2,346.39	13.53689
N123	B	29,564.56	2,463.71	14.21373
N123	C	31,042.79	2,586.90	14.92442
N123	D	32,594.93	2,716.24	15.67064
N123	E	34,224.68	2,852.06	16.45417
N123	F	35,935.91	2,994.66	17.27688
N123	G	37,732.70	3,144.39	18.14072
N124	A	28,438.29	2,369.86	13.67226
N124	B	29,860.21	2,488.35	14.35587
N124	C	31,353.22	2,612.77	15.07366
N124	D	32,920.88	2,743.41	15.82735
N124	E	34,566.92	2,880.58	16.61871
N124	F	36,295.27	3,024.61	17.44965
N124	G	38,110.03	3,175.84	18.32213
N125	A	28,722.68	2,393.56	13.80898
N125	B	30,158.81	2,513.23	14.49943
N125	C	31,666.75	2,638.90	15.22440
N125	D	33,250.09	2,770.84	15.98562
N125	E	34,912.59	2,909.38	16.78490
N125	F	36,658.22	3,054.85	17.62414
N125	G	38,491.13	3,207.59	18.50535
N126	A	29,009.90	2,417.49	13.94707
N126	B	30,460.40	2,538.37	14.64442
N126	C	31,983.42	2,665.28	15.37664
N126	D	33,582.59	2,798.55	16.14548
N126	E	35,261.72	2,938.48	16.95275
N126	F	37,024.80	3,085.40	17.80039
N126	G	38,876.04	3,239.67	18.69041
N127	A	29,300.00	2,441.67	14.08654
N127	B	30,765.00	2,563.75	14.79087
N127	C	32,303.25	2,691.94	15.53041
N127	D	33,918.41	2,826.53	16.30693
N127	E	35,614.33	2,967.86	17.12228
N127	F	37,395.05	3,116.25	17.97839
N127	G	39,264.80	3,272.07	18.87731
N128	A	29,593.00	2,466.08	14.22740
N128	B	31,072.65	2,589.39	14.93877
N128	C	32,626.28	2,718.86	15.68571
N128	D	34,257.60	2,854.80	16.47000
N128	E	35,970.48	2,997.54	17.29350
N128	F	37,769.00	3,147.42	18.15817
N128	G	39,657.45	3,304.79	19.06608

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N129	A	29,888.93	2,490.74	14.36968
N129	B	31,383.38	2,615.28	15.08816
N129	C	32,952.55	2,746.05	15.84257
N129	D	34,600.17	2,883.35	16.63470
N129	E	36,330.18	3,027.52	17.46643
N129	F	38,146.69	3,178.89	18.33976
N129	G	40,054.03	3,337.84	19.25674
N130	A	30,187.82	2,515.65	14.51338
N130	B	31,697.21	2,641.43	15.23904
N130	C	33,282.07	2,773.51	16.00100
N130	D	34,946.18	2,912.18	16.80105
N130	E	36,693.48	3,057.79	17.64110
N130	F	38,528.16	3,210.68	18.52315
N130	G	40,454.57	3,371.21	19.44931
N131	A	30,489.70	2,540.81	14.65851
N131	B	32,014.18	2,667.85	15.39143
N131	C	33,614.89	2,801.24	16.16101
N131	D	35,295.64	2,941.30	16.96906
N131	E	37,060.42	3,088.37	17.81751
N131	F	38,913.44	3,242.79	18.70838
N131	G	40,859.11	3,404.93	19.64380
N132	A	30,794.60	2,566.22	14.80509
N132	B	32,334.33	2,694.53	15.54535
N132	C	33,951.04	2,829.25	16.32262
N132	D	35,648.59	2,970.72	17.13875
N132	E	37,431.02	3,119.25	17.99568
N132	F	39,302.57	3,275.21	18.89547
N132	G	41,267.70	3,438.98	19.84024
N133	A	31,102.54	2,591.88	14.95315
N133	B	32,657.67	2,721.47	15.70080
N133	C	34,290.55	2,857.55	16.48584
N133	D	36,005.08	3,000.42	17.31013
N133	E	37,805.33	3,150.44	18.17564
N133	F	39,695.60	3,307.97	19.08442
N133	G	41,680.38	3,473.36	20.03864
N134	A	31,413.57	2,617.80	15.10268
N134	B	32,984.25	2,748.69	15.85781
N134	C	34,633.46	2,886.12	16.65070
N134	D	36,365.13	3,030.43	17.48324
N134	E	38,183.39	3,181.95	18.35740
N134	F	40,092.56	3,341.05	19.27527
N134	G	42,097.18	3,508.10	20.23903

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N135	A	31,727.70	2,643.98	15.25370
N135	B	33,314.09	2,776.17	16.01639
N135	C	34,979.79	2,914.98	16.81721
N135	D	36,728.78	3,060.73	17.65807
N135	E	38,565.22	3,213.77	18.54097
N135	F	40,493.48	3,374.46	19.46802
N135	G	42,518.16	3,543.18	20.44142
N136	A	32,044.98	2,670.41	15.40624
N136	B	33,647.23	2,803.94	16.17655
N136	C	35,329.59	2,944.13	16.98538
N136	D	37,096.07	3,091.34	17.83465
N136	E	38,950.87	3,245.91	18.72638
N136	F	40,898.42	3,408.20	19.66270
N136	G	42,943.34	3,578.61	20.64584
N137	A	32,365.43	2,697.12	15.56030
N137	B	33,983.70	2,831.98	16.33832
N137	C	35,682.89	2,973.57	17.15523
N137	D	37,467.03	3,122.25	18.01300
N137	E	39,340.38	3,278.37	18.91365
N137	F	41,307.40	3,442.28	19.85933
N137	G	43,372.77	3,614.40	20.85229
N138	A	32,689.08	2,724.09	15.71591
N138	B	34,323.54	2,860.29	16.50170
N138	C	36,039.71	3,003.31	17.32679
N138	D	37,841.70	3,153.48	18.19313
N138	E	39,733.79	3,311.15	19.10278
N138	F	41,720.48	3,476.71	20.05792
N138	G	43,806.50	3,650.54	21.06082
N139	A	33,015.97	2,751.33	15.87306
N139	B	34,666.77	2,888.90	16.66672
N139	C	36,400.11	3,033.34	17.50005
N139	D	38,220.12	3,185.01	18.37506
N139	E	40,131.12	3,344.26	19.29381
N139	F	42,137.68	3,511.47	20.25850
N139	G	44,244.56	3,687.05	21.27142
N140	A	33,346.13	2,778.84	16.03180
N140	B	35,013.44	2,917.79	16.83339
N140	C	36,764.11	3,063.68	17.67505
N140	D	38,602.32	3,216.86	18.55881
N140	E	40,532.43	3,377.70	19.48675
N140	F	42,559.06	3,546.59	20.46108
N140	G	44,687.01	3,723.92	21.48414

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N141	A	33,679.60	2,806.63	16.19211
N141	B	35,363.58	2,946.96	17.00172
N141	C	37,131.75	3,094.31	17.85180
N141	D	38,988.34	3,249.03	18.74440
N141	E	40,937.76	3,411.48	19.68162
N141	F	42,984.65	3,582.05	20.66570
N141	G	45,133.88	3,761.16	21.69898
N142	A	34,016.39	2,834.70	16.35403
N142	B	35,717.21	2,976.43	17.17174
N142	C	37,503.07	3,125.26	18.03032
N142	D	39,378.23	3,281.52	18.93184
N142	E	41,347.14	3,445.59	19.87843
N142	F	43,414.49	3,617.87	20.87235
N142	G	45,585.22	3,798.77	21.91597
N143	A	34,356.56	2,863.05	16.51757
N143	B	36,074.38	3,006.20	17.34345
N143	C	37,878.10	3,156.51	18.21063
N143	D	39,772.01	3,314.33	19.12116
N143	E	41,760.61	3,480.05	20.07722
N143	F	43,848.64	3,654.05	21.08108
N143	G	46,041.07	3,836.76	22.13513
N144	A	34,700.12	2,891.68	16.68275
N144	B	36,435.13	3,036.26	17.51689
N144	C	38,256.88	3,188.07	18.39273
N144	D	40,169.73	3,347.48	19.31237
N144	E	42,178.21	3,514.85	20.27799
N144	F	44,287.12	3,690.59	21.29189
N144	G	46,501.48	3,875.12	22.35648
N145	A	35,047.12	2,920.59	16.84958
N145	B	36,799.48	3,066.62	17.69206
N145	C	38,639.45	3,219.95	18.57666
N145	D	40,571.43	3,380.95	19.50549
N145	E	42,600.00	3,550.00	20.48077
N145	F	44,730.00	3,727.50	21.50481
N145	G	46,966.50	3,913.87	22.58005
N146	A	35,397.59	2,949.80	17.01807
N146	B	37,167.47	3,097.29	17.86898
N146	C	39,025.85	3,252.15	18.76243
N146	D	40,977.14	3,414.76	19.70055
N146	E	43,026.00	3,585.50	20.68558
N146	F	45,177.30	3,764.77	21.71985
N146	G	47,436.16	3,953.01	22.80585

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N147	A	35,751.57	2,979.30	17.18825
N147	B	37,539.15	3,128.26	18.04767
N147	C	39,416.11	3,284.68	18.95005
N147	D	41,386.91	3,448.91	19.89755
N147	E	43,456.26	3,621.35	20.89243
N147	F	45,629.07	3,802.42	21.93705
N147	G	47,910.52	3,992.54	23.03391
N148	A	36,109.09	3,009.09	17.36014
N148	B	37,914.54	3,159.54	18.22814
N148	C	39,810.27	3,317.52	19.13955
N148	D	41,800.78	3,483.40	20.09653
N148	E	43,890.82	3,657.57	21.10136
N148	F	46,085.36	3,840.45	22.15642
N148	G	48,389.63	4,032.47	23.26424
N149	A	36,470.18	3,039.18	17.53374
N149	B	38,293.68	3,191.14	18.41043
N149	C	40,208.37	3,350.70	19.33095
N149	D	42,218.79	3,518.23	20.29749
N149	E	44,329.73	3,694.14	21.31237
N149	F	46,546.21	3,878.85	22.37799
N149	G	48,873.52	4,072.79	23.49689
N150	A	36,834.88	3,069.57	17.70908
N150	B	38,676.62	3,223.05	18.59453
N150	C	40,610.45	3,384.20	19.52426
N150	D	42,640.98	3,553.41	20.50047
N150	E	44,773.02	3,731.09	21.52549
N150	F	47,011.68	3,917.64	22.60177
N150	G	49,362.26	4,113.52	23.73186
N151	A	37,203.23	3,100.27	17.88617
N151	B	39,063.39	3,255.28	18.78048
N151	C	41,016.56	3,418.05	19.71950
N151	D	43,067.39	3,588.95	20.70547
N151	E	45,220.75	3,768.40	21.74075
N151	F	47,481.79	3,956.82	22.82778
N151	G	49,855.88	4,154.66	23.96917
N152	A	37,575.26	3,131.27	18.06503
N152	B	39,454.02	3,287.84	18.96828
N152	C	41,426.72	3,452.23	19.91669
N152	D	43,498.06	3,624.84	20.91253
N152	E	45,672.96	3,806.08	21.95815
N152	F	47,956.61	3,996.38	23.05606
N152	G	50,354.44	4,196.20	24.20887

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N153	A	37,951.01	3,162.58	18.24568
N153	B	39,848.56	3,320.71	19.15796
N153	C	41,840.99	3,486.75	20.11586
N153	D	43,933.04	3,661.09	21.12165
N153	E	46,129.69	3,844.14	22.17774
N153	F	48,436.18	4,036.35	23.28662
N153	G	50,857.99	4,238.17	24.45095
N154	A	38,330.52	3,194.21	18.42814
N154	B	40,247.05	3,353.92	19.34954
N154	C	42,259.40	3,521.62	20.31702
N154	D	44,372.37	3,697.70	21.33287
N154	E	46,590.99	3,882.58	22.39951
N154	F	48,920.54	4,076.71	23.51949
N154	G	51,366.57	4,280.55	24.69546
N155	A	38,713.83	3,226.15	18.61242
N155	B	40,649.52	3,387.46	19.54304
N155	C	42,681.99	3,556.83	20.52019
N155	D	44,816.09	3,734.67	21.54620
N155	E	47,056.90	3,921.41	22.62351
N155	F	49,409.74	4,117.48	23.75468
N155	G	51,880.23	4,323.35	24.94242
N156	A	39,100.97	3,258.41	18.79854
N156	B	41,056.01	3,421.33	19.73847
N156	C	43,108.81	3,592.40	20.72539
N156	D	45,264.25	3,772.02	21.76166
N156	E	47,527.47	3,960.62	22.84974
N156	F	49,903.84	4,158.65	23.99223
N156	G	52,399.03	4,366.59	25.19184
N157	A	39,491.97	3,291.00	18.98653
N157	B	41,466.57	3,455.55	19.93585
N157	C	43,539.90	3,628.33	20.93265
N157	D	45,716.90	3,809.74	21.97928
N157	E	48,002.74	4,000.23	23.07824
N157	F	50,402.88	4,200.24	24.23215
N157	G	52,923.02	4,410.25	25.44376
N158	A	39,886.89	3,323.91	19.17639
N158	B	41,881.24	3,490.10	20.13521
N158	C	43,975.30	3,664.61	21.14197
N158	D	46,174.07	3,847.84	22.19907
N158	E	48,482.77	4,040.23	23.30902
N158	F	50,906.91	4,242.24	24.47448
N158	G	53,452.25	4,454.35	25.69820

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N159	A	40,285.76	3,357.15	19.36816
N159	B	42,300.05	3,525.00	20.33656
N159	C	44,415.05	3,701.25	21.35339
N159	D	46,635.81	3,886.32	22.42106
N159	E	48,967.60	4,080.63	23.54211
N159	F	51,415.98	4,284.66	24.71922
N159	G	53,986.78	4,498.90	25.95518
N160	A	40,688.62	3,390.72	19.56184
N160	B	42,723.05	3,560.25	20.53993
N160	C	44,859.20	3,738.27	21.56693
N160	D	47,102.17	3,925.18	22.64527
N160	E	49,457.27	4,121.44	23.77754
N160	F	51,930.14	4,327.51	24.96641
N160	G	54,526.64	4,543.89	26.21473
N161	A	41,095.51	3,424.63	19.75746
N161	B	43,150.28	3,595.86	20.74533
N161	C	45,307.80	3,775.65	21.78259
N161	D	47,573.19	3,964.43	22.87172
N161	E	49,951.85	4,162.65	24.01531
N161	F	52,449.44	4,370.79	25.21608
N161	G	55,071.91	4,589.33	26.47688
N162	A	41,506.46	3,458.87	19.95503
N162	B	43,581.79	3,631.82	20.95278
N162	C	45,760.87	3,813.41	22.00042
N162	D	48,048.92	4,004.08	23.10044
N162	E	50,451.36	4,204.28	24.25546
N162	F	52,973.93	4,414.49	25.46824
N162	G	55,622.63	4,635.22	26.74165
N163	A	41,921.53	3,493.46	20.15458
N163	B	44,017.60	3,668.13	21.16231
N163	C	46,218.48	3,851.54	22.22042
N163	D	48,529.41	4,044.12	23.33145
N163	E	50,955.88	4,246.32	24.49802
N163	F	53,503.67	4,458.64	25.72292
N163	G	56,178.86	4,681.57	27.00907
N164	A	42,340.74	3,528.40	20.35613
N164	B	44,457.78	3,704.81	21.37393
N164	C	46,680.67	3,890.06	22.44263
N164	D	49,014.70	4,084.56	23.56476
N164	E	51,465.44	4,288.79	24.74300
N164	F	54,038.71	4,503.23	25.98015
N164	G	56,740.64	4,728.39	27.27916

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N165	A	42,764.15	3,563.68	20.55969
N165	B	44,902.36	3,741.86	21.58767
N165	C	47,147.48	3,928.96	22.66706
N165	D	49,504.85	4,125.40	23.80041
N165	E	51,980.09	4,331.67	24.99043
N165	F	54,579.10	4,548.26	26.23995
N165	G	57,308.05	4,775.67	27.55195
N166	A	43,191.79	3,599.32	20.76528
N166	B	45,351.38	3,779.28	21.80355
N166	C	47,618.95	3,968.25	22.89373
N166	D	49,999.90	4,166.66	24.03841
N166	E	52,499.89	4,374.99	25.24033
N166	F	55,124.89	4,593.74	26.50235
N166	G	57,881.13	4,823.43	27.82747
N167	A	43,623.71	3,635.31	20.97294
N167	B	45,804.89	3,817.07	22.02158
N167	C	48,095.14	4,007.93	23.12266
N167	D	50,499.90	4,208.32	24.27880
N167	E	53,024.89	4,418.74	25.49274
N167	F	55,676.14	4,639.68	26.76737
N167	G	58,459.94	4,871.66	28.10574
N168	A	44,059.95	3,671.66	21.18267
N168	B	46,262.94	3,855.25	22.24180
N168	C	48,576.09	4,048.01	23.35389
N168	D	51,004.90	4,250.41	24.52158
N168	E	53,555.14	4,462.93	25.74766
N168	F	56,232.90	4,686.07	27.03505
N168	G	59,044.54	4,920.38	28.38680
N169	A	44,500.55	3,708.38	21.39449
N169	B	46,725.57	3,893.80	22.46422
N169	C	49,061.85	4,088.49	23.58743
N169	D	51,514.94	4,292.91	24.76680
N169	E	54,090.69	4,507.56	26.00514
N169	F	56,795.23	4,732.94	27.30540
N169	G	59,634.99	4,969.58	28.67067
N170	A	44,945.55	3,745.46	21.60844
N170	B	47,192.83	3,932.74	22.68886
N170	C	49,552.47	4,129.37	23.82330
N170	D	52,030.09	4,335.84	25.01447
N170	E	54,631.60	4,552.63	26.26519
N170	F	57,363.18	4,780.26	27.57845
N170	G	60,231.34	5,019.28	28.95737

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N171	A	45,395.01	3,782.92	21.82452
N171	B	47,664.76	3,972.06	22.91575
N171	C	50,047.99	4,170.67	24.06154
N171	D	52,550.39	4,379.20	25.26461
N171	E	55,177.91	4,598.16	26.52784
N171	F	57,936.81	4,828.07	27.85424
N171	G	60,833.65	5,069.47	29.24695
N172	A	45,848.96	3,820.75	22.04277
N172	B	48,141.40	4,011.78	23.14491
N172	C	50,548.47	4,212.37	24.30215
N172	D	53,075.90	4,422.99	25.51726
N172	E	55,729.69	4,644.14	26.79312
N172	F	58,516.18	4,876.35	28.13278
N172	G	61,441.99	5,120.17	29.53942
N173	A	46,307.45	3,858.95	22.26320
N173	B	48,622.82	4,051.90	23.37636
N173	C	51,053.96	4,254.50	24.54517
N173	D	53,606.66	4,467.22	25.77243
N173	E	56,286.99	4,690.58	27.06105
N173	F	59,101.34	4,925.11	28.41411
N173	G	62,056.41	5,171.37	29.83481
N174	A	46,770.52	3,897.54	22.48583
N174	B	49,109.05	4,092.42	23.61012
N174	C	51,564.50	4,297.04	24.79062
N174	D	54,142.72	4,511.89	26.03016
N174	E	56,849.86	4,737.49	27.33166
N174	F	59,692.35	4,974.36	28.69825
N174	G	62,676.97	5,223.08	30.13316
N175	A	47,238.23	3,936.52	22.71069
N175	B	49,600.14	4,133.34	23.84622
N175	C	52,080.14	4,340.01	25.03853
N175	D	54,684.15	4,557.01	26.29046
N175	E	57,418.36	4,784.86	27.60498
N175	F	60,289.28	5,024.11	28.98523
N175	G	63,303.74	5,275.31	30.43449
N176	A	47,710.61	3,975.88	22.93779
N176	B	50,096.14	4,174.68	24.08468
N176	C	52,600.95	4,383.41	25.28892
N176	D	55,230.99	4,602.58	26.55336
N176	E	57,992.54	4,832.71	27.88103
N176	F	60,892.17	5,074.35	29.27508
N176	G	63,936.78	5,328.06	30.73884

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N177	A	48,187.71	4,015.64	23.16717
N177	B	50,597.10	4,216.42	24.32553
N177	C	53,126.96	4,427.25	25.54181
N177	D	55,783.30	4,648.61	26.81890
N177	E	58,572.47	4,881.04	28.15984
N177	F	61,501.09	5,125.09	29.56783
N177	G	64,576.15	5,381.35	31.04622
N178	A	48,669.59	4,055.80	23.39884
N178	B	51,103.07	4,258.59	24.56878
N178	C	53,658.22	4,471.52	25.79722
N178	D	56,341.14	4,695.09	27.08708
N178	E	59,158.19	4,929.85	28.44144
N178	F	62,116.10	5,176.34	29.86351
N178	G	65,221.91	5,435.16	31.35669
N179	A	49,156.29	4,096.36	23.63283
N179	B	51,614.10	4,301.18	24.81447
N179	C	54,194.81	4,516.23	26.05520
N179	D	56,904.55	4,742.05	27.35796
N179	E	59,749.77	4,979.15	28.72585
N179	F	62,737.26	5,228.11	30.16215
N179	G	65,874.13	5,489.51	31.67025
N180	A	49,647.85	4,137.32	23.86916
N180	B	52,130.24	4,344.19	25.06262
N180	C	54,736.75	4,561.40	26.31575
N180	D	57,473.59	4,789.47	27.63153
N180	E	60,347.27	5,028.94	29.01311
N180	F	63,364.64	5,280.39	30.46377
N180	G	66,532.87	5,544.41	31.98696
N181	A	50,144.33	4,178.69	24.10785
N181	B	52,651.55	4,387.63	25.31324
N181	C	55,284.12	4,607.01	26.57891
N181	D	58,048.33	4,837.36	27.90785
N181	E	60,950.75	5,079.23	29.30324
N181	F	63,998.28	5,333.19	30.76840
N181	G	67,198.20	5,599.85	32.30683
N182	A	50,645.77	4,220.48	24.34893
N182	B	53,178.06	4,431.50	25.56638
N182	C	55,836.96	4,653.08	26.84469
N182	D	58,628.81	4,885.73	28.18693
N182	E	61,560.25	5,130.02	29.59628
N182	F	64,638.27	5,386.52	31.07609
N182	G	67,870.18	5,655.85	32.62989

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N183	A	51,152.23	4,262.69	24.59242
N183	B	53,709.84	4,475.82	25.82204
N183	C	56,395.33	4,699.61	27.11314
N183	D	59,215.10	4,934.59	28.46880
N183	E	62,175.86	5,181.32	29.89224
N183	F	65,284.65	5,440.39	31.38685
N183	G	68,548.88	5,712.41	32.95619
N184	A	51,663.75	4,305.31	24.83834
N184	B	54,246.94	4,520.58	26.08026
N184	C	56,959.29	4,746.61	27.38427
N184	D	59,807.25	4,983.94	28.75349
N184	E	62,797.61	5,233.13	30.19116
N184	F	65,937.49	5,494.79	31.70072
N184	G	69,234.37	5,769.53	33.28575
N185	A	52,180.39	4,348.37	25.08673
N185	B	54,789.41	4,565.78	26.34106
N185	C	57,528.88	4,794.07	27.65812
N185	D	60,405.32	5,033.78	29.04102
N185	E	63,425.59	5,285.47	30.49307
N185	F	66,596.87	5,549.74	32.01773
N185	G	69,926.71	5,827.23	33.61861
N186	A	52,702.19	4,391.85	25.33759
N186	B	55,337.30	4,611.44	26.60447
N186	C	58,104.17	4,842.01	27.93470
N186	D	61,009.38	5,084.11	29.33143
N186	E	64,059.85	5,338.32	30.79800
N186	F	67,262.84	5,605.24	32.33790
N186	G	70,625.98	5,885.50	33.95480
N187	A	53,229.22	4,435.77	25.59097
N187	B	55,890.68	4,657.56	26.87052
N187	C	58,685.21	4,890.43	28.21404
N187	D	61,619.47	5,134.96	29.62475
N187	E	64,700.44	5,391.70	31.10598
N187	F	67,935.47	5,661.29	32.66128
N187	G	71,332.24	5,944.35	34.29435
N188	A	53,761.51	4,480.13	25.84688
N188	B	56,449.58	4,704.13	27.13922
N188	C	59,272.06	4,939.34	28.49618
N188	D	62,235.67	5,186.31	29.92099
N188	E	65,347.45	5,445.62	31.41704
N188	F	68,614.82	5,717.90	32.98789
N188	G	72,045.56	6,003.80	34.63729

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N189	A	54,299.12	4,524.93	26.10535
N189	B	57,014.08	4,751.17	27.41061
N189	C	59,864.78	4,988.73	28.78115
N189	D	62,858.02	5,238.17	30.22020
N189	E	66,000.92	5,500.08	31.73121
N189	F	69,300.97	5,775.08	33.31777
N189	G	72,766.02	6,063.83	34.98366
N190	A	54,842.11	4,570.18	26.36640
N190	B	57,584.22	4,798.68	27.68472
N190	C	60,463.43	5,038.62	29.06896
N190	D	63,486.60	5,290.55	30.52240
N190	E	66,660.93	5,555.08	32.04853
N190	F	69,993.98	5,832.83	33.65095
N190	G	73,493.68	6,124.47	35.33350
N191	A	55,390.54	4,615.88	26.63006
N191	B	58,160.06	4,846.67	27.96157
N191	C	61,068.06	5,089.01	29.35965
N191	D	64,121.47	5,343.46	30.82763
N191	E	67,327.54	5,610.63	32.36901
N191	F	70,693.92	5,891.16	33.98746
N191	G	74,228.61	6,185.72	35.68683
N192	A	55,944.44	4,662.04	26.89637
N192	B	58,741.66	4,895.14	28.24118
N192	C	61,678.75	5,139.90	29.65324
N192	D	64,762.68	5,396.89	31.13591
N192	E	68,000.82	5,666.73	32.69270
N192	F	71,400.86	5,950.07	34.32734
N192	G	74,970.90	6,247.57	36.04370
N193	A	56,503.88	4,708.66	27.16533
N193	B	59,329.08	4,944.09	28.52360
N193	C	62,295.53	5,191.29	29.94978
N193	D	65,410.31	5,450.86	31.44726
N193	E	68,680.83	5,723.40	33.01963
N193	F	72,114.87	6,009.57	34.67061
N193	G	75,720.61	6,310.05	36.40414
N194	A	57,068.92	4,755.74	27.43698
N194	B	59,922.37	4,993.53	28.80883
N194	C	62,918.49	5,243.21	30.24927
N194	D	66,064.41	5,505.37	31.76174
N194	E	69,367.63	5,780.64	33.34982
N194	F	72,836.02	6,069.67	35.01731
N194	G	76,477.82	6,373.15	36.76818

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N195	A	57,639.61	4,803.30	27.71135
N195	B	60,521.59	5,043.47	29.09692
N195	C	63,547.67	5,295.64	30.55177
N195	D	66,725.06	5,560.42	32.07935
N195	E	70,061.31	5,838.44	33.68332
N195	F	73,564.38	6,130.36	35.36749
N195	G	77,242.59	6,436.88	37.13586
N196	A	58,216.01	4,851.33	27.98847
N196	B	61,126.81	5,093.90	29.38789
N196	C	64,183.15	5,348.60	30.85728
N196	D	67,392.31	5,616.03	32.40015
N196	E	70,761.92	5,896.83	34.02016
N196	F	74,300.02	6,191.67	35.72116
N196	G	78,015.02	6,501.25	37.50722
N197	A	58,798.17	4,899.85	28.26835
N197	B	61,738.08	5,144.84	29.68177
N197	C	64,824.98	5,402.08	31.16586
N197	D	68,066.23	5,672.19	32.72415
N197	E	71,469.54	5,955.80	34.36036
N197	F	75,043.02	6,253.58	36.07837
N197	G	78,795.17	6,566.26	37.88229
N198	A	59,386.15	4,948.85	28.55103
N198	B	62,355.46	5,196.29	29.97859
N198	C	65,473.23	5,456.10	31.47752
N198	D	68,746.89	5,728.91	33.05139
N198	E	72,184.24	6,015.35	34.70396
N198	F	75,793.45	6,316.12	36.43916
N198	G	79,583.12	6,631.93	38.26112
N199	A	59,980.01	4,998.33	28.83654
N199	B	62,979.01	5,248.25	30.27837
N199	C	66,127.96	5,510.66	31.79229
N199	D	69,434.36	5,786.20	33.38190
N199	E	72,906.08	6,075.51	35.05100
N199	F	76,551.38	6,379.28	36.80355
N199	G	80,378.95	6,698.25	38.64373
N200	A	60,579.81	5,048.32	29.12491
N200	B	63,608.80	5,300.73	30.58116
N200	C	66,789.24	5,565.77	32.11021
N200	D	70,128.71	5,844.06	33.71572
N200	E	73,635.14	6,136.26	35.40151
N200	F	77,316.90	6,443.07	37.17159
N200	G	81,182.74	6,765.23	39.03016

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N201	A	61,185.61	5,098.80	29.41616
N201	B	64,244.89	5,353.74	30.88697
N201	C	67,457.14	5,621.43	32.43132
N201	D	70,829.99	5,902.50	34.05288
N201	E	74,371.49	6,197.62	35.75553
N201	F	78,090.07	6,507.51	37.54330
N201	G	81,994.57	6,832.88	39.42047
N202	A	61,797.47	5,149.79	29.71032
N202	B	64,887.34	5,407.28	31.19584
N202	C	68,131.71	5,677.64	32.75563
N202	D	71,538.29	5,961.52	34.39341
N202	E	75,115.21	6,259.60	36.11308
N202	F	78,870.97	6,572.58	37.91873
N202	G	82,814.52	6,901.21	39.81467
N203	A	62,415.44	5,201.29	30.00742
N203	B	65,536.21	5,461.35	31.50779
N203	C	68,813.02	5,734.42	33.08318
N203	D	72,253.68	6,021.14	34.73734
N203	E	75,866.36	6,322.20	36.47421
N203	F	79,659.68	6,638.31	38.29792
N203	G	83,642.66	6,970.22	40.21282
N204	A	63,039.60	5,253.30	30.30750
N204	B	66,191.58	5,515.96	31.82287
N204	C	69,501.15	5,791.76	33.41402
N204	D	72,976.21	6,081.35	35.08472
N204	E	76,625.02	6,385.42	36.83895
N204	F	80,456.27	6,704.69	38.68090
N204	G	84,479.09	7,039.92	40.61495
N205	A	63,669.99	5,305.83	30.61057
N205	B	66,853.49	5,571.12	32.14110
N205	C	70,196.17	5,849.68	33.74816
N205	D	73,705.97	6,142.16	35.43556
N205	E	77,391.27	6,449.27	37.20734
N205	F	81,260.84	6,771.74	39.06771
N205	G	85,323.88	7,110.32	41.02110
N206	A	64,306.69	5,358.89	30.91668
N206	B	67,522.03	5,626.84	32.46251
N206	C	70,898.13	5,908.18	34.08564
N206	D	74,443.03	6,203.59	35.78992
N206	E	78,165.19	6,513.77	37.57942
N206	F	82,073.44	6,839.45	39.45839
N206	G	86,177.12	7,181.43	41.43131

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N207	A	64,949.76	5,412.48	31.22585
N207	B	68,197.25	5,683.10	32.78714
N207	C	71,607.11	5,967.26	34.42649
N207	D	75,187.46	6,265.62	36.14782
N207	E	78,946.84	6,578.90	37.95521
N207	F	82,894.18	6,907.85	39.85297
N207	G	87,038.89	7,253.24	41.84562
N208	A	65,599.26	5,466.60	31.53810
N208	B	68,879.22	5,739.93	33.11501
N208	C	72,323.18	6,026.93	34.77076
N208	D	75,939.34	6,328.28	36.50930
N208	E	79,736.31	6,644.69	38.33476
N208	F	83,723.12	6,976.93	40.25150
N208	G	87,909.28	7,325.77	42.26408
N209	A	66,255.25	5,521.27	31.85348
N209	B	69,568.01	5,797.33	33.44616
N209	C	73,046.41	6,087.20	35.11847
N209	D	76,698.73	6,391.56	36.87439
N209	E	80,533.67	6,711.14	38.71811
N209	F	84,560.35	7,046.70	40.65402
N209	G	88,788.37	7,399.03	42.68672
N210	A	66,917.80	5,576.48	32.17202
N210	B	70,263.69	5,855.31	33.78062
N210	C	73,776.88	6,148.07	35.46965
N210	D	77,465.72	6,455.48	37.24313
N210	E	81,339.01	6,778.25	39.10529
N210	F	85,405.96	7,117.16	41.06056
N210	G	89,676.25	7,473.02	43.11358
N211	A	67,586.98	5,632.25	32.49374
N211	B	70,966.33	5,913.86	34.11843
N211	C	74,514.64	6,209.55	35.82435
N211	D	78,240.38	6,520.03	37.61557
N211	E	82,152.40	6,846.03	39.49634
N211	F	86,260.02	7,188.33	41.47116
N211	G	90,573.02	7,547.75	43.54472
N212	A	68,262.85	5,688.57	32.81868
N212	B	71,675.99	5,973.00	34.45961
N212	C	75,259.79	6,271.65	36.18259
N212	D	79,022.78	6,585.23	37.99172
N212	E	82,973.92	6,914.49	39.89131
N212	F	87,122.62	7,260.22	41.88587
N212	G	91,478.75	7,623.23	43.98017

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N213	A	68,945.48	5,745.46	33.14686
N213	B	72,392.75	6,032.73	34.80421
N213	C	76,012.39	6,334.37	36.54442
N213	D	79,813.01	6,651.08	38.37164
N213	E	83,803.66	6,983.64	40.29022
N213	F	87,993.84	7,332.82	42.30473
N213	G	92,393.53	7,699.46	44.41997
N214	A	69,634.93	5,802.91	33.47833
N214	B	73,116.68	6,093.06	35.15225
N214	C	76,772.51	6,397.71	36.90986
N214	D	80,611.14	6,717.59	38.75535
N214	E	84,641.70	7,053.47	40.69312
N214	F	88,873.78	7,406.15	42.72778
N214	G	93,317.47	7,776.46	44.86417
N215	A	70,331.28	5,860.94	33.81312
N215	B	73,847.85	6,153.99	35.50377
N215	C	77,540.24	6,461.69	37.27896
N215	D	81,417.25	6,784.77	39.14291
N215	E	85,488.11	7,124.01	41.10005
N215	F	89,762.52	7,480.21	43.15506
N215	G	94,250.64	7,854.22	45.31281
N216	A	71,034.59	5,919.55	34.15125
N216	B	74,586.32	6,215.53	35.85881
N216	C	78,315.64	6,526.30	37.65175
N216	D	82,231.42	6,852.62	39.53434
N216	E	86,342.99	7,195.25	41.51105
N216	F	90,660.14	7,555.01	43.58661
N216	G	95,193.15	7,932.76	45.76594
N217	A	71,744.94	5,978.74	34.49276
N217	B	75,332.19	6,277.68	36.21740
N217	C	79,098.80	6,591.57	38.02827
N217	D	83,053.74	6,921.14	39.92968
N217	E	87,206.42	7,267.20	41.92617
N217	F	91,566.74	7,630.56	44.02247
N217	G	96,145.08	8,012.09	46.22360
N218	A	72,462.39	6,038.53	34.83769
N218	B	76,085.51	6,340.46	36.57957
N218	C	79,889.78	6,657.48	38.40855
N218	D	83,884.27	6,990.36	40.32898
N218	E	88,078.49	7,339.87	42.34543
N218	F	92,482.41	7,706.87	44.46270
N218	G	97,106.53	8,092.21	46.68583

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N219	A	73,187.01	6,098.92	35.18606
N219	B	76,846.36	6,403.86	36.94537
N219	C	80,688.68	6,724.06	38.79264
N219	D	84,723.12	7,060.26	40.73227
N219	E	88,959.27	7,413.27	42.76888
N219	F	93,407.24	7,783.94	44.90733
N219	G	98,077.60	8,173.13	47.15269
N220	A	73,918.88	6,159.91	35.53792
N220	B	77,614.83	6,467.90	37.31482
N220	C	81,495.57	6,791.30	39.18056
N220	D	85,570.35	7,130.86	41.13959
N220	E	89,848.87	7,487.41	43.19657
N220	F	94,341.31	7,861.78	45.35640
N220	G	99,058.37	8,254.86	47.62422
N221	A	74,658.07	6,221.51	35.89330
N221	B	78,390.98	6,532.58	37.68797
N221	C	82,310.52	6,859.21	39.57237
N221	D	86,426.05	7,202.17	41.55099
N221	E	90,747.35	7,562.28	43.62854
N221	F	95,284.72	7,940.39	45.80996
N221	G	100,048.96	8,337.41	48.10046
N222	A	75,404.65	6,283.72	36.25224
N222	B	79,174.89	6,597.91	38.06485
N222	C	83,133.63	6,927.80	39.96809
N222	D	87,290.31	7,274.19	41.96650
N222	E	91,654.83	7,637.90	44.06482
N222	F	96,237.57	8,019.80	46.26806
N222	G	101,049.45	8,420.79	48.58146
N223	A	76,158.70	6,346.56	36.61476
N223	B	79,966.63	6,663.89	38.44550
N223	C	83,964.97	6,997.08	40.36777
N223	D	88,163.21	7,346.93	42.38616
N223	E	92,571.38	7,714.28	44.50547
N223	F	97,199.94	8,100.00	46.73074
N223	G	102,059.94	8,504.99	49.06728
N224	A	76,920.29	6,410.02	36.98091
N224	B	80,766.30	6,730.52	38.82995
N224	C	84,804.62	7,067.05	40.77145
N224	D	89,044.85	7,420.40	42.81002
N224	E	93,497.09	7,791.42	44.95052
N224	F	98,171.94	8,181.00	47.19805
N224	G	103,080.54	8,590.04	49.55795

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N225	A	77,689.49	6,474.12	37.35072
N225	B	81,573.96	6,797.83	39.21825
N225	C	85,652.66	7,137.72	41.17916
N225	D	89,935.30	7,494.61	43.23812
N225	E	94,432.06	7,869.34	45.40003
N225	F	99,153.66	8,262.81	47.67003
N225	G	104,111.35	8,675.95	50.05353
N226	A	78,466.38	6,538.87	37.72422
N226	B	82,389.70	6,865.81	39.61043
N226	C	86,509.19	7,209.10	41.59096
N226	D	90,834.65	7,569.55	43.67050
N226	E	95,376.38	7,948.03	45.85403
N226	F	100,145.20	8,345.43	48.14673
N226	G	105,152.46	8,762.70	50.55407
N227	A	79,251.05	6,604.25	38.10147
N227	B	83,213.60	6,934.47	40.00654
N227	C	87,374.28	7,281.19	42.00687
N227	D	91,742.99	7,645.25	44.10721
N227	E	96,330.14	8,027.51	46.31257
N227	F	101,146.65	8,428.89	48.62820
N227	G	106,203.98	8,850.33	51.05961
N228	A	80,043.56	6,670.30	38.48248
N228	B	84,045.74	7,003.81	40.40660
N228	C	88,248.02	7,354.00	42.42693
N228	D	92,660.42	7,721.70	44.54828
N228	E	97,293.45	8,107.79	46.77570
N228	F	102,158.12	8,513.18	49.11448
N228	G	107,266.02	8,938.84	51.57020
N229	A	80,843.99	6,737.00	38.86731
N229	B	84,886.19	7,073.85	40.81067
N229	C	89,130.50	7,427.54	42.85120
N229	D	93,587.03	7,798.92	44.99376
N229	E	98,266.38	8,188.86	47.24345
N229	F	103,179.70	8,598.31	49.60562
N229	G	108,338.68	9,028.22	52.08591
N230	A	81,652.43	6,804.37	39.25598
N230	B	85,735.06	7,144.59	41.21878
N230	C	90,021.81	7,501.82	43.27972
N230	D	94,522.90	7,876.91	45.44370
N230	E	99,249.04	8,270.75	47.71589
N230	F	104,211.50	8,684.29	50.10168
N230	G	109,422.07	9,118.51	52.60677

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N231	A	82,468.96	6,872.41	39.64854
N231	B	86,592.41	7,216.03	41.63096
N231	C	90,922.03	7,576.84	43.71251
N231	D	95,468.13	7,955.68	45.89814
N231	E	100,241.53	8,353.46	48.19305
N231	F	105,253.61	8,771.13	50.60270
N231	G	110,516.29	9,209.69	53.13283
N232	A	83,293.65	6,941.14	40.04502
N232	B	87,458.33	7,288.19	42.04727
N232	C	91,831.25	7,652.60	44.14964
N232	D	96,422.81	8,035.23	46.35712
N232	E	101,243.95	8,437.00	48.67498
N232	F	106,306.15	8,858.85	51.10872
N232	G	111,621.46	9,301.79	53.66416
N233	A	84,126.58	7,010.55	40.44547
N233	B	88,332.91	7,361.08	42.46775
N233	C	92,749.56	7,729.13	44.59113
N233	D	97,387.04	8,115.59	46.82069
N233	E	102,256.39	8,521.37	49.16173
N233	F	107,369.21	8,947.43	51.61981
N233	G	112,737.67	9,394.81	54.20080
N234	A	84,967.85	7,080.65	40.84993
N234	B	89,216.24	7,434.69	42.89242
N234	C	93,677.06	7,806.42	45.03705
N234	D	98,360.91	8,196.74	47.28890
N234	E	103,278.95	8,606.58	49.65334
N234	F	108,442.90	9,036.91	52.13601
N234	G	113,865.05	9,488.75	54.74281
N235	A	85,817.53	7,151.46	41.25843
N235	B	90,108.41	7,509.03	43.32135
N235	C	94,613.83	7,884.49	45.48742
N235	D	99,344.52	8,278.71	47.76179
N235	E	104,311.74	8,692.65	50.14988
N235	F	109,527.33	9,127.28	52.65737
N235	G	115,003.70	9,583.64	55.29024
N236	A	86,675.70	7,222.98	41.67101
N236	B	91,009.49	7,584.12	43.75456
N236	C	95,559.96	7,963.33	45.94229
N236	D	100,337.96	8,361.50	48.23941
N236	E	105,354.86	8,779.57	50.65138
N236	F	110,622.60	9,218.55	53.18394
N236	G	116,153.73	9,679.48	55.84314

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N237	A	87,542.46	7,295.20	42.08772
N237	B	91,919.58	7,659.97	44.19211
N237	C	96,515.56	8,042.96	46.40171
N237	D	101,341.34	8,445.11	48.72180
N237	E	106,408.41	8,867.37	51.15789
N237	F	111,728.83	9,310.74	53.71578
N237	G	117,315.27	9,776.27	56.40157
N238	A	88,417.89	7,368.16	42.50860
N238	B	92,838.78	7,736.56	44.63403
N238	C	97,480.72	8,123.39	46.86573
N238	D	102,354.76	8,529.56	49.20902
N238	E	107,472.49	8,956.04	51.66947
N238	F	112,846.12	9,403.84	54.25294
N238	G	118,488.42	9,874.04	56.96559
N239	A	89,302.07	7,441.84	42.93369
N239	B	93,767.17	7,813.93	45.08037
N239	C	98,455.53	8,204.63	47.33439
N239	D	103,378.30	8,614.86	49.70111
N239	E	108,547.22	9,045.60	52.18616
N239	F	113,974.58	9,497.88	54.79547
N239	G	119,673.31	9,972.78	57.53524
N240	A	90,195.09	7,516.26	43.36302
N240	B	94,704.84	7,892.07	45.53117
N240	C	99,440.08	8,286.67	47.80773
N240	D	104,412.09	8,701.01	50.19812
N240	E	109,632.69	9,136.06	52.70802
N240	F	115,114.32	9,592.86	55.34343
N240	G	120,870.04	10,072.50	58.11060
N241	A	91,097.04	7,591.42	43.79665
N241	B	95,651.89	7,970.99	45.98648
N241	C	100,434.48	8,369.54	48.28581
N241	D	105,456.21	8,788.02	50.70010
N241	E	110,729.02	9,227.42	53.23510
N241	F	116,265.47	9,688.79	55.89686
N241	G	122,078.74	10,173.23	58.69170
N242	A	92,008.01	7,667.33	44.23462
N242	B	96,608.41	8,050.70	46.44635
N242	C	101,438.83	8,453.24	48.76867
N242	D	106,510.77	8,875.90	51.20710
N242	E	111,836.31	9,319.69	53.76746
N242	F	117,428.12	9,785.68	56.45583
N242	G	123,299.53	10,274.96	59.27862

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N243	A	92,928.09	7,744.01	44.67696
N243	B	97,574.49	8,131.21	46.91081
N243	C	102,453.22	8,537.77	49.25635
N243	D	107,575.88	8,964.66	51.71917
N243	E	112,954.67	9,412.89	54.30513
N243	F	118,602.40	9,883.53	57.02039
N243	G	124,532.52	10,377.71	59.87141
N244	A	93,857.37	7,821.45	45.12373
N244	B	98,550.24	8,212.52	47.37992
N244	C	103,477.75	8,623.15	49.74892
N244	D	108,651.64	9,054.30	52.23636
N244	E	114,084.22	9,507.02	54.84818
N244	F	119,788.43	9,982.37	57.59059
N244	G	125,777.85	10,481.49	60.47012
N245	A	94,795.94	7,899.66	45.57497
N245	B	99,535.74	8,294.64	47.85372
N245	C	104,512.53	8,709.38	50.24641
N245	D	109,738.15	9,144.85	52.75873
N245	E	115,225.06	9,602.09	55.39666
N245	F	120,986.31	10,082.19	58.16650
N245	G	127,035.63	10,586.30	61.07482
N246	A	95,743.90	7,978.66	46.03072
N246	B	100,531.10	8,377.59	48.33226
N246	C	105,557.65	8,796.47	50.74887
N246	D	110,835.53	9,236.29	53.28631
N246	E	116,377.31	9,698.11	55.95063
N246	F	122,196.18	10,183.01	58.74816
N246	G	128,305.98	10,692.17	61.68557
N247	A	96,701.34	8,058.44	46.49103
N247	B	101,536.41	8,461.37	48.81558
N247	C	106,613.23	8,884.44	51.25636
N247	D	111,943.89	9,328.66	53.81918
N247	E	117,541.08	9,795.09	56.51014
N247	F	123,418.14	10,284.84	59.33564
N247	G	129,589.04	10,799.09	62.30243
N248	A	97,668.35	8,139.03	46.95594
N248	B	102,551.77	8,545.98	49.30374
N248	C	107,679.36	8,973.28	51.76892
N248	D	113,063.33	9,421.94	54.35737
N248	E	118,716.49	9,893.04	57.07524
N248	F	124,652.32	10,387.69	59.92900
N248	G	130,884.93	10,907.08	62.92545

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N249	A	98,645.04	8,220.42	47.42550
N249	B	103,577.29	8,631.44	49.79677
N249	C	108,756.15	9,063.01	52.28661
N249	D	114,193.96	9,516.16	54.90094
N249	E	119,903.66	9,991.97	57.64599
N249	F	125,898.84	10,491.57	60.52829
N249	G	132,193.78	11,016.15	63.55470
N250	A	99,631.49	8,302.62	47.89975
N250	B	104,613.06	8,717.75	50.29474
N250	C	109,843.71	9,153.64	52.80948
N250	D	115,335.90	9,611.32	55.44995
N250	E	121,102.70	10,091.89	58.22245
N250	F	127,157.83	10,596.49	61.13357
N250	G	133,515.72	11,126.31	64.19025
N251	A	100,627.80	8,385.65	48.37875
N251	B	105,659.19	8,804.93	50.79769
N251	C	110,942.15	9,245.18	53.33757
N251	D	116,489.26	9,707.44	56.00445
N251	E	122,313.72	10,192.81	58.80467
N251	F	128,429.41	10,702.45	61.74491
N251	G	134,850.88	11,237.57	64.83215
N252	A	101,634.08	8,469.51	48.86254
N252	B	106,715.78	8,892.98	51.30567
N252	C	112,051.57	9,337.63	53.87095
N252	D	117,654.15	9,804.51	56.56450
N252	E	123,536.86	10,294.74	59.39272
N252	F	129,713.70	10,809.48	62.36236
N252	G	136,199.39	11,349.95	65.48047
N253	A	102,650.42	8,554.20	49.35116
N253	B	107,782.94	8,981.91	51.81872
N253	C	113,172.09	9,431.01	54.40966
N253	D	118,830.69	9,902.56	57.13014
N253	E	124,772.23	10,397.69	59.98665
N253	F	131,010.84	10,917.57	62.98598
N253	G	137,561.38	11,463.45	66.13528
N254	A	103,676.93	8,639.74	49.84468
N254	B	108,860.77	9,071.73	52.33691
N254	C	114,303.81	9,525.32	54.95375
N254	D	120,019.00	10,001.58	57.70144
N254	E	126,019.95	10,501.66	60.58651
N254	F	132,320.95	11,026.75	63.61584
N254	G	138,937.00	11,578.08	66.79663

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N255	A	104,713.69	8,726.14	50.34312
N255	B	109,949.38	9,162.45	52.86028
N255	C	115,446.85	9,620.57	55.50329
N255	D	121,219.19	10,101.60	58.27846
N255	E	127,280.15	10,606.68	61.19238
N255	F	133,644.16	11,137.01	64.25200
N255	G	140,326.37	11,693.86	67.46460
N256	A	105,760.83	8,813.40	50.84655
N256	B	111,048.87	9,254.07	53.38888
N256	C	116,601.32	9,716.78	56.05833
N256	D	122,431.38	10,202.62	58.86124
N256	E	128,552.95	10,712.75	61.80430
N256	F	134,980.60	11,248.38	64.89452
N256	G	141,729.63	11,810.80	68.13924
N257	A	106,818.44	8,901.54	51.35502
N257	B	112,159.36	9,346.61	53.92277
N257	C	117,767.33	9,813.94	56.61891
N257	D	123,655.70	10,304.64	59.44985
N257	E	129,838.48	10,819.87	62.42235
N257	F	136,330.41	11,360.87	65.54346
N257	G	143,146.93	11,928.91	68.82064
N258	A	107,886.62	8,990.55	51.86857
N258	B	113,280.96	9,440.08	54.46200
N258	C	118,945.00	9,912.08	57.18510
N258	D	124,892.25	10,407.69	60.04435
N258	E	131,136.87	10,928.07	63.04657
N258	F	137,693.71	11,474.48	66.19890
N258	G	144,578.39	12,048.20	69.50884
N259	A	108,965.49	9,080.46	52.38725
N259	B	114,413.76	9,534.48	55.00662
N259	C	120,134.45	10,011.20	57.75695
N259	D	126,141.18	10,511.76	60.64480
N259	E	132,448.23	11,037.35	63.67704
N259	F	139,070.65	11,589.22	66.86089
N259	G	146,024.18	12,168.68	70.20393
N260	A	110,055.15	9,171.26	52.91113
N260	B	115,557.90	9,629.83	55.55668
N260	C	121,335.80	10,111.32	58.33452
N260	D	127,402.59	10,616.88	61.25124
N260	E	133,772.72	11,147.73	64.31381
N260	F	140,461.35	11,705.11	67.52950
N260	G	147,484.42	12,290.37	70.90597

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N261	A	111,155.70	9,262.97	53.44024
N261	B	116,713.48	9,726.12	56.11225
N261	C	122,549.16	10,212.43	58.91786
N261	D	128,676.61	10,723.05	61.86376
N261	E	135,110.44	11,259.20	64.95694
N261	F	141,865.97	11,822.16	68.20479
N261	G	148,959.26	12,413.27	71.61503
N262	A	112,267.25	9,355.60	53.97464
N262	B	117,880.62	9,823.38	56.67337
N262	C	123,774.65	10,314.55	59.50704
N262	D	129,963.38	10,830.28	62.48239
N262	E	136,461.55	11,371.80	65.60651
N262	F	143,284.63	11,940.39	68.88684
N262	G	150,448.86	12,537.40	72.33118
N263	A	113,389.93	9,449.16	54.51439
N263	B	119,059.42	9,921.62	57.24011
N263	C	125,012.39	10,417.70	60.10211
N263	D	131,263.01	10,938.58	63.10722
N263	E	137,826.16	11,485.51	66.26258
N263	F	144,717.47	12,059.79	69.57571
N263	G	151,953.35	12,662.78	73.05449
N264	A	114,523.83	9,543.65	55.05953
N264	B	120,250.02	10,020.83	57.81251
N264	C	126,262.52	10,521.88	60.70313
N264	D	132,575.64	11,047.97	63.73829
N264	E	139,204.43	11,600.37	66.92520
N264	F	146,164.65	12,180.39	70.27146
N264	G	153,472.88	12,789.41	73.78504
N265	A	115,669.06	9,639.09	55.61013
N265	B	121,452.52	10,121.04	58.39063
N265	C	127,525.14	10,627.10	61.31016
N265	D	133,901.40	11,158.45	64.37567
N265	E	140,596.47	11,716.37	67.59446
N265	F	147,626.29	12,302.19	70.97418
N265	G	155,007.61	12,917.30	74.52289
N266	A	116,825.75	9,735.48	56.16623
N266	B	122,667.04	10,222.25	58.97454
N266	C	128,800.39	10,733.37	61.92327
N266	D	135,240.41	11,270.03	65.01943
N266	E	142,002.43	11,833.54	68.27040
N266	F	149,102.56	12,425.21	71.68392
N266	G	156,557.68	13,046.47	75.26812

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N267	A	117,994.01	9,832.83	56.72789
N267	B	123,893.71	10,324.48	59.56428
N267	C	130,088.40	10,840.70	62.54250
N267	D	136,592.82	11,382.73	65.66962
N267	E	143,422.46	11,951.87	68.95311
N267	F	150,593.58	12,549.46	72.40076
N267	G	158,123.26	13,176.94	76.02080
N268	A	119,173.95	9,931.16	57.29517
N268	B	125,132.65	10,427.72	60.15993
N268	C	131,389.28	10,949.11	63.16792
N268	D	137,958.75	11,496.56	66.32632
N268	E	144,856.68	12,071.39	69.64264
N268	F	152,099.52	12,674.96	73.12477
N268	G	159,704.49	13,308.71	76.78101
N269	A	120,365.69	10,030.47	57.86812
N269	B	126,383.98	10,532.00	60.76153
N269	C	132,703.17	11,058.60	63.79960
N269	D	139,338.33	11,611.53	66.98958
N269	E	146,305.25	12,192.10	70.33906
N269	F	153,620.51	12,801.71	73.85602
N269	G	161,301.54	13,441.79	77.54882
N270	A	121,569.35	10,130.78	58.44680
N270	B	127,647.82	10,637.32	61.36914
N270	C	134,030.21	11,169.18	64.43760
N270	D	140,731.72	11,727.64	67.65948
N270	E	147,768.30	12,314.02	71.04245
N270	F	155,156.72	12,929.73	74.59458
N270	G	162,914.55	13,576.21	78.32430
N271	A	122,785.04	10,232.09	59.03127
N271	B	128,924.29	10,743.69	61.98283
N271	C	135,370.51	11,280.88	65.08198
N271	D	142,139.03	11,844.92	68.33607
N271	E	149,245.99	12,437.17	71.75288
N271	F	156,708.29	13,059.02	75.34052
N271	G	164,543.70	13,711.97	79.10755
N272	A	124,012.89	10,334.41	59.62158
N272	B	130,213.54	10,851.13	62.60266
N272	C	136,724.21	11,393.68	65.73280
N272	D	143,560.42	11,963.37	69.01943
N272	E	150,738.45	12,561.54	72.47041
N272	F	158,275.37	13,189.61	76.09393
N272	G	166,189.14	13,849.09	79.89862

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N273	A	125,253.02	10,437.75	60.21780
N273	B	131,515.67	10,959.64	63.22869
N273	C	138,091.46	11,507.62	66.39012
N273	D	144,996.03	12,083.00	69.70963
N273	E	152,245.83	12,687.15	73.19511
N273	F	159,858.12	13,321.51	76.85487
N273	G	167,851.03	13,987.59	80.69761
N274	A	126,505.55	10,542.13	60.81998
N274	B	132,830.83	11,069.24	63.86098
N274	C	139,472.37	11,622.70	67.05402
N274	D	146,445.99	12,203.83	70.40673
N274	E	153,768.29	12,814.02	73.92706
N274	F	161,456.70	13,454.72	77.62341
N274	G	169,529.54	14,127.46	81.50459
N275	A	127,770.61	10,647.55	61.42818
N275	B	134,159.14	11,179.93	64.49959
N275	C	140,867.09	11,738.92	67.72456
N275	D	147,910.45	12,325.87	71.11079
N275	E	155,305.97	12,942.16	74.66633
N275	F	163,071.27	13,589.27	78.39965
N275	G	171,224.83	14,268.74	82.31963
N276	A	129,048.31	10,754.03	62.04246
N276	B	135,500.73	11,291.73	65.14458
N276	C	142,275.77	11,856.31	68.40181
N276	D	149,389.55	12,449.13	71.82190
N276	E	156,859.03	13,071.59	75.41300
N276	F	164,701.98	13,725.16	79.18365
N276	G	172,937.08	14,411.42	83.14283
N277	A	130,338.80	10,861.57	62.66288
N277	B	136,855.74	11,404.64	65.79603
N277	C	143,698.52	11,974.88	69.08583
N277	D	150,883.45	12,573.62	72.54012
N277	E	158,427.62	13,202.30	76.16713
N277	F	166,349.00	13,862.42	79.97548
N277	G	174,666.45	14,555.54	83.97426
N278	A	131,642.18	10,970.18	63.28951
N278	B	138,224.29	11,518.69	66.45399
N278	C	145,135.51	12,094.63	69.77669
N278	D	152,392.28	12,699.36	73.26552
N278	E	160,011.90	13,334.32	76.92880
N278	F	168,012.49	14,001.04	80.77524
N278	G	176,413.12	14,701.09	84.81400

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N279	A	132,958.61	11,079.88	63.92241
N279	B	139,606.54	11,633.88	67.11853
N279	C	146,586.86	12,215.57	70.47445
N279	D	153,916.21	12,826.35	73.99818
N279	E	161,612.02	13,467.67	77.69808
N279	F	169,692.62	14,141.05	81.58299
N279	G	178,177.25	14,848.10	85.66214
N280	A	134,288.19	11,190.68	64.56163
N280	B	141,002.60	11,750.22	67.78971
N280	C	148,052.73	12,337.73	71.17920
N280	D	155,455.37	12,954.61	74.73816
N280	E	163,228.14	13,602.34	78.47507
N280	F	171,389.54	14,282.46	82.39882
N280	G	179,959.02	14,996.58	86.51876
N281	A	135,631.07	11,302.59	65.20725
N281	B	142,412.63	11,867.72	68.46761
N281	C	149,533.26	12,461.10	71.89099
N281	D	157,009.92	13,084.16	75.48554
N281	E	164,860.42	13,738.37	79.25982
N281	F	173,103.44	14,425.29	83.22281
N281	G	181,758.61	15,146.55	87.38395
N282	A	136,987.38	11,415.62	65.85932
N282	B	143,836.75	11,986.40	69.15229
N282	C	151,028.59	12,585.72	72.60990
N282	D	158,580.02	13,215.00	76.24039
N282	E	166,509.02	13,875.75	80.05241
N282	F	174,834.47	14,569.54	84.05504
N282	G	183,576.20	15,298.02	88.25779
N283	A	138,357.26	11,529.77	66.51791
N283	B	145,275.12	12,106.26	69.84381
N283	C	152,538.88	12,711.57	73.33600
N283	D	160,165.82	13,347.15	77.00280
N283	E	168,174.11	14,014.51	80.85294
N283	F	176,582.82	14,715.23	84.89559
N283	G	185,411.96	15,451.00	89.14036
N284	A	139,740.83	11,645.07	67.18309
N284	B	146,727.87	12,227.32	70.54225
N284	C	154,064.27	12,838.69	74.06936
N284	D	161,767.48	13,480.62	77.77283
N284	E	169,855.85	14,154.65	81.66147
N284	F	178,348.65	14,862.39	85.74454
N284	G	187,266.08	15,605.51	90.03177

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N285	A	141,138.24	11,761.52	67.85492
N285	B	148,195.15	12,349.60	71.24767
N285	C	155,604.91	12,967.08	74.81005
N285	D	163,385.15	13,615.43	78.55056
N285	E	171,554.41	14,296.20	82.47808
N285	F	180,132.13	15,011.01	86.60199
N285	G	189,138.74	15,761.56	90.93209
N286	A	142,549.62	11,879.13	68.53347
N286	B	149,677.10	12,473.09	71.96015
N286	C	157,160.96	13,096.75	75.55815
N286	D	165,019.01	13,751.58	79.33606
N286	E	173,269.96	14,439.16	83.30286
N286	F	181,933.45	15,161.12	87.46801
N286	G	191,030.13	15,919.18	91.84141
N287	A	143,975.12	11,997.93	69.21881
N287	B	151,173.87	12,597.82	72.67975
N287	C	158,732.57	13,227.71	76.31373
N287	D	166,669.20	13,889.10	80.12942
N287	E	175,002.66	14,583.55	84.13589
N287	F	183,752.79	15,312.73	88.34269
N287	G	192,940.43	16,078.37	92.75982
N288	A	145,414.87	12,117.91	69.91099
N288	B	152,685.61	12,723.80	73.40654
N288	C	160,319.89	13,359.99	77.07687
N288	D	168,335.89	14,027.99	80.93072
N288	E	176,752.68	14,729.39	84.97725
N288	F	185,590.32	15,465.86	89.22611
N288	G	194,869.83	16,239.15	93.68742
N289	A	146,869.02	12,239.08	70.61010
N289	B	154,212.47	12,851.04	74.14061
N289	C	161,923.09	13,493.59	77.84764
N289	D	170,019.25	14,168.27	81.74002
N289	E	178,520.21	14,876.68	85.82702
N289	F	187,446.22	15,620.52	90.11837
N289	G	196,818.53	16,401.54	94.62429
N290	A	148,337.71	12,361.48	71.31621
N290	B	155,754.59	12,979.55	74.88202
N290	C	163,542.32	13,628.53	78.62612
N290	D	171,719.44	14,309.95	82.55742
N290	E	180,305.41	15,025.45	86.68529
N290	F	189,320.68	15,776.72	91.01956
N290	G	198,786.72	16,565.56	95.57054

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N291	A	149,821.09	12,485.09	72.02937
N291	B	157,312.14	13,109.34	75.63084
N291	C	165,177.75	13,764.81	79.41238
N291	D	173,436.63	14,453.05	83.38300
N291	E	182,108.47	15,175.71	87.55215
N291	F	191,213.89	15,934.49	91.92975
N291	G	200,774.58	16,731.21	96.52624
N292	A	151,319.30	12,609.94	72.74966
N292	B	158,885.26	13,240.44	76.38714
N292	C	166,829.52	13,902.46	80.20650
N292	D	175,171.00	14,597.58	84.21683
N292	E	183,929.55	15,327.46	88.42767
N292	F	193,126.03	16,093.84	92.84905
N292	G	202,782.33	16,898.53	97.49150
N293	A	152,832.49	12,736.04	73.47716
N293	B	160,474.11	13,372.84	77.15102
N293	C	168,497.82	14,041.48	81.00857
N293	D	176,922.71	14,743.56	85.05900
N293	E	185,768.85	15,480.74	89.31194
N293	F	195,057.29	16,254.77	93.77754
N293	G	204,810.15	17,067.51	98.46642
N294	A	154,360.81	12,863.40	74.21193
N294	B	162,078.85	13,506.57	77.92253
N294	C	170,182.80	14,181.90	81.81865
N294	D	178,691.94	14,890.99	85.90959
N294	E	187,626.53	15,635.54	90.20506
N294	F	197,007.86	16,417.32	94.71532
N294	G	206,858.25	17,238.19	99.45108
N295	A	155,904.42	12,992.03	74.95405
N295	B	163,699.64	13,641.64	78.70175
N295	C	171,884.63	14,323.72	82.63684
N295	D	180,478.86	15,039.90	86.76868
N295	E	189,502.80	15,791.90	91.10712
N295	F	198,977.94	16,581.49	95.66247
N295	G	208,926.84	17,410.57	100.44559
N296	A	157,463.47	13,121.96	75.70359
N296	B	165,336.64	13,778.05	79.48877
N296	C	173,603.47	14,466.96	83.46321
N296	D	182,283.65	15,190.30	87.63637
N296	E	191,397.83	15,949.82	92.01819
N296	F	200,967.72	16,747.31	96.61910
N296	G	211,016.10	17,584.68	101.45005

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Non-Represented General Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N297	A	159,038.10	13,253.17	76.46063
N297	B	166,990.01	13,915.83	80.28366
N297	C	175,339.51	14,611.63	84.29784
N297	D	184,106.48	15,342.21	88.51273
N297	E	193,311.81	16,109.32	92.93837
N297	F	202,977.40	16,914.78	97.58529
N297	G	213,126.27	17,760.52	102.46455
N298	A	160,628.48	13,385.71	77.22523
N298	B	168,659.91	14,054.99	81.08649
N298	C	177,092.90	14,757.74	85.14082
N298	D	185,947.55	15,495.63	89.39786
N298	E	195,244.92	16,270.41	93.86775
N298	F	205,007.17	17,083.93	98.56114
N298	G	215,257.53	17,938.13	103.48920
N299	A	162,234.77	13,519.56	77.99748
N299	B	170,346.51	14,195.54	81.89736
N299	C	178,863.83	14,905.32	85.99223
N299	D	187,807.02	15,650.58	90.29184
N299	E	197,197.37	16,433.11	94.80643
N299	F	207,057.24	17,254.77	99.54675
N299	G	217,410.10	18,117.51	104.52409
N300	A	163,857.11	13,654.76	78.77746
N300	B	172,049.97	14,337.50	82.71633
N300	C	180,652.47	15,054.37	86.85215
N300	D	189,685.09	15,807.09	91.19476
N300	E	199,169.35	16,597.45	95.75449
N300	F	209,127.81	17,427.32	100.54222
N300	G	219,584.20	18,298.68	105.56933

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H111	A	37,440.00	3,120.00	18.00000
H111	B	39,312.00	3,276.00	18.90000
H111	C	41,277.60	3,439.80	19.84500
H111	D	43,341.48	3,611.79	20.83725
H111	E	45,508.55	3,792.38	21.87911
H111	F	47,783.98	3,982.00	22.97307
H111	G	50,173.18	4,181.10	24.12172
H112	A	37,814.40	3,151.20	18.18000
H112	B	39,705.12	3,308.76	19.08900
H112	C	41,690.38	3,474.20	20.04345
H112	D	43,774.89	3,647.91	21.04562
H112	E	45,963.64	3,830.30	22.09790
H112	F	48,261.82	4,021.82	23.20280
H112	G	50,674.91	4,222.91	24.36294
H113	A	38,192.54	3,182.71	18.36180
H113	B	40,102.17	3,341.85	19.27989
H113	C	42,107.28	3,508.94	20.24388
H113	D	44,212.64	3,684.39	21.25608
H113	E	46,423.28	3,868.61	22.31888
H113	F	48,744.44	4,062.04	23.43483
H113	G	51,181.66	4,265.14	24.60657
H114	A	38,574.47	3,214.54	18.54542
H114	B	40,503.19	3,375.27	19.47269
H114	C	42,528.35	3,544.03	20.44632
H114	D	44,654.77	3,721.23	21.46864
H114	E	46,887.51	3,907.29	22.54207
H114	F	49,231.88	4,102.66	23.66918
H114	G	51,693.48	4,307.79	24.85263
H115	A	38,960.21	3,246.68	18.73087
H115	B	40,908.22	3,409.02	19.66742
H115	C	42,953.64	3,579.47	20.65079
H115	D	45,101.32	3,758.44	21.68333
H115	E	47,356.38	3,946.37	22.76749
H115	F	49,724.20	4,143.68	23.90587
H115	G	52,210.41	4,350.87	25.10116
H116	A	39,349.82	3,279.15	18.91818
H116	B	41,317.31	3,443.11	19.86409
H116	C	43,383.17	3,615.26	20.85729
H116	D	45,552.33	3,796.03	21.90016
H116	E	47,829.95	3,985.83	22.99517
H116	F	50,221.45	4,185.12	24.14493
H116	G	52,732.52	4,394.38	25.35217

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H117	A	39,743.31	3,311.94	19.10736
H117	B	41,730.48	3,477.54	20.06273
H117	C	43,817.00	3,651.42	21.06587
H117	D	46,007.85	3,833.99	22.11916
H117	E	48,308.25	4,025.69	23.22512
H117	F	50,723.66	4,226.97	24.38637
H117	G	53,259.84	4,438.32	25.60569
H118	A	40,140.75	3,345.06	19.29844
H118	B	42,147.78	3,512.32	20.26336
H118	C	44,255.17	3,687.93	21.27653
H118	D	46,467.93	3,872.33	22.34035
H118	E	48,791.33	4,065.94	23.45737
H118	F	51,230.90	4,269.24	24.63024
H118	G	53,792.44	4,482.70	25.86175
H119	A	40,542.16	3,378.51	19.49142
H119	B	42,569.26	3,547.44	20.46599
H119	C	44,697.73	3,724.81	21.48929
H119	D	46,932.61	3,911.05	22.56376
H119	E	49,279.24	4,106.60	23.69194
H119	F	51,743.21	4,311.93	24.87654
H119	G	54,330.37	4,527.53	26.12037
H120	A	40,947.58	3,412.30	19.68633
H120	B	42,994.96	3,582.91	20.67065
H120	C	45,144.70	3,762.06	21.70418
H120	D	47,401.94	3,950.16	22.78939
H120	E	49,772.04	4,147.67	23.92886
H120	F	52,260.64	4,355.05	25.12531
H120	G	54,873.67	4,572.81	26.38157
H121	A	41,357.05	3,446.42	19.88320
H121	B	43,424.90	3,618.74	20.87736
H121	C	45,596.15	3,799.68	21.92123
H121	D	47,875.96	3,989.66	23.01729
H121	E	50,269.76	4,189.15	24.16815
H121	F	52,783.24	4,398.60	25.37656
H121	G	55,422.41	4,618.53	26.64539
H122	A	41,770.62	3,480.89	20.08203
H122	B	43,859.15	3,654.93	21.08613
H122	C	46,052.11	3,837.68	22.14044
H122	D	48,354.72	4,029.56	23.24746
H122	E	50,772.45	4,231.04	24.40983
H122	F	53,311.08	4,442.59	25.63032
H122	G	55,976.63	4,664.72	26.91184

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H123	A	42,188.33	3,515.69	20.28285
H123	B	44,297.75	3,691.48	21.29699
H123	C	46,512.63	3,876.05	22.36184
H123	D	48,838.26	4,069.86	23.47993
H123	E	51,280.18	4,273.35	24.65393
H123	F	53,844.19	4,487.02	25.88663
H123	G	56,536.40	4,711.37	27.18096
H124	A	42,610.21	3,550.85	20.48568
H124	B	44,740.72	3,728.39	21.50996
H124	C	46,977.76	3,914.81	22.58546
H124	D	49,326.65	4,110.55	23.71473
H124	E	51,792.98	4,316.08	24.90047
H124	F	54,382.63	4,531.89	26.14549
H124	G	57,101.76	4,758.48	27.45277
H125	A	43,036.31	3,586.36	20.69054
H125	B	45,188.13	3,765.68	21.72506
H125	C	47,447.54	3,953.96	22.81132
H125	D	49,819.91	4,151.66	23.95188
H125	E	52,310.91	4,359.24	25.14948
H125	F	54,926.45	4,577.20	26.40695
H125	G	57,672.78	4,806.06	27.72730
H126	A	43,466.68	3,622.22	20.89744
H126	B	45,640.01	3,803.33	21.94231
H126	C	47,922.01	3,993.50	23.03943
H126	D	50,318.11	4,193.18	24.19140
H126	E	52,834.02	4,402.83	25.40097
H126	F	55,475.72	4,622.98	26.67102
H126	G	58,249.51	4,854.13	28.00457
H127	A	43,901.34	3,658.45	21.10642
H127	B	46,096.41	3,841.37	22.16174
H127	C	48,401.23	4,033.44	23.26982
H127	D	50,821.29	4,235.11	24.43331
H127	E	53,362.36	4,446.86	25.65498
H127	F	56,030.48	4,669.21	26.93773
H127	G	58,832.00	4,902.67	28.28462
H128	A	44,340.36	3,695.03	21.31748
H128	B	46,557.38	3,879.78	22.38335
H128	C	48,885.24	4,073.77	23.50252
H128	D	51,329.51	4,277.46	24.67765
H128	E	53,895.98	4,491.33	25.91153
H128	F	56,590.78	4,715.90	27.20711
H128	G	59,420.32	4,951.69	28.56746

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H129	A	44,783.76	3,731.98	21.53065
H129	B	47,022.95	3,918.58	22.60719
H129	C	49,374.10	4,114.51	23.73755
H129	D	51,842.80	4,320.23	24.92442
H129	E	54,434.94	4,536.25	26.17065
H129	F	57,156.69	4,763.06	27.47918
H129	G	60,014.52	5,001.21	28.85314
H130	A	45,231.60	3,769.30	21.74596
H130	B	47,493.18	3,957.76	22.83326
H130	C	49,867.84	4,155.65	23.97492
H130	D	52,361.23	4,363.44	25.17367
H130	E	54,979.29	4,581.61	26.43235
H130	F	57,728.26	4,810.69	27.75397
H130	G	60,614.67	5,051.22	29.14167
H131	A	45,683.92	3,806.99	21.96342
H131	B	47,968.11	3,997.34	23.06159
H131	C	50,366.52	4,197.21	24.21467
H131	D	52,884.84	4,407.07	25.42540
H131	E	55,529.08	4,627.42	26.69668
H131	F	58,305.54	4,858.79	28.03151
H131	G	61,220.82	5,101.73	29.43308
H132	A	46,140.75	3,845.06	22.18305
H132	B	48,447.79	4,037.32	23.29221
H132	C	50,870.18	4,239.18	24.45682
H132	D	53,413.69	4,451.14	25.67966
H132	E	56,084.38	4,673.70	26.96364
H132	F	58,888.59	4,907.38	28.31182
H132	G	61,833.02	5,152.75	29.72742
H133	A	46,602.16	3,883.51	22.40489
H133	B	48,932.27	4,077.69	23.52513
H133	C	51,378.88	4,281.57	24.70139
H133	D	53,947.83	4,495.65	25.93646
H133	E	56,645.22	4,720.43	27.23328
H133	F	59,477.48	4,956.46	28.59494
H133	G	62,451.35	5,204.28	30.02469
H134	A	47,068.18	3,922.35	22.62893
H134	B	49,421.59	4,118.47	23.76038
H134	C	51,892.67	4,324.39	24.94840
H134	D	54,487.31	4,540.61	26.19582
H134	E	57,211.67	4,767.64	27.50561
H134	F	60,072.25	5,006.02	28.88089
H134	G	63,075.87	5,256.32	30.32494

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H135	A	47,538.87	3,961.57	22.85522
H135	B	49,915.81	4,159.65	23.99798
H135	C	52,411.60	4,367.63	25.19788
H135	D	55,032.18	4,586.01	26.45778
H135	E	57,783.79	4,815.32	27.78067
H135	F	60,672.98	5,056.08	29.16970
H135	G	63,706.63	5,308.89	30.62819
H136	A	48,014.25	4,001.19	23.08378
H136	B	50,414.97	4,201.25	24.23796
H136	C	52,935.71	4,411.31	25.44986
H136	D	55,582.50	4,631.87	26.72236
H136	E	58,361.63	4,863.47	28.05847
H136	F	61,279.71	5,106.64	29.46140
H136	G	64,343.69	5,361.97	30.93447
H137	A	48,494.40	4,041.20	23.31461
H137	B	50,919.12	4,243.26	24.48034
H137	C	53,465.07	4,455.42	25.70436
H137	D	56,138.33	4,678.19	26.98958
H137	E	58,945.24	4,912.10	28.33906
H137	F	61,892.50	5,157.71	29.75601
H137	G	64,987.13	5,415.59	31.24381
H138	A	48,979.34	4,081.61	23.54776
H138	B	51,428.31	4,285.69	24.72515
H138	C	53,999.72	4,499.98	25.96141
H138	D	56,699.71	4,724.98	27.25948
H138	E	59,534.69	4,961.22	28.62245
H138	F	62,511.43	5,209.29	30.05357
H138	G	65,637.00	5,469.75	31.55625
H139	A	49,469.13	4,122.43	23.78324
H139	B	51,942.59	4,328.55	24.97240
H139	C	54,539.72	4,544.98	26.22102
H139	D	57,266.71	4,772.23	27.53207
H139	E	60,130.04	5,010.84	28.90867
H139	F	63,136.54	5,261.38	30.35411
H139	G	66,293.37	5,524.45	31.87181
H140	A	49,963.83	4,163.65	24.02107
H140	B	52,462.02	4,371.83	25.22212
H140	C	55,085.12	4,590.43	26.48323
H140	D	57,839.37	4,819.95	27.80739
H140	E	60,731.34	5,060.95	29.19776
H140	F	63,767.91	5,313.99	30.65765
H140	G	66,956.30	5,579.69	32.19053

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H141	A	50,463.46	4,205.29	24.26128
H141	B	52,986.64	4,415.55	25.47434
H141	C	55,635.97	4,636.33	26.74806
H141	D	58,417.77	4,868.15	28.08546
H141	E	61,338.66	5,111.55	29.48974
H141	F	64,405.59	5,367.13	30.96422
H141	G	67,625.87	5,635.49	32.51244
H142	A	50,968.10	4,247.34	24.50389
H142	B	53,516.50	4,459.71	25.72909
H142	C	56,192.33	4,682.69	27.01554
H142	D	59,001.94	4,916.83	28.36632
H142	E	61,952.04	5,162.67	29.78464
H142	F	65,049.64	5,420.80	31.27387
H142	G	68,302.13	5,691.84	32.83756
H143	A	51,477.78	4,289.81	24.74893
H143	B	54,051.67	4,504.31	25.98638
H143	C	56,754.25	4,729.52	27.28570
H143	D	59,591.96	4,966.00	28.64998
H143	E	62,571.56	5,214.30	30.08248
H143	F	65,700.14	5,475.01	31.58661
H143	G	68,985.15	5,748.76	33.16594
H144	A	51,992.56	4,332.71	24.99642
H144	B	54,592.18	4,549.35	26.24624
H144	C	57,321.79	4,776.82	27.55855
H144	D	60,187.88	5,015.66	28.93648
H144	E	63,197.28	5,266.44	30.38331
H144	F	66,357.14	5,529.76	31.90247
H144	G	69,675.00	5,806.25	33.49760
H145	A	52,512.48	4,376.04	25.24639
H145	B	55,138.11	4,594.84	26.50871
H145	C	57,895.01	4,824.58	27.83414
H145	D	60,789.76	5,065.81	29.22585
H145	E	63,829.25	5,319.10	30.68714
H145	F	67,020.71	5,585.06	32.22150
H145	G	70,371.75	5,864.31	33.83257
H146	A	53,037.61	4,419.80	25.49885
H146	B	55,689.49	4,640.79	26.77379
H146	C	58,473.96	4,872.83	28.11248
H146	D	61,397.66	5,116.47	29.51811
H146	E	64,467.54	5,372.30	30.99401
H146	F	67,690.92	5,640.91	32.54371
H146	G	71,075.47	5,922.96	34.17090

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H147	A	53,567.98	4,464.00	25.75384
H147	B	56,246.38	4,687.20	27.04153
H147	C	59,058.70	4,921.56	28.39361
H147	D	62,011.64	5,167.64	29.81329
H147	E	65,112.22	5,426.02	31.30395
H147	F	68,367.83	5,697.32	32.86915
H147	G	71,786.22	5,982.18	34.51261
H148	A	54,103.66	4,508.64	26.01138
H148	B	56,808.85	4,734.07	27.31195
H148	C	59,649.29	4,970.77	28.67754
H148	D	62,631.75	5,219.31	30.11142
H148	E	65,763.34	5,480.28	31.61699
H148	F	69,051.51	5,754.29	33.19784
H148	G	72,504.08	6,042.01	34.85773
H149	A	54,644.70	4,553.72	26.27149
H149	B	57,376.93	4,781.41	27.58506
H149	C	60,245.78	5,020.48	28.96432
H149	D	63,258.07	5,271.51	30.41253
H149	E	66,420.97	5,535.08	31.93316
H149	F	69,742.02	5,811.84	33.52982
H149	G	73,229.12	6,102.43	35.20631
H150	A	55,191.15	4,599.26	26.53421
H150	B	57,950.70	4,829.23	27.86092
H150	C	60,848.24	5,070.69	29.25396
H150	D	63,890.65	5,324.22	30.71666
H150	E	67,085.18	5,590.43	32.25249
H150	F	70,439.44	5,869.95	33.86512
H150	G	73,961.42	6,163.45	35.55837
H151	A	55,743.06	4,645.25	26.79955
H151	B	58,530.21	4,877.52	28.13952
H151	C	61,456.72	5,121.39	29.54650
H151	D	64,529.56	5,377.46	31.02383
H151	E	67,756.04	5,646.34	32.57502
H151	F	71,143.84	5,928.65	34.20377
H151	G	74,701.03	6,225.09	35.91396
H152	A	56,300.49	4,691.71	27.06754
H152	B	59,115.51	4,926.29	28.42092
H152	C	62,071.29	5,172.61	29.84197
H152	D	65,174.85	5,431.24	31.33406
H152	E	68,433.60	5,702.80	32.90077
H152	F	71,855.28	5,987.94	34.54581
H152	G	75,448.04	6,287.34	36.27310

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H153	A	56,863.49	4,738.62	27.33822
H153	B	59,706.67	4,975.56	28.70513
H153	C	62,692.00	5,224.33	30.14039
H153	D	65,826.60	5,485.55	31.64740
H153	E	69,117.93	5,759.83	33.22977
H153	F	72,573.83	6,047.82	34.89126
H153	G	76,202.52	6,350.21	36.63583
H154	A	57,432.13	4,786.01	27.61160
H154	B	60,303.74	5,025.31	28.99218
H154	C	63,318.92	5,276.58	30.44179
H154	D	66,484.87	5,540.41	31.96388
H154	E	69,809.11	5,817.43	33.56207
H154	F	73,299.57	6,108.30	35.24018
H154	G	76,964.55	6,413.71	37.00219
H155	A	58,006.45	4,833.87	27.88772
H155	B	60,906.77	5,075.56	29.28210
H155	C	63,952.11	5,329.34	30.74621
H155	D	67,149.72	5,595.81	32.28352
H155	E	70,507.20	5,875.60	33.89769
H155	F	74,032.56	6,169.38	35.59258
H155	G	77,734.19	6,477.85	37.37221
H156	A	58,586.51	4,882.21	28.16659
H156	B	61,515.84	5,126.32	29.57492
H156	C	64,591.63	5,382.64	31.05367
H156	D	67,821.21	5,651.77	32.60635
H156	E	71,212.27	5,934.36	34.23667
H156	F	74,772.89	6,231.07	35.94850
H156	G	78,511.53	6,542.63	37.74593
H157	A	59,172.38	4,931.03	28.44826
H157	B	62,131.00	5,177.58	29.87067
H157	C	65,237.55	5,436.46	31.36421
H157	D	68,499.43	5,708.29	32.93242
H157	E	71,924.40	5,993.70	34.57904
H157	F	75,520.62	6,293.38	36.30799
H157	G	79,296.65	6,608.05	38.12339
H158	A	59,764.10	4,980.34	28.73274
H158	B	62,752.31	5,229.36	30.16938
H158	C	65,889.92	5,490.83	31.67785
H158	D	69,184.42	5,765.37	33.26174
H158	E	72,643.64	6,053.64	34.92483
H158	F	76,275.82	6,356.32	36.67107
H158	G	80,089.61	6,674.13	38.50462

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H159	A	60,361.74	5,030.15	29.02007
H159	B	63,379.83	5,281.65	30.47107
H159	C	66,548.82	5,545.74	31.99463
H159	D	69,876.26	5,823.02	33.59436
H159	E	73,370.08	6,114.17	35.27408
H159	F	77,038.58	6,419.88	37.03778
H159	G	80,890.51	6,740.88	38.88967
H160	A	60,965.36	5,080.45	29.31027
H160	B	64,013.63	5,334.47	30.77578
H160	C	67,214.31	5,601.19	32.31457
H160	D	70,575.03	5,881.25	33.93030
H160	E	74,103.78	6,175.31	35.62682
H160	F	77,808.97	6,484.08	37.40816
H160	G	81,699.42	6,808.28	39.27857
H161	A	61,575.02	5,131.25	29.60337
H161	B	64,653.77	5,387.81	31.08354
H161	C	67,886.45	5,657.20	32.63772
H161	D	71,280.78	5,940.06	34.26960
H161	E	74,844.82	6,237.07	35.98308
H161	F	78,587.06	6,548.92	37.78224
H161	G	82,516.41	6,876.37	39.67135
H162	A	62,190.77	5,182.56	29.89941
H162	B	65,300.30	5,441.69	31.39438
H162	C	68,565.32	5,713.78	32.96410
H162	D	71,993.58	5,999.47	34.61230
H162	E	75,593.26	6,299.44	36.34292
H162	F	79,372.93	6,614.41	38.16006
H162	G	83,341.57	6,945.13	40.06806
H163	A	62,812.67	5,234.39	30.19840
H163	B	65,953.31	5,496.11	31.70832
H163	C	69,250.97	5,770.91	33.29374
H163	D	72,713.52	6,059.46	34.95842
H163	E	76,349.20	6,362.43	36.70634
H163	F	80,166.66	6,680.55	38.54166
H163	G	84,174.99	7,014.58	40.46874
H164	A	63,440.80	5,286.73	30.50038
H164	B	66,612.84	5,551.07	32.02540
H164	C	69,943.48	5,828.62	33.62667
H164	D	73,440.66	6,120.05	35.30801
H164	E	77,112.69	6,426.06	37.07341
H164	F	80,968.32	6,747.36	38.92708
H164	G	85,016.74	7,084.73	40.87343

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H165	A	64,075.21	5,339.60	30.80539
H165	B	67,278.97	5,606.58	32.34566
H165	C	70,642.92	5,886.91	33.96294
H165	D	74,175.06	6,181.26	35.66109
H165	E	77,883.82	6,490.32	37.44414
H165	F	81,778.01	6,814.83	39.31635
H165	G	85,866.91	7,155.58	41.28217
H166	A	64,715.96	5,393.00	31.11344
H166	B	67,951.76	5,662.65	32.66911
H166	C	71,349.35	5,945.78	34.30257
H166	D	74,916.81	6,243.07	36.01770
H166	E	78,662.65	6,555.22	37.81858
H166	F	82,595.79	6,882.98	39.70951
H166	G	86,725.58	7,227.13	41.69499
H167	A	65,363.12	5,446.93	31.42458
H167	B	68,631.28	5,719.27	32.99581
H167	C	72,062.84	6,005.24	34.64560
H167	D	75,665.98	6,305.50	36.37788
H167	E	79,449.28	6,620.77	38.19677
H167	F	83,421.74	6,951.81	40.10661
H167	G	87,592.83	7,299.40	42.11194
H168	A	66,016.75	5,501.40	31.73882
H168	B	69,317.59	5,776.47	33.32576
H168	C	72,783.47	6,065.29	34.99205
H168	D	76,422.64	6,368.55	36.74165
H168	E	80,243.77	6,686.98	38.57874
H168	F	84,255.96	7,021.33	40.50767
H168	G	88,468.76	7,372.40	42.53306
H169	A	66,676.92	5,556.41	32.05621
H169	B	70,010.76	5,834.23	33.65902
H169	C	73,511.30	6,125.94	35.34197
H169	D	77,186.87	6,432.24	37.10907
H169	E	81,046.21	6,753.85	38.96452
H169	F	85,098.52	7,091.54	40.91275
H169	G	89,353.45	7,446.12	42.95839
H170	A	67,343.69	5,611.97	32.37677
H170	B	70,710.87	5,892.57	33.99561
H170	C	74,246.42	6,187.20	35.69539
H170	D	77,958.74	6,496.56	37.48016
H170	E	81,856.67	6,821.39	39.35417
H170	F	85,949.51	7,162.46	41.32188
H170	G	90,246.98	7,520.58	43.38797

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H171	A	68,017.12	5,668.09	32.70054
H171	B	71,417.98	5,951.50	34.33557
H171	C	74,988.88	6,249.07	36.05235
H171	D	78,738.32	6,561.53	37.85496
H171	E	82,675.24	6,889.60	39.74771
H171	F	86,809.00	7,234.08	41.73510
H171	G	91,149.45	7,595.79	43.82185
H172	A	68,697.30	5,724.77	33.02755
H172	B	72,132.16	6,011.01	34.67892
H172	C	75,738.77	6,311.56	36.41287
H172	D	79,525.71	6,627.14	38.23351
H172	E	83,501.99	6,958.50	40.14519
H172	F	87,677.09	7,306.42	42.15245
H172	G	92,060.95	7,671.75	44.26007
H173	A	69,384.27	5,782.02	33.35782
H173	B	72,853.48	6,071.12	35.02571
H173	C	76,496.16	6,374.68	36.77700
H173	D	80,320.96	6,693.41	38.61585
H173	E	84,337.01	7,028.08	40.54664
H173	F	88,553.86	7,379.49	42.57397
H173	G	92,981.56	7,748.46	44.70267
H174	A	70,078.11	5,839.84	33.69140
H174	B	73,582.02	6,131.83	35.37597
H174	C	77,261.12	6,438.43	37.14477
H174	D	81,124.17	6,760.35	39.00201
H174	E	85,180.38	7,098.37	40.95211
H174	F	89,439.40	7,453.28	42.99971
H174	G	93,911.37	7,825.95	45.14970
H175	A	70,778.89	5,898.24	34.02831
H175	B	74,317.84	6,193.15	35.72973
H175	C	78,033.73	6,502.81	37.51622
H175	D	81,935.42	6,827.95	39.39203
H175	E	86,032.19	7,169.35	41.36163
H175	F	90,333.80	7,527.82	43.42971
H175	G	94,850.49	7,904.21	45.60119
H176	A	71,486.68	5,957.22	34.36860
H176	B	75,061.02	6,255.08	36.08703
H176	C	78,814.07	6,567.84	37.89138
H176	D	82,754.77	6,896.23	39.78595
H176	E	86,892.51	7,241.04	41.77524
H176	F	91,237.13	7,603.09	43.86401
H176	G	95,798.99	7,983.25	46.05721

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H177	A	72,201.55	6,016.80	34.71228
H177	B	75,811.63	6,317.64	36.44790
H177	C	79,602.21	6,633.52	38.27029
H177	D	83,582.32	6,965.19	40.18381
H177	E	87,761.43	7,313.45	42.19300
H177	F	92,149.50	7,679.13	44.30265
H177	G	96,756.98	8,063.08	46.51778
H178	A	72,923.56	6,076.96	35.05941
H178	B	76,569.74	6,380.81	36.81238
H178	C	80,398.23	6,699.85	38.65299
H178	D	84,418.14	7,034.84	40.58564
H178	E	88,639.05	7,386.59	42.61493
H178	F	93,071.00	7,755.92	44.74567
H178	G	97,724.55	8,143.71	46.98296
H179	A	73,652.80	6,137.73	35.41000
H179	B	77,335.44	6,444.62	37.18050
H179	C	81,202.21	6,766.85	39.03952
H179	D	85,262.32	7,105.19	40.99150
H179	E	89,525.44	7,460.45	43.04108
H179	F	94,001.71	7,833.48	45.19313
H179	G	98,701.80	8,225.15	47.45279
H180	A	74,389.33	6,199.11	35.76410
H180	B	78,108.79	6,509.07	37.55230
H180	C	82,014.23	6,834.52	39.42992
H180	D	86,114.94	7,176.25	41.40142
H180	E	90,420.69	7,535.06	43.47149
H180	F	94,941.73	7,911.81	45.64506
H180	G	99,688.81	8,307.40	47.92731
H181	A	75,133.22	6,261.10	36.12174
H181	B	78,889.88	6,574.16	37.92783
H181	C	82,834.38	6,902.86	39.82422
H181	D	86,976.09	7,248.01	41.81543
H181	E	91,324.90	7,610.41	43.90620
H181	F	95,891.14	7,990.93	46.10151
H181	G	100,685.70	8,390.47	48.40659
H182	A	75,884.55	6,323.71	36.48296
H182	B	79,678.78	6,639.90	38.30711
H182	C	83,662.72	6,971.89	40.22246
H182	D	87,845.86	7,320.49	42.23358
H182	E	92,238.15	7,686.51	44.34526
H182	F	96,850.06	8,070.84	46.56253
H182	G	101,692.56	8,474.38	48.89065

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H183	A	76,643.40	6,386.95	36.84779
H183	B	80,475.57	6,706.30	38.69018
H183	C	84,499.35	7,041.61	40.62469
H183	D	88,724.31	7,393.69	42.65592
H183	E	93,160.53	7,763.38	44.78872
H183	F	97,818.56	8,151.55	47.02815
H183	G	102,709.48	8,559.12	49.37956
H184	A	77,409.83	6,450.82	37.21627
H184	B	81,280.32	6,773.36	39.07708
H184	C	85,344.34	7,112.03	41.03093
H184	D	89,611.56	7,467.63	43.08248
H184	E	94,092.13	7,841.01	45.23660
H184	F	98,796.74	8,233.06	47.49843
H184	G	103,736.58	8,644.71	49.87336
H185	A	78,183.93	6,515.33	37.58843
H185	B	82,093.13	6,841.09	39.46785
H185	C	86,197.78	7,183.15	41.44124
H185	D	90,507.67	7,542.31	43.51330
H185	E	95,033.06	7,919.42	45.68897
H185	F	99,784.71	8,315.39	47.97342
H185	G	104,773.94	8,731.16	50.37209
H186	A	78,965.77	6,580.48	37.96431
H186	B	82,914.06	6,909.50	39.86253
H186	C	87,059.76	7,254.98	41.85565
H186	D	91,412.75	7,617.73	43.94844
H186	E	95,983.39	7,998.62	46.14586
H186	F	100,782.56	8,398.55	48.45315
H186	G	105,821.68	8,818.47	50.87581
H187	A	79,755.43	6,646.29	38.34396
H187	B	83,743.20	6,978.60	40.26115
H187	C	87,930.36	7,327.53	42.27421
H187	D	92,326.88	7,693.91	44.38792
H187	E	96,943.22	8,078.60	46.60732
H187	F	101,790.38	8,482.53	48.93768
H187	G	106,879.90	8,906.66	51.38457
H188	A	80,552.98	6,712.75	38.72740
H188	B	84,580.63	7,048.39	40.66376
H188	C	88,809.66	7,400.81	42.69695
H188	D	93,250.15	7,770.85	44.83180
H188	E	97,912.65	8,159.39	47.07339
H188	F	102,808.29	8,567.36	49.42706
H188	G	107,948.70	8,995.72	51.89841

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H189	A	81,358.51	6,779.88	39.11467
H189	B	85,426.44	7,118.87	41.07040
H189	C	89,697.76	7,474.81	43.12392
H189	D	94,182.65	7,848.55	45.28012
H189	E	98,891.78	8,240.98	47.54412
H189	F	103,836.37	8,653.03	49.92133
H189	G	109,028.19	9,085.68	52.41740
H190	A	82,172.10	6,847.67	39.50582
H190	B	86,280.70	7,190.06	41.48111
H190	C	90,594.74	7,549.56	43.55516
H190	D	95,124.47	7,927.04	45.73292
H190	E	99,880.70	8,323.39	48.01957
H190	F	104,874.73	8,739.56	50.42054
H190	G	110,118.47	9,176.54	52.94157
H191	A	82,993.82	6,916.15	39.90087
H191	B	87,143.51	7,261.96	41.89592
H191	C	91,500.68	7,625.06	43.99071
H191	D	96,075.72	8,006.31	46.19025
H191	E	100,879.50	8,406.63	48.49976
H191	F	105,923.48	8,826.96	50.92475
H191	G	111,219.65	9,268.30	53.47099
H192	A	83,823.76	6,985.31	40.29988
H192	B	88,014.94	7,334.58	42.31488
H192	C	92,415.69	7,701.31	44.43062
H192	D	97,036.48	8,086.37	46.65215
H192	E	101,888.30	8,490.69	48.98476
H192	F	106,982.71	8,915.23	51.43400
H192	G	112,331.85	9,360.99	54.00570
H193	A	84,661.99	7,055.17	40.70288
H193	B	88,895.09	7,407.92	42.73803
H193	C	93,339.85	7,778.32	44.87493
H193	D	98,006.84	8,167.24	47.11867
H193	E	102,907.18	8,575.60	49.47461
H193	F	108,052.54	9,004.38	51.94834
H193	G	113,455.17	9,454.60	54.54575
H194	A	85,508.61	7,125.72	41.10991
H194	B	89,784.04	7,482.00	43.16541
H194	C	94,273.25	7,856.10	45.32368
H194	D	98,986.91	8,248.91	47.58986
H194	E	103,936.25	8,661.35	49.96935
H194	F	109,133.07	9,094.42	52.46782
H194	G	114,589.72	9,549.14	55.09121

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H195	A	86,363.70	7,196.97	41.52101
H195	B	90,681.88	7,556.82	43.59706
H195	C	95,215.98	7,934.66	45.77691
H195	D	99,976.78	8,331.40	48.06576
H195	E	104,975.62	8,747.97	50.46905
H195	F	110,224.40	9,185.37	52.99250
H195	G	115,735.62	9,644.63	55.64212
H196	A	87,227.34	7,268.94	41.93622
H196	B	91,588.70	7,632.39	44.03303
H196	C	96,168.14	8,014.01	46.23468
H196	D	100,976.55	8,414.71	48.54642
H196	E	106,025.37	8,835.45	50.97374
H196	F	111,326.64	9,277.22	53.52242
H196	G	116,892.97	9,741.08	56.19854
H197	A	88,099.61	7,341.63	42.35558
H197	B	92,504.59	7,708.72	44.47336
H197	C	97,129.82	8,094.15	46.69703
H197	D	101,986.31	8,498.86	49.03188
H197	E	107,085.63	8,923.80	51.48347
H197	F	112,439.91	9,369.99	54.05765
H197	G	118,061.90	9,838.49	56.76053
H198	A	88,980.61	7,415.05	42.77914
H198	B	93,429.64	7,785.80	44.91809
H198	C	98,101.12	8,175.09	47.16400
H198	D	103,006.17	8,583.85	49.52220
H198	E	108,156.48	9,013.04	51.99831
H198	F	113,564.31	9,463.69	54.59822
H198	G	119,242.52	9,936.88	57.32814
H199	A	89,870.41	7,489.20	43.20693
H199	B	94,363.93	7,863.66	45.36728
H199	C	99,082.13	8,256.84	47.63564
H199	D	104,036.24	8,669.69	50.01742
H199	E	109,238.05	9,103.17	52.51829
H199	F	114,699.95	9,558.33	55.14421
H199	G	120,434.95	10,036.25	57.90142
H200	A	90,769.12	7,564.09	43.63900
H200	B	95,307.57	7,942.30	45.82095
H200	C	100,072.95	8,339.41	48.11200
H200	D	105,076.60	8,756.38	50.51760
H200	E	110,330.43	9,194.20	53.04348
H200	F	115,846.95	9,653.91	55.69565
H200	G	121,639.30	10,136.61	58.48043

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H201	A	91,676.81	7,639.73	44.07539
H201	B	96,260.65	8,021.72	46.27916
H201	C	101,073.68	8,422.81	48.59312
H201	D	106,127.36	8,843.95	51.02277
H201	E	111,433.73	9,286.14	53.57391
H201	F	117,005.42	9,750.45	56.25261
H201	G	122,855.69	10,237.97	59.06524
H202	A	92,593.58	7,716.13	44.51614
H202	B	97,223.25	8,101.94	46.74195
H202	C	102,084.42	8,507.03	49.07905
H202	D	107,188.64	8,932.39	51.53300
H202	E	112,548.07	9,379.01	54.10965
H202	F	118,175.47	9,847.96	56.81513
H202	G	124,084.25	10,340.35	59.65589
H203	A	93,519.51	7,793.29	44.96130
H203	B	98,195.49	8,182.96	47.20937
H203	C	103,105.26	8,592.10	49.56984
H203	D	108,260.52	9,021.71	52.04833
H203	E	113,673.55	9,472.80	54.65075
H203	F	119,357.23	9,946.44	57.38328
H203	G	125,325.09	10,443.76	60.25245
H204	A	94,454.71	7,871.23	45.41092
H204	B	99,177.44	8,264.79	47.68146
H204	C	104,136.31	8,678.03	50.06554
H204	D	109,343.13	9,111.93	52.56881
H204	E	114,810.29	9,567.52	55.19725
H204	F	120,550.80	10,045.90	57.95712
H204	G	126,578.34	10,548.19	60.85497
H205	A	95,399.25	7,949.94	45.86503
H205	B	100,169.22	8,347.43	48.15828
H205	C	105,177.68	8,764.81	50.56619
H205	D	110,436.56	9,203.05	53.09450
H205	E	115,958.39	9,663.20	55.74923
H205	F	121,756.31	10,146.36	58.53669
H205	G	127,844.12	10,653.68	61.46352
H206	A	96,353.25	8,029.44	46.32368
H206	B	101,170.91	8,430.91	48.63986
H206	C	106,229.45	8,852.45	51.07185
H206	D	111,540.93	9,295.08	53.62545
H206	E	117,117.97	9,759.83	56.30672
H206	F	122,973.87	10,247.82	59.12205
H206	G	129,122.56	10,760.21	62.07816

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H207	A	97,316.78	8,109.73	46.78691
H207	B	102,182.62	8,515.22	49.12626
H207	C	107,291.75	8,940.98	51.58257
H207	D	112,656.34	9,388.03	54.16170
H207	E	118,289.15	9,857.43	56.86978
H207	F	124,203.61	10,350.30	59.71327
H207	G	130,413.79	10,867.82	62.69894
H208	A	98,289.95	8,190.83	47.25478
H208	B	103,204.44	8,600.37	49.61752
H208	C	108,364.67	9,030.39	52.09840
H208	D	113,782.90	9,481.91	54.70332
H208	E	119,472.04	9,956.00	57.43848
H208	F	125,445.65	10,453.80	60.31041
H208	G	131,717.93	10,976.49	63.32593
H209	A	99,272.85	8,272.74	47.72733
H209	B	104,236.49	8,686.37	50.11370
H209	C	109,448.31	9,120.69	52.61938
H209	D	114,920.73	9,576.73	55.25035
H209	E	120,666.76	10,055.56	58.01287
H209	F	126,700.10	10,558.34	60.91351
H209	G	133,035.11	11,086.26	63.95919
H210	A	100,265.57	8,355.46	48.20460
H210	B	105,278.85	8,773.24	50.61483
H210	C	110,542.80	9,211.90	53.14557
H210	D	116,069.94	9,672.49	55.80285
H210	E	121,873.43	10,156.12	58.59300
H210	F	127,967.10	10,663.93	61.52265
H210	G	134,365.46	11,197.12	64.59878
H211	A	101,268.23	8,439.02	48.68665
H211	B	106,331.64	8,860.97	51.12098
H211	C	111,648.22	9,304.02	53.67703
H211	D	117,230.63	9,769.22	56.36088
H211	E	123,092.17	10,257.68	59.17893
H211	F	129,246.77	10,770.56	62.13787
H211	G	135,709.11	11,309.09	65.24477
H212	A	102,280.91	8,523.41	49.17352
H212	B	107,394.96	8,949.58	51.63219
H212	C	112,764.71	9,397.06	54.21380
H212	D	118,402.94	9,866.91	56.92449
H212	E	124,323.09	10,360.26	59.77072
H212	F	130,539.24	10,878.27	62.75925
H212	G	137,066.20	11,422.18	65.89721

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H213	A	103,303.72	8,608.64	49.66525
H213	B	108,468.91	9,039.08	52.14851
H213	C	113,892.35	9,491.03	54.75594
H213	D	119,586.97	9,965.58	57.49374
H213	E	125,566.32	10,463.86	60.36842
H213	F	131,844.63	10,987.05	63.38684
H213	G	138,436.87	11,536.41	66.55619
H214	A	104,336.76	8,694.73	50.16190
H214	B	109,553.60	9,129.47	52.67000
H214	C	115,031.28	9,585.94	55.30350
H214	D	120,782.84	10,065.24	58.06867
H214	E	126,821.98	10,568.50	60.97211
H214	F	133,163.08	11,096.92	64.02071
H214	G	139,821.24	11,651.77	67.22175
H215	A	105,380.13	8,781.68	50.66352
H215	B	110,649.13	9,220.76	53.19670
H215	C	116,181.59	9,681.80	55.85653
H215	D	121,990.67	10,165.89	58.64936
H215	E	128,090.20	10,674.18	61.58183
H215	F	134,494.71	11,207.89	64.66092
H215	G	141,219.45	11,768.29	67.89397
H216	A	106,433.93	8,869.49	51.17016
H216	B	111,755.62	9,312.97	53.72867
H216	C	117,343.40	9,778.62	56.41510
H216	D	123,210.58	10,267.55	59.23585
H216	E	129,371.10	10,780.93	62.19765
H216	F	135,839.66	11,319.97	65.30753
H216	G	142,631.64	11,885.97	68.57290
H217	A	107,498.27	8,958.19	51.68186
H217	B	112,873.18	9,406.10	54.26595
H217	C	118,516.84	9,876.40	56.97925
H217	D	124,442.68	10,370.22	59.82821
H217	E	130,664.81	10,888.73	62.81962
H217	F	137,198.06	11,433.17	65.96060
H217	G	144,057.96	12,004.83	69.25863
H218	A	108,573.25	9,047.77	52.19868
H218	B	114,001.91	9,500.16	54.80861
H218	C	119,702.01	9,975.17	57.54904
H218	D	125,687.11	10,473.93	60.42649
H218	E	131,971.46	10,997.62	63.44782
H218	F	138,570.04	11,547.50	66.62021
H218	G	145,498.54	12,124.88	69.95122

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H219	A	109,658.98	9,138.25	52.72066
H219	B	115,141.93	9,595.16	55.35670
H219	C	120,899.03	10,074.92	58.12453
H219	D	126,943.98	10,578.66	61.03076
H219	E	133,291.18	11,107.60	64.08230
H219	F	139,955.74	11,662.98	67.28641
H219	G	146,953.52	12,246.13	70.65073
H220	A	110,755.57	9,229.63	53.24787
H220	B	116,293.35	9,691.11	55.91026
H220	C	122,108.02	10,175.67	58.70578
H220	D	128,213.42	10,684.45	61.64107
H220	E	134,624.09	11,218.67	64.72312
H220	F	141,355.29	11,779.61	67.95928
H220	G	148,423.06	12,368.59	71.35724
H221	A	111,863.13	9,321.93	53.78035
H221	B	117,456.28	9,788.02	56.46937
H221	C	123,329.10	10,277.42	59.29284
H221	D	129,495.55	10,791.30	62.25748
H221	E	135,970.33	11,330.86	65.37035
H221	F	142,768.85	11,897.40	68.63887
H221	G	149,907.29	12,492.27	72.07081
H222	A	112,981.76	9,415.15	54.31815
H222	B	118,630.85	9,885.90	57.03406
H222	C	124,562.39	10,380.20	59.88576
H222	D	130,790.51	10,899.21	62.88005
H222	E	137,330.03	11,444.17	66.02405
H222	F	144,196.54	12,016.38	69.32526
H222	G	151,406.36	12,617.20	72.79152
H223	A	114,111.58	9,509.30	54.86133
H223	B	119,817.15	9,984.76	57.60440
H223	C	125,808.01	10,484.00	60.48462
H223	D	132,098.41	11,008.20	63.50885
H223	E	138,703.33	11,558.61	66.68430
H223	F	145,638.50	12,136.54	70.01851
H223	G	152,920.43	12,743.37	73.51944
H224	A	115,252.69	9,604.39	55.40995
H224	B	121,015.33	10,084.61	58.18045
H224	C	127,066.09	10,588.84	61.08947
H224	D	133,419.40	11,118.28	64.14394
H224	E	140,090.37	11,674.20	67.35114
H224	F	147,094.89	12,257.91	70.71870
H224	G	154,449.63	12,870.80	74.25463

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H225	A	116,405.22	9,700.43	55.96405
H225	B	122,225.48	10,185.46	58.76225
H225	C	128,336.75	10,694.73	61.70036
H225	D	134,753.59	11,229.47	64.78538
H225	E	141,491.27	11,790.94	68.02465
H225	F	148,565.83	12,380.49	71.42588
H225	G	155,994.13	12,999.51	74.99718
H226	A	117,569.27	9,797.44	56.52369
H226	B	123,447.73	10,287.31	59.34987
H226	C	129,620.12	10,801.68	62.31737
H226	D	136,101.13	11,341.76	65.43323
H226	E	142,906.18	11,908.85	68.70490
H226	F	150,051.49	12,504.29	72.14014
H226	G	157,554.07	13,129.51	75.74715
H227	A	118,744.96	9,895.41	57.08892
H227	B	124,682.21	10,390.18	59.94337
H227	C	130,916.32	10,909.69	62.94054
H227	D	137,462.14	11,455.18	66.08757
H227	E	144,335.25	12,027.94	69.39194
H227	F	151,552.01	12,629.33	72.86154
H227	G	159,129.61	13,260.80	76.50462
H228	A	119,932.41	9,994.37	57.65981
H228	B	125,929.03	10,494.09	60.54280
H228	C	132,225.49	11,018.79	63.56995
H228	D	138,836.76	11,569.73	66.74844
H228	E	145,778.60	12,148.22	70.08586
H228	F	153,067.53	12,755.63	73.59016
H228	G	160,720.90	13,393.41	77.26967
H229	A	121,131.74	10,094.31	58.23641
H229	B	127,188.32	10,599.03	61.14823
H229	C	133,547.74	11,128.98	64.20564
H229	D	140,225.13	11,685.43	67.41593
H229	E	147,236.38	12,269.70	70.78672
H229	F	154,598.20	12,883.18	74.32606
H229	G	162,328.11	13,527.34	78.04236
H230	A	122,343.05	10,195.25	58.81878
H230	B	128,460.21	10,705.02	61.75972
H230	C	134,883.22	11,240.27	64.84770
H230	D	141,627.38	11,802.28	68.09009
H230	E	148,708.75	12,392.40	71.49459
H230	F	156,144.19	13,012.02	75.06932
H230	G	163,951.39	13,662.62	78.82279

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H231	A	123,566.49	10,297.21	59.40696
H231	B	129,744.81	10,812.07	62.37731
H231	C	136,232.05	11,352.67	65.49618
H231	D	143,043.65	11,920.30	68.77099
H231	E	150,195.84	12,516.32	72.20954
H231	F	157,705.63	13,142.14	75.82001
H231	G	165,590.91	13,799.24	79.61101
H232	A	124,802.15	10,400.18	60.00103
H232	B	131,042.26	10,920.19	63.00109
H232	C	137,594.37	11,466.20	66.15114
H232	D	144,474.09	12,039.51	69.45870
H232	E	151,697.79	12,641.48	72.93163
H232	F	159,282.68	13,273.56	76.57821
H232	G	167,246.82	13,937.23	80.40712
H233	A	126,050.17	10,504.18	60.60104
H233	B	132,352.68	11,029.39	63.63110
H233	C	138,970.31	11,580.86	66.81265
H233	D	145,918.83	12,159.90	70.15328
H233	E	153,214.77	12,767.90	73.66095
H233	F	160,875.51	13,406.29	77.34400
H233	G	168,919.29	14,076.61	81.21119
H234	A	127,310.67	10,609.22	61.20705
H234	B	133,676.21	11,139.68	64.26741
H234	C	140,360.02	11,696.67	67.48078
H234	D	147,378.02	12,281.50	70.85482
H234	E	154,746.92	12,895.58	74.39756
H234	F	162,484.27	13,540.36	78.11744
H234	G	170,608.48	14,217.37	82.02331
H235	A	128,583.78	10,715.31	61.81913
H235	B	135,012.97	11,251.08	64.91008
H235	C	141,763.62	11,813.63	68.15559
H235	D	148,851.80	12,404.32	71.56336
H235	E	156,294.39	13,024.53	75.14153
H235	F	164,109.11	13,675.76	78.89861
H235	G	172,314.56	14,359.55	82.84354
H236	A	129,869.62	10,822.47	62.43732
H236	B	136,363.10	11,363.59	65.55918
H236	C	143,181.25	11,931.77	68.83714
H236	D	150,340.32	12,528.36	72.27900
H236	E	157,857.33	13,154.78	75.89295
H236	F	165,750.20	13,812.52	79.68760
H236	G	174,037.71	14,503.14	83.67198

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H237	A	131,168.31	10,930.69	63.06169
H237	B	137,726.73	11,477.23	66.21477
H237	C	144,613.07	12,051.09	69.52551
H237	D	151,843.72	12,653.64	73.00179
H237	E	159,435.91	13,286.33	76.65188
H237	F	167,407.70	13,950.64	80.48447
H237	G	175,778.09	14,648.17	84.50870
H238	A	132,480.00	11,040.00	63.69231
H238	B	139,104.00	11,592.00	66.87692
H238	C	146,059.20	12,171.60	70.22077
H238	D	153,362.16	12,780.18	73.73181
H238	E	161,030.26	13,419.19	77.41840
H238	F	169,081.78	14,090.15	81.28932
H238	G	177,535.87	14,794.66	85.35378
H239	A	133,804.80	11,150.40	64.32923
H239	B	140,495.04	11,707.92	67.54569
H239	C	147,519.79	12,293.32	70.92298
H239	D	154,895.78	12,907.98	74.46912
H239	E	162,640.57	13,553.38	78.19258
H239	F	170,772.60	14,231.05	82.10221
H239	G	179,311.23	14,942.60	86.20732
H240	A	135,142.85	11,261.90	64.97252
H240	B	141,899.99	11,825.00	68.22115
H240	C	148,994.99	12,416.25	71.63221
H240	D	156,444.74	13,037.06	75.21382
H240	E	164,266.97	13,688.91	78.97451
H240	F	172,480.32	14,373.36	82.92323
H240	G	181,104.34	15,092.03	87.06939
H241	A	136,494.27	11,374.52	65.62225
H241	B	143,318.99	11,943.25	68.90336
H241	C	150,484.94	12,540.41	72.34853
H241	D	158,009.18	13,167.43	75.96595
H241	E	165,909.64	13,825.80	79.76425
H241	F	174,205.12	14,517.09	83.75246
H241	G	182,915.38	15,242.95	87.94009
H242	A	137,859.22	11,488.27	66.27847
H242	B	144,752.18	12,062.68	69.59239
H242	C	151,989.79	12,665.82	73.07201
H242	D	159,589.28	13,299.11	76.72561
H242	E	167,568.74	13,964.06	80.56189
H242	F	175,947.18	14,662.26	84.58999
H242	G	184,744.53	15,395.38	88.81949

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H243	A	139,237.81	11,603.15	66.94125
H243	B	146,199.70	12,183.31	70.28832
H243	C	153,509.68	12,792.47	73.80273
H243	D	161,185.17	13,432.10	77.49287
H243	E	169,244.43	14,103.70	81.36751
H243	F	177,706.65	14,808.89	85.43589
H243	G	186,591.98	15,549.33	89.70768
H244	A	140,630.19	11,719.18	67.61067
H244	B	147,661.70	12,305.14	70.99120
H244	C	155,044.78	12,920.40	74.54076
H244	D	162,797.02	13,566.42	78.26780
H244	E	170,936.87	14,244.74	82.18119
H244	F	179,483.71	14,956.98	86.29025
H244	G	188,457.90	15,704.82	90.60476
H245	A	142,036.49	11,836.37	68.28677
H245	B	149,138.31	12,428.19	71.70111
H245	C	156,595.23	13,049.60	75.28617
H245	D	164,424.99	13,702.08	79.05048
H245	E	172,646.24	14,387.19	83.00300
H245	F	181,278.55	15,106.55	87.15315
H245	G	190,342.48	15,861.87	91.51081
H246	A	143,456.85	11,954.74	68.96964
H246	B	150,629.70	12,552.47	72.41812
H246	C	158,161.18	13,180.10	76.03903
H246	D	166,069.24	13,839.10	79.84098
H246	E	174,372.70	14,531.06	83.83303
H246	F	183,091.34	15,257.61	88.02468
H246	G	192,245.90	16,020.49	92.42592
H247	A	144,891.42	12,074.28	69.65934
H247	B	152,135.99	12,678.00	73.14230
H247	C	159,742.79	13,311.90	76.79942
H247	D	167,729.93	13,977.49	80.63939
H247	E	176,116.43	14,676.37	84.67136
H247	F	184,922.25	15,410.19	88.90493
H247	G	194,168.36	16,180.70	93.35017
H248	A	146,340.34	12,195.03	70.35593
H248	B	153,657.35	12,804.78	73.87373
H248	C	161,340.22	13,445.02	77.56741
H248	D	169,407.23	14,117.27	81.44578
H248	E	177,877.59	14,823.13	85.51807
H248	F	186,771.47	15,564.29	89.79398
H248	G	196,110.05	16,342.50	94.28368

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H249	A	147,803.74	12,316.98	71.05949
H249	B	155,193.93	12,932.83	74.61246
H249	C	162,953.62	13,579.47	78.34309
H249	D	171,101.30	14,258.44	82.26024
H249	E	179,656.37	14,971.36	86.37325
H249	F	188,639.19	15,719.93	90.69192
H249	G	198,071.15	16,505.93	95.22651
H250	A	149,281.78	12,440.15	71.77009
H250	B	156,745.87	13,062.16	75.35859
H250	C	164,583.16	13,715.26	79.12652
H250	D	172,812.32	14,401.03	83.08284
H250	E	181,452.93	15,121.08	87.23699
H250	F	190,525.58	15,877.13	91.59884
H250	G	200,051.86	16,670.99	96.17878
H251	A	150,774.59	12,564.55	72.48779
H251	B	158,313.32	13,192.78	76.11218
H251	C	166,228.99	13,852.42	79.91778
H251	D	174,540.44	14,545.04	83.91367
H251	E	183,267.46	15,272.29	88.10936
H251	F	192,430.84	16,035.90	92.51482
H251	G	202,052.38	16,837.70	97.14057
H252	A	152,282.34	12,690.19	73.21266
H252	B	159,896.46	13,324.70	76.87330
H252	C	167,891.28	13,990.94	80.71696
H252	D	176,285.84	14,690.49	84.75281
H252	E	185,100.14	15,425.01	88.99045
H252	F	194,355.14	16,196.26	93.43997
H252	G	204,072.90	17,006.07	98.11197
H253	A	153,805.16	12,817.10	73.94479
H253	B	161,495.42	13,457.95	77.64203
H253	C	169,570.19	14,130.85	81.52413
H253	D	178,048.70	14,837.39	85.60034
H253	E	186,951.14	15,579.26	89.88035
H253	F	196,298.70	16,358.22	94.37437
H253	G	206,113.63	17,176.14	99.09309
H254	A	155,343.22	12,945.27	74.68424
H254	B	163,110.38	13,592.53	78.41845
H254	C	171,265.90	14,272.16	82.33937
H254	D	179,829.19	14,985.77	86.45634
H254	E	188,820.65	15,735.05	90.77916
H254	F	198,261.68	16,521.81	95.31812
H254	G	208,174.77	17,347.90	100.08402

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H255	A	156,896.65	13,074.72	75.43108
H255	B	164,741.48	13,728.46	79.20263
H255	C	172,978.55	14,414.88	83.16277
H255	D	181,627.48	15,135.62	87.32090
H255	E	190,708.86	15,892.40	91.68695
H255	F	200,244.30	16,687.02	96.27130
H255	G	210,256.51	17,521.38	101.08486
H256	A	158,465.61	13,205.47	76.18539
H256	B	166,388.90	13,865.74	79.99466
H256	C	174,708.34	14,559.03	83.99439
H256	D	183,443.76	15,286.98	88.19411
H256	E	192,615.94	16,051.33	92.60382
H256	F	202,246.74	16,853.89	97.23401
H256	G	212,359.08	17,696.59	102.09571
H257	A	160,050.27	13,337.52	76.94725
H257	B	168,052.78	14,004.40	80.79461
H257	C	176,455.42	14,704.62	84.83434
H257	D	185,278.19	15,439.85	89.07605
H257	E	194,542.10	16,211.84	93.52986
H257	F	204,269.21	17,022.43	98.20635
H257	G	214,482.67	17,873.56	103.11667
H258	A	161,650.77	13,470.90	77.71672
H258	B	169,733.31	14,144.44	81.60255
H258	C	178,219.98	14,851.66	85.68268
H258	D	187,130.98	15,594.25	89.96682
H258	E	196,487.53	16,373.96	94.46516
H258	F	206,311.90	17,192.66	99.18841
H258	G	216,627.50	18,052.29	104.14783
H259	A	163,267.28	13,605.61	78.49389
H259	B	171,430.64	14,285.89	82.41858
H259	C	180,002.18	15,000.18	86.53951
H259	D	189,002.29	15,750.19	90.86648
H259	E	198,452.40	16,537.70	95.40981
H259	F	208,375.02	17,364.58	100.18030
H259	G	218,793.77	18,232.81	105.18931
H260	A	164,899.95	13,741.66	79.27882
H260	B	173,144.95	14,428.75	83.24277
H260	C	181,802.20	15,150.18	87.40490
H260	D	190,892.31	15,907.69	91.77515
H260	E	200,436.92	16,703.08	96.36391
H260	F	210,458.77	17,538.23	101.18210
H260	G	220,981.71	18,415.14	106.24121

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H261	A	166,548.95	13,879.08	80.07161
H261	B	174,876.40	14,573.03	84.07519
H261	C	183,620.22	15,301.68	88.27895
H261	D	192,801.23	16,066.77	92.69290
H261	E	202,441.29	16,870.11	97.32754
H261	F	212,563.36	17,713.61	102.19392
H261	G	223,191.53	18,599.29	107.30362
H262	A	168,214.44	14,017.87	80.87233
H262	B	176,625.16	14,718.76	84.91594
H262	C	185,456.42	15,454.70	89.16174
H262	D	194,729.24	16,227.44	93.61983
H262	E	204,465.71	17,038.81	98.30082
H262	F	214,688.99	17,890.75	103.21586
H262	G	225,423.44	18,785.29	108.37665
H263	A	169,896.59	14,158.05	81.68105
H263	B	178,391.42	14,865.95	85.76510
H263	C	187,310.99	15,609.25	90.05336
H263	D	196,676.54	16,389.71	94.55603
H263	E	206,510.36	17,209.20	99.28383
H263	F	216,835.88	18,069.66	104.24802
H263	G	227,677.68	18,973.14	109.46042
H264	A	171,595.55	14,299.63	82.49786
H264	B	180,175.33	15,014.61	86.62276
H264	C	189,184.10	15,765.34	90.95389
H264	D	198,643.30	16,553.61	95.50159
H264	E	208,575.47	17,381.29	100.27667
H264	F	219,004.24	18,250.35	105.29050
H264	G	229,954.45	19,162.87	110.55503
H265	A	173,311.51	14,442.63	83.32284
H265	B	181,977.08	15,164.76	87.48898
H265	C	191,075.94	15,922.99	91.86343
H265	D	200,629.74	16,719.14	96.45660
H265	E	210,661.22	17,555.10	101.27943
H265	F	221,194.28	18,432.86	106.34341
H265	G	232,254.00	19,354.50	111.66058
H266	A	175,044.62	14,587.05	84.15607
H266	B	183,796.85	15,316.40	88.36387
H266	C	192,986.70	16,082.22	92.78207
H266	D	202,636.03	16,886.34	97.42117
H266	E	212,767.83	17,730.65	102.29223
H266	F	223,406.23	18,617.19	107.40684
H266	G	234,576.54	19,548.04	112.77718

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H267	A	176,795.07	14,732.92	84.99763
H267	B	185,634.82	15,469.57	89.24751
H267	C	194,916.56	16,243.05	93.70989
H267	D	204,662.39	17,055.20	98.39538
H267	E	214,895.51	17,907.96	103.31515
H267	F	225,640.29	18,803.36	108.48091
H267	G	236,922.30	19,743.52	113.90495
H268	A	178,563.02	14,880.25	85.84761
H268	B	187,491.17	15,624.26	90.13999
H268	C	196,865.73	16,405.48	94.64699
H268	D	206,709.02	17,225.75	99.37933
H268	E	217,044.47	18,087.04	104.34830
H268	F	227,896.69	18,991.39	109.56572
H268	G	239,291.53	19,940.96	115.04400
H269	A	180,348.65	15,029.05	86.70608
H269	B	189,366.08	15,780.51	91.04139
H269	C	198,834.39	16,569.53	95.59346
H269	D	208,776.11	17,398.01	100.37313
H269	E	219,214.91	18,267.91	105.39178
H269	F	230,175.66	19,181.30	110.66137
H269	G	241,684.44	20,140.37	116.19444
H270	A	182,152.14	15,179.34	87.57314
H270	B	191,259.74	15,938.31	91.95180
H270	C	200,822.73	16,735.23	96.54939
H270	D	210,863.87	17,571.99	101.37686
H270	E	221,407.06	18,450.59	106.44570
H270	F	232,477.41	19,373.12	111.76799
H270	G	244,101.29	20,341.77	117.35639
H271	A	183,973.66	15,331.14	88.44887
H271	B	193,172.34	16,097.69	92.87132
H271	C	202,830.96	16,902.58	97.51488
H271	D	212,972.51	17,747.71	102.39063
H271	E	223,621.13	18,635.09	107.51016
H271	F	234,802.19	19,566.85	112.88567
H271	G	246,542.30	20,545.19	118.52995
H272	A	185,813.40	15,484.45	89.33336
H272	B	195,104.07	16,258.67	93.80003
H272	C	204,859.27	17,071.61	98.49003
H272	D	215,102.23	17,925.19	103.41453
H272	E	225,857.34	18,821.44	108.58526
H272	F	237,150.21	19,762.52	114.01452
H272	G	249,007.72	20,750.64	119.71525

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H273	A	187,671.53	15,639.29	90.22670
H273	B	197,055.11	16,421.26	94.73803
H273	C	206,907.86	17,242.32	99.47493
H273	D	217,253.25	18,104.44	104.44868
H273	E	228,115.92	19,009.66	109.67111
H273	F	239,521.71	19,960.14	115.15467
H273	G	251,497.80	20,958.15	120.91240
H274	A	189,548.24	15,795.69	91.12896
H274	B	199,025.66	16,585.47	95.68541
H274	C	208,976.94	17,414.74	100.46968
H274	D	219,425.79	18,285.48	105.49317
H274	E	230,397.08	19,199.76	110.76782
H274	F	241,916.93	20,159.74	116.30622
H274	G	254,012.78	21,167.73	122.12153
H275	A	191,443.73	15,953.64	92.04025
H275	B	201,015.91	16,751.33	96.64227
H275	C	211,066.71	17,588.89	101.47438
H275	D	221,620.04	18,468.34	106.54810
H275	E	232,701.05	19,391.75	111.87550
H275	F	244,336.10	20,361.34	117.46928
H275	G	256,552.90	21,379.41	123.34274
H276	A	193,358.16	16,113.18	92.96066
H276	B	203,026.07	16,918.84	97.60869
H276	C	213,177.38	17,764.78	102.48912
H276	D	223,836.24	18,653.02	107.61358
H276	E	235,028.06	19,585.67	112.99426
H276	F	246,779.46	20,564.95	118.64397
H276	G	259,118.43	21,593.20	124.57617
H277	A	195,291.75	16,274.31	93.89026
H277	B	205,056.33	17,088.03	98.58478
H277	C	215,309.15	17,942.43	103.51401
H277	D	226,074.61	18,839.55	108.68972
H277	E	237,378.34	19,781.53	114.12420
H277	F	249,247.25	20,770.60	119.83041
H277	G	261,709.62	21,809.13	125.82193
H278	A	197,244.66	16,437.05	94.82917
H278	B	207,106.90	17,258.91	99.57062
H278	C	217,462.24	18,121.85	104.54915
H278	D	228,335.35	19,027.95	109.77661
H278	E	239,752.12	19,979.34	115.26544
H278	F	251,739.73	20,978.31	121.02871
H278	G	264,326.71	22,027.23	127.08015

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H279	A	199,217.11	16,601.43	95.77746
H279	B	209,177.97	17,431.50	100.56633
H279	C	219,636.86	18,303.07	105.59465
H279	D	230,618.71	19,218.23	110.87438
H279	E	242,149.64	20,179.14	116.41810
H279	F	254,257.12	21,188.09	122.23900
H279	G	266,969.98	22,247.50	128.35095
H280	A	201,209.28	16,767.44	96.73523
H280	B	211,269.75	17,605.81	101.57199
H280	C	221,833.23	18,486.10	106.65059
H280	D	232,924.89	19,410.41	111.98312
H280	E	244,571.14	20,380.93	117.58228
H280	F	256,799.70	21,399.97	123.46139
H280	G	269,639.68	22,469.97	129.63446
H281	A	203,221.37	16,935.11	97.70258
H281	B	213,382.44	17,781.87	102.58771
H281	C	224,051.56	18,670.96	107.71710
H281	D	235,254.14	19,604.51	113.10295
H281	E	247,016.85	20,584.74	118.75810
H281	F	259,367.69	21,613.97	124.69601
H281	G	272,336.08	22,694.67	130.93081
H282	A	205,253.59	17,104.47	98.67961
H282	B	215,516.27	17,959.69	103.61359
H282	C	226,292.08	18,857.67	108.79427
H282	D	237,606.68	19,800.56	114.23398
H282	E	249,487.02	20,790.58	119.94568
H282	F	261,961.37	21,830.11	125.94297
H282	G	275,059.44	22,921.62	132.24011
H283	A	207,306.12	17,275.51	99.66641
H283	B	217,671.43	18,139.29	104.64973
H283	C	228,555.00	19,046.25	109.88221
H283	D	239,982.75	19,998.56	115.37632
H283	E	251,981.89	20,998.49	121.14514
H283	F	264,580.98	22,048.41	127.20240
H283	G	277,810.03	23,150.84	133.56252
H284	A	209,379.18	17,448.27	100.66307
H284	B	219,848.14	18,320.68	105.69622
H284	C	230,840.55	19,236.71	110.98103
H284	D	242,382.58	20,198.55	116.53009
H284	E	254,501.71	21,208.48	122.35659
H284	F	267,226.79	22,268.90	128.47442
H284	G	280,588.13	23,382.34	134.89814

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H285	A	211,472.98	17,622.75	101.66970
H285	B	222,046.63	18,503.89	106.75319
H285	C	233,148.96	19,429.08	112.09084
H285	D	244,806.40	20,400.53	117.69539
H285	E	257,046.72	21,420.56	123.58016
H285	F	269,899.06	22,491.59	129.75916
H285	G	283,394.01	23,616.17	136.24712
H286	A	213,587.71	17,798.98	102.68640
H286	B	224,267.09	18,688.92	107.82072
H286	C	235,480.45	19,623.37	113.21175
H286	D	247,254.47	20,604.54	118.87234
H286	E	259,617.19	21,634.77	124.81596
H286	F	272,598.05	22,716.50	131.05676
H286	G	286,227.95	23,852.33	137.60959
H287	A	215,723.58	17,976.96	103.71326
H287	B	226,509.76	18,875.81	108.89892
H287	C	237,835.25	19,819.60	114.34387
H287	D	249,727.01	20,810.58	120.06106
H287	E	262,213.36	21,851.11	126.06412
H287	F	275,324.03	22,943.67	132.36732
H287	G	289,090.23	24,090.85	138.98569
H288	A	217,880.82	18,156.73	104.75039
H288	B	228,774.86	19,064.57	109.98791
H288	C	240,213.60	20,017.80	115.48731
H288	D	252,224.28	21,018.69	121.26167
H288	E	264,835.50	22,069.62	127.32476
H288	F	278,077.27	23,173.11	133.69100
H288	G	291,981.14	24,331.76	140.37555
H289	A	220,059.63	18,338.30	105.79790
H289	B	231,062.61	19,255.22	111.08779
H289	C	242,615.74	20,217.98	116.64218
H289	D	254,746.53	21,228.88	122.47429
H289	E	267,483.85	22,290.32	128.59801
H289	F	280,858.05	23,404.84	135.02791
H289	G	294,900.95	24,575.08	141.77930
H290	A	222,260.22	18,521.68	106.85588
H290	B	233,373.23	19,447.77	112.19867
H290	C	245,041.90	20,420.16	117.80860
H290	D	257,293.99	21,441.17	123.69903
H290	E	270,158.69	22,513.22	129.88399
H290	F	283,666.63	23,638.89	136.37819
H290	G	297,849.96	24,820.83	143.19709

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H291	A	224,482.83	18,706.90	107.92444
H291	B	235,706.97	19,642.25	113.32066
H291	C	247,492.32	20,624.36	118.98669
H291	D	259,866.93	21,655.58	124.93602
H291	E	272,860.28	22,738.36	131.18283
H291	F	286,503.29	23,875.27	137.74197
H291	G	300,828.46	25,069.04	144.62907
H292	A	226,727.65	18,893.97	109.00368
H292	B	238,064.04	19,838.67	114.45386
H292	C	249,967.24	20,830.60	120.17656
H292	D	262,465.60	21,872.13	126.18538
H292	E	275,588.88	22,965.74	132.49465
H292	F	289,368.32	24,114.03	139.11939
H292	G	303,836.74	25,319.73	146.07536
H293	A	228,994.93	19,082.91	110.09372
H293	B	240,444.68	20,037.06	115.59840
H293	C	252,466.91	21,038.91	121.37832
H293	D	265,090.26	22,090.85	127.44724
H293	E	278,344.77	23,195.40	133.81960
H293	F	292,262.01	24,355.17	140.51058
H293	G	306,875.11	25,572.93	147.53611
H294	A	231,284.88	19,273.74	111.19465
H294	B	242,849.12	20,237.43	116.75439
H294	C	254,991.58	21,249.30	122.59211
H294	D	267,741.16	22,311.76	128.72171
H294	E	281,128.22	23,427.35	135.15780
H294	F	295,184.63	24,598.72	141.91569
H294	G	309,943.86	25,828.65	149.01147
H295	A	233,597.73	19,466.48	112.30660
H295	B	245,277.62	20,439.80	117.92193
H295	C	257,541.50	21,461.79	123.81803
H295	D	270,418.57	22,534.88	130.00893
H295	E	283,939.50	23,661.62	136.50937
H295	F	298,136.47	24,844.71	143.33484
H295	G	313,043.30	26,086.94	150.50159
H296	A	235,933.71	19,661.14	113.42967
H296	B	247,730.39	20,644.20	119.10115
H296	C	260,116.91	21,676.41	125.05621
H296	D	273,122.76	22,760.23	131.30902
H296	E	286,778.89	23,898.24	137.87447
H296	F	301,117.84	25,093.15	144.76819
H296	G	316,173.73	26,347.81	152.00660

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HHS Unti

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
H297	A	238,293.04	19,857.75	114.56396
H297	B	250,207.70	20,850.64	120.29216
H297	C	262,718.08	21,893.17	126.30677
H297	D	275,853.98	22,987.83	132.62211
H297	E	289,646.68	24,137.22	139.25321
H297	F	304,129.02	25,344.08	146.21587
H297	G	319,335.47	26,611.29	153.52667
H298	A	240,675.97	20,056.33	115.70960
H298	B	252,709.77	21,059.15	121.49508
H298	C	265,345.26	22,112.10	127.56984
H298	D	278,612.52	23,217.71	133.94833
H298	E	292,543.15	24,378.60	140.64575
H298	F	307,170.31	25,597.53	147.67803
H298	G	322,528.82	26,877.40	155.06193
H299	A	243,082.73	20,256.89	116.86670
H299	B	255,236.87	21,269.74	122.71003
H299	C	267,998.71	22,333.23	128.84554
H299	D	281,398.65	23,449.89	135.28781
H299	E	295,468.58	24,622.38	142.05220
H299	F	310,242.01	25,853.50	149.15481
H299	G	325,754.11	27,146.18	156.61255
H300	A	245,513.56	20,459.46	118.03537
H300	B	257,789.24	21,482.44	123.93713
H300	C	270,678.70	22,556.56	130.13399
H300	D	284,212.64	23,684.39	136.64069
H300	E	298,423.27	24,868.61	143.47272
H300	F	313,344.43	26,112.04	150.64636
H300	G	329,011.65	27,417.64	158.17868

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M113	A	29,096.18	2,424.68	13.98855
M113	B	30,550.99	2,545.92	14.68798
M113	C	32,078.54	2,673.21	15.42238
M113	D	33,682.47	2,806.87	16.19350
M113	E	35,366.59	2,947.22	17.00317
M113	F	37,134.92	3,094.58	17.85333
M113	G	38,991.67	3,249.31	18.74599
M114	A	29,387.15	2,448.93	14.12844
M114	B	30,856.50	2,571.38	14.83486
M114	C	32,399.33	2,699.94	15.57660
M114	D	34,019.29	2,834.94	16.35543
M114	E	35,720.26	2,976.69	17.17320
M114	F	37,506.27	3,125.52	18.03186
M114	G	39,381.59	3,281.80	18.93345
M115	A	29,681.02	2,473.42	14.26972
M115	B	31,165.07	2,597.09	14.98321
M115	C	32,723.32	2,726.94	15.73237
M115	D	34,359.49	2,863.29	16.51898
M115	E	36,077.46	3,006.46	17.34493
M115	F	37,881.34	3,156.78	18.21218
M115	G	39,775.40	3,314.62	19.12279
M116	A	29,977.83	2,498.15	14.41242
M116	B	31,476.72	2,623.06	15.13304
M116	C	33,050.55	2,754.21	15.88969
M116	D	34,703.08	2,891.92	16.68417
M116	E	36,438.24	3,036.52	17.51838
M116	F	38,260.15	3,188.35	18.39430
M116	G	40,173.16	3,347.76	19.31402
M117	A	30,277.61	2,523.13	14.55654
M117	B	31,791.49	2,649.29	15.28437
M117	C	33,381.06	2,781.75	16.04859
M117	D	35,050.11	2,920.84	16.85102
M117	E	36,802.62	3,066.88	17.69357
M117	F	38,642.75	3,220.23	18.57825
M117	G	40,574.89	3,381.24	19.50716
M118	A	30,580.38	2,548.37	14.70211
M118	B	32,109.40	2,675.78	15.43721
M118	C	33,714.87	2,809.57	16.20907
M118	D	35,400.61	2,950.05	17.01953
M118	E	37,170.65	3,097.55	17.87050
M118	F	39,029.18	3,252.43	18.76403
M118	G	40,980.64	3,415.05	19.70223

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M119	A	30,886.19	2,573.85	14.84913
M119	B	32,430.49	2,702.54	15.59158
M119	C	34,052.02	2,837.67	16.37116
M119	D	35,754.62	2,979.55	17.18972
M119	E	37,542.35	3,128.53	18.04921
M119	F	39,419.47	3,284.96	18.95167
M119	G	41,390.44	3,449.20	19.89925
M120	A	31,195.05	2,599.59	14.99762
M120	B	32,754.80	2,729.57	15.74750
M120	C	34,392.54	2,866.04	16.53487
M120	D	36,112.17	3,009.35	17.36162
M120	E	37,917.78	3,159.81	18.22970
M120	F	39,813.66	3,317.81	19.14118
M120	G	41,804.35	3,483.70	20.09824
M121	A	31,507.00	2,625.58	15.14760
M121	B	33,082.35	2,756.86	15.90497
M121	C	34,736.47	2,894.71	16.70022
M121	D	36,473.29	3,039.44	17.53523
M121	E	38,296.95	3,191.41	18.41200
M121	F	40,211.80	3,350.98	19.33260
M121	G	42,222.39	3,518.53	20.29923
M122	A	31,822.07	2,651.84	15.29907
M122	B	33,413.17	2,784.43	16.06402
M122	C	35,083.83	2,923.65	16.86723
M122	D	36,838.02	3,069.84	17.71059
M122	E	38,679.92	3,223.33	18.59612
M122	F	40,613.92	3,384.49	19.52592
M122	G	42,644.61	3,553.72	20.50222
M123	A	32,140.29	2,678.36	15.45206
M123	B	33,747.30	2,812.28	16.22466
M123	C	35,434.67	2,952.89	17.03590
M123	D	37,206.40	3,100.53	17.88769
M123	E	39,066.72	3,255.56	18.78208
M123	F	41,020.06	3,418.34	19.72118
M123	G	43,071.06	3,589.25	20.70724
M124	A	32,461.69	2,705.14	15.60658
M124	B	34,084.78	2,840.40	16.38691
M124	C	35,789.01	2,982.42	17.20626
M124	D	37,578.47	3,131.54	18.06657
M124	E	39,457.39	3,288.12	18.96990
M124	F	41,430.26	3,452.52	19.91839
M124	G	43,501.77	3,625.15	20.91431

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M125	A	32,786.31	2,732.19	15.76265
M125	B	34,425.62	2,868.80	16.55078
M125	C	36,146.91	3,012.24	17.37832
M125	D	37,954.25	3,162.85	18.24724
M125	E	39,851.96	3,321.00	19.15960
M125	F	41,844.56	3,487.05	20.11758
M125	G	43,936.79	3,661.40	21.12346
M126	A	33,114.17	2,759.51	15.92027
M126	B	34,769.88	2,897.49	16.71629
M126	C	36,508.37	3,042.36	17.55210
M126	D	38,333.79	3,194.48	18.42971
M126	E	40,250.48	3,354.21	19.35119
M126	F	42,263.01	3,521.92	20.31875
M126	G	44,376.16	3,698.01	21.33469
M127	A	33,445.31	2,787.11	16.07948
M127	B	35,117.58	2,926.46	16.88345
M127	C	36,873.46	3,072.79	17.72762
M127	D	38,717.13	3,226.43	18.61401
M127	E	40,652.99	3,387.75	19.54471
M127	F	42,685.64	3,557.14	20.52194
M127	G	44,819.92	3,734.99	21.54804
M128	A	33,779.77	2,814.98	16.24027
M128	B	35,468.75	2,955.73	17.05229
M128	C	37,242.19	3,103.52	17.90490
M128	D	39,104.30	3,258.69	18.80015
M128	E	41,059.52	3,421.63	19.74015
M128	F	43,112.49	3,592.71	20.72716
M128	G	45,268.12	3,772.34	21.76352
M129	A	34,117.56	2,843.13	16.40268
M129	B	35,823.44	2,985.29	17.22281
M129	C	37,614.61	3,134.55	18.08395
M129	D	39,495.35	3,291.28	18.98815
M129	E	41,470.11	3,455.84	19.93755
M129	F	43,543.62	3,628.63	20.93443
M129	G	45,720.80	3,810.07	21.98115
M130	A	34,458.74	2,871.56	16.56670
M130	B	36,181.68	3,015.14	17.39504
M130	C	37,990.76	3,165.90	18.26479
M130	D	39,890.30	3,324.19	19.17803
M130	E	41,884.81	3,490.40	20.13693
M130	F	43,979.05	3,664.92	21.14378
M130	G	46,178.01	3,848.17	22.20096

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M131	A	34,803.33	2,900.28	16.73237
M131	B	36,543.49	3,045.29	17.56899
M131	C	38,370.67	3,197.56	18.44744
M131	D	40,289.20	3,357.43	19.36981
M131	E	42,303.66	3,525.31	20.33830
M131	F	44,418.84	3,701.57	21.35521
M131	G	46,639.79	3,886.65	22.42297
M132	A	35,151.36	2,929.28	16.89969
M132	B	36,908.93	3,075.74	17.74468
M132	C	38,754.37	3,229.53	18.63191
M132	D	40,692.09	3,391.01	19.56351
M132	E	42,726.70	3,560.56	20.54168
M132	F	44,863.03	3,738.59	21.56877
M132	G	47,106.18	3,925.52	22.64720
M133	A	35,502.87	2,958.57	17.06869
M133	B	37,278.02	3,106.50	17.92212
M133	C	39,141.92	3,261.83	18.81823
M133	D	41,099.01	3,424.92	19.75914
M133	E	43,153.97	3,596.16	20.74710
M133	F	45,311.66	3,775.97	21.78445
M133	G	47,577.25	3,964.77	22.87368
M134	A	35,857.90	2,988.16	17.23938
M134	B	37,650.80	3,137.57	18.10135
M134	C	39,533.34	3,294.44	19.00641
M134	D	41,510.00	3,459.17	19.95673
M134	E	43,585.50	3,632.13	20.95457
M134	F	45,764.78	3,813.73	22.00230
M134	G	48,053.02	4,004.42	23.10241
M135	A	36,216.48	3,018.04	17.41177
M135	B	38,027.31	3,168.94	18.28236
M135	C	39,928.67	3,327.39	19.19648
M135	D	41,925.10	3,493.76	20.15630
M135	E	44,021.36	3,668.45	21.16412
M135	F	46,222.43	3,851.87	22.22232
M135	G	48,533.55	4,044.46	23.33344
M136	A	36,578.65	3,048.22	17.58589
M136	B	38,407.58	3,200.63	18.46518
M136	C	40,327.96	3,360.66	19.38844
M136	D	42,344.36	3,528.70	20.35786
M136	E	44,461.57	3,705.13	21.37576
M136	F	46,684.65	3,890.39	22.44454
M136	G	49,018.88	4,084.91	23.56677

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M137	A	36,944.43	3,078.70	17.76175
M137	B	38,791.65	3,232.64	18.64983
M137	C	40,731.24	3,394.27	19.58233
M137	D	42,767.80	3,563.98	20.56144
M137	E	44,906.19	3,742.18	21.58951
M137	F	47,151.50	3,929.29	22.66899
M137	G	49,509.07	4,125.76	23.80244
M138	A	37,313.88	3,109.49	17.93936
M138	B	39,179.57	3,264.96	18.83633
M138	C	41,138.55	3,428.21	19.77815
M138	D	43,195.48	3,599.62	20.76706
M138	E	45,355.25	3,779.60	21.80541
M138	F	47,623.01	3,968.58	22.89568
M138	G	50,004.16	4,167.01	24.04046
M139	A	37,687.02	3,140.58	18.11876
M139	B	39,571.37	3,297.61	19.02470
M139	C	41,549.94	3,462.49	19.97593
M139	D	43,627.43	3,635.62	20.97473
M139	E	45,808.80	3,817.40	22.02346
M139	F	48,099.24	4,008.27	23.12464
M139	G	50,504.21	4,208.68	24.28087
M140	A	38,063.89	3,171.99	18.29995
M140	B	39,967.08	3,330.59	19.21494
M140	C	41,965.43	3,497.12	20.17569
M140	D	44,063.71	3,671.98	21.18447
M140	E	46,266.89	3,855.57	22.24370
M140	F	48,580.24	4,048.35	23.35588
M140	G	51,009.25	4,250.77	24.52368
M141	A	38,444.53	3,203.71	18.48294
M141	B	40,366.75	3,363.90	19.40709
M141	C	42,385.09	3,532.09	20.37745
M141	D	44,504.34	3,708.70	21.39632
M141	E	46,729.56	3,894.13	22.46613
M141	F	49,066.04	4,088.84	23.58944
M141	G	51,519.34	4,293.28	24.76891
M142	A	38,828.97	3,235.75	18.66777
M142	B	40,770.42	3,397.53	19.60116
M142	C	42,808.94	3,567.41	20.58122
M142	D	44,949.39	3,745.78	21.61028
M142	E	47,196.86	3,933.07	22.69080
M142	F	49,556.70	4,129.72	23.82534
M142	G	52,034.53	4,336.21	25.01660

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M143	A	39,217.26	3,268.10	18.85445
M143	B	41,178.12	3,431.51	19.79717
M143	C	43,237.03	3,603.09	20.78703
M143	D	45,398.88	3,783.24	21.82638
M143	E	47,668.82	3,972.40	22.91770
M143	F	50,052.27	4,171.02	24.06359
M143	G	52,554.88	4,379.57	25.26677
M144	A	39,609.43	3,300.79	19.04300
M144	B	41,589.90	3,465.83	19.99515
M144	C	43,669.40	3,639.12	20.99490
M144	D	45,852.87	3,821.07	22.04465
M144	E	48,145.51	4,012.13	23.14688
M144	F	50,552.79	4,212.73	24.30423
M144	G	53,080.43	4,423.37	25.51944
M145	A	40,005.53	3,333.79	19.23343
M145	B	42,005.80	3,500.48	20.19510
M145	C	44,106.09	3,675.51	21.20485
M145	D	46,311.40	3,859.28	22.26510
M145	E	48,626.97	4,052.25	23.37835
M145	F	51,058.32	4,254.86	24.54727
M145	G	53,611.23	4,467.60	25.77463
M146	A	40,405.58	3,367.13	19.42576
M146	B	42,425.86	3,535.49	20.39705
M146	C	44,547.15	3,712.26	21.41690
M146	D	46,774.51	3,897.88	22.48775
M146	E	49,113.24	4,092.77	23.61213
M146	F	51,568.90	4,297.41	24.79274
M146	G	54,147.34	4,512.28	26.03238
M147	A	40,809.64	3,400.80	19.62002
M147	B	42,850.12	3,570.84	20.60102
M147	C	44,992.63	3,749.39	21.63107
M147	D	47,242.26	3,936.85	22.71262
M147	E	49,604.37	4,133.70	23.84825
M147	F	52,084.59	4,340.38	25.04067
M147	G	54,688.82	4,557.40	26.29270
M148	A	41,217.73	3,434.81	19.81622
M148	B	43,278.62	3,606.55	20.80703
M148	C	45,442.55	3,786.88	21.84738
M148	D	47,714.68	3,976.22	22.93975
M148	E	50,100.41	4,175.03	24.08674
M148	F	52,605.43	4,383.79	25.29107
M148	G	55,235.71	4,602.98	26.55563

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M149	A	41,629.91	3,469.16	20.01438
M149	B	43,711.41	3,642.62	21.01510
M149	C	45,896.98	3,824.75	22.06585
M149	D	48,191.83	4,015.99	23.16915
M149	E	50,601.42	4,216.78	24.32760
M149	F	53,131.49	4,427.62	25.54399
M149	G	55,788.06	4,649.01	26.82118
M150	A	42,046.21	3,503.85	20.21452
M150	B	44,148.52	3,679.04	21.22525
M150	C	46,355.95	3,863.00	22.28651
M150	D	48,673.74	4,056.15	23.40084
M150	E	51,107.43	4,258.95	24.57088
M150	F	53,662.80	4,471.90	25.79942
M150	G	56,345.94	4,695.50	27.08940
M151	A	42,466.67	3,538.89	20.41667
M151	B	44,590.01	3,715.83	21.43750
M151	C	46,819.51	3,901.63	22.50938
M151	D	49,160.48	4,096.71	23.63485
M151	E	51,618.51	4,301.54	24.81659
M151	F	54,199.43	4,516.62	26.05742
M151	G	56,909.40	4,742.45	27.36029
M152	A	42,891.34	3,574.28	20.62084
M152	B	45,035.91	3,752.99	21.65188
M152	C	47,287.70	3,940.64	22.73447
M152	D	49,652.09	4,137.67	23.87120
M152	E	52,134.69	4,344.56	25.06476
M152	F	54,741.43	4,561.79	26.31799
M152	G	57,478.50	4,789.87	27.63389
M153	A	43,320.25	3,610.02	20.82704
M153	B	45,486.27	3,790.52	21.86840
M153	C	47,760.58	3,980.05	22.96182
M153	D	50,148.61	4,179.05	24.10991
M153	E	52,656.04	4,388.00	25.31540
M153	F	55,288.84	4,607.40	26.58117
M153	G	58,053.28	4,837.77	27.91023
M154	A	43,753.46	3,646.12	21.03532
M154	B	45,941.13	3,828.43	22.08708
M154	C	48,238.18	4,019.85	23.19144
M154	D	50,650.09	4,220.84	24.35101
M154	E	53,182.60	4,431.88	25.56856
M154	F	55,841.73	4,653.48	26.84698
M154	G	58,633.82	4,886.15	28.18933

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M155	A	44,190.99	3,682.58	21.24567
M155	B	46,400.54	3,866.71	22.30795
M155	C	48,720.57	4,060.05	23.42335
M155	D	51,156.60	4,263.05	24.59452
M155	E	53,714.42	4,476.20	25.82424
M155	F	56,400.15	4,700.01	27.11545
M155	G	59,220.15	4,935.01	28.47123
M156	A	44,632.90	3,719.41	21.45813
M156	B	46,864.55	3,905.38	22.53103
M156	C	49,207.77	4,100.65	23.65758
M156	D	51,668.16	4,305.68	24.84046
M156	E	54,251.57	4,520.96	26.08249
M156	F	56,964.15	4,747.01	27.38661
M156	G	59,812.35	4,984.36	28.75594
M157	A	45,079.23	3,756.60	21.67271
M157	B	47,333.19	3,944.43	22.75634
M157	C	49,699.85	4,141.65	23.89416
M157	D	52,184.84	4,348.74	25.08887
M157	E	54,794.08	4,566.17	26.34331
M157	F	57,533.79	4,794.48	27.66048
M157	G	60,410.48	5,034.21	29.04350
M158	A	45,530.02	3,794.17	21.88943
M158	B	47,806.52	3,983.88	22.98391
M158	C	50,196.85	4,183.07	24.13310
M158	D	52,706.69	4,392.22	25.33976
M158	E	55,342.03	4,611.84	26.60674
M158	F	58,109.13	4,842.43	27.93708
M158	G	61,014.58	5,084.55	29.33393
M159	A	45,985.32	3,832.11	22.10833
M159	B	48,284.59	4,023.72	23.21374
M159	C	50,698.82	4,224.90	24.37443
M159	D	53,233.76	4,436.15	25.59315
M159	E	55,895.45	4,657.95	26.87281
M159	F	58,690.22	4,890.85	28.21645
M159	G	61,624.73	5,135.39	29.62727
M160	A	46,445.17	3,870.43	22.32941
M160	B	48,767.43	4,063.95	23.44588
M160	C	51,205.81	4,267.15	24.61818
M160	D	53,766.10	4,480.51	25.84908
M160	E	56,454.40	4,704.53	27.14154
M160	F	59,277.12	4,939.76	28.49862
M160	G	62,240.98	5,186.75	29.92355

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M161	A	46,909.63	3,909.14	22.55271
M161	B	49,255.11	4,104.59	23.68034
M161	C	51,717.86	4,309.82	24.86436
M161	D	54,303.76	4,525.31	26.10758
M161	E	57,018.94	4,751.58	27.41295
M161	F	59,869.89	4,989.16	28.78360
M161	G	62,863.39	5,238.62	30.22278
M162	A	47,378.72	3,948.23	22.77823
M162	B	49,747.66	4,145.64	23.91714
M162	C	52,235.04	4,352.92	25.11300
M162	D	54,846.79	4,570.57	26.36865
M162	E	57,589.13	4,799.09	27.68708
M162	F	60,468.59	5,039.05	29.07144
M162	G	63,492.02	5,291.00	30.52501
M163	A	47,852.51	3,987.71	23.00601
M163	B	50,245.14	4,187.09	24.15632
M163	C	52,757.39	4,396.45	25.36413
M163	D	55,395.26	4,616.27	26.63234
M163	E	58,165.03	4,847.09	27.96395
M163	F	61,073.28	5,089.44	29.36215
M163	G	64,126.94	5,343.91	30.83026
M164	A	48,331.04	4,027.59	23.23607
M164	B	50,747.59	4,228.97	24.39788
M164	C	53,284.97	4,440.41	25.61777
M164	D	55,949.21	4,662.43	26.89866
M164	E	58,746.68	4,895.56	28.24359
M164	F	61,684.01	5,140.33	29.65577
M164	G	64,768.21	5,397.35	31.13856
M165	A	48,814.35	4,067.86	23.46844
M165	B	51,255.06	4,271.26	24.64186
M165	C	53,817.82	4,484.82	25.87395
M165	D	56,508.71	4,709.06	27.16765
M165	E	59,334.14	4,944.51	28.52603
M165	F	62,300.85	5,191.74	29.95233
M165	G	65,415.89	5,451.32	31.44995
M166	A	49,302.49	4,108.54	23.70312
M166	B	51,767.61	4,313.97	24.88828
M166	C	54,355.99	4,529.67	26.13269
M166	D	57,073.79	4,756.15	27.43932
M166	E	59,927.48	4,993.96	28.81129
M166	F	62,923.86	5,243.65	30.25185
M166	G	66,070.05	5,505.84	31.76445

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M167	A	49,795.51	4,149.63	23.94015
M167	B	52,285.29	4,357.11	25.13716
M167	C	54,899.55	4,574.96	26.39402
M167	D	57,644.53	4,803.71	27.71372
M167	E	60,526.76	5,043.90	29.09940
M167	F	63,553.10	5,296.09	30.55437
M167	G	66,730.75	5,560.90	32.08209
M168	A	50,293.47	4,191.12	24.17955
M168	B	52,808.14	4,400.68	25.38853
M168	C	55,448.55	4,620.71	26.65796
M168	D	58,220.98	4,851.75	27.99085
M168	E	61,132.03	5,094.34	29.39040
M168	F	64,188.63	5,349.05	30.85992
M168	G	67,398.06	5,616.50	32.40291
M169	A	50,796.40	4,233.03	24.42135
M169	B	53,336.22	4,444.69	25.64242
M169	C	56,003.04	4,666.92	26.92454
M169	D	58,803.19	4,900.27	28.27076
M169	E	61,743.35	5,145.28	29.68430
M169	F	64,830.51	5,402.54	31.16852
M169	G	68,072.04	5,672.67	32.72694
M170	A	51,304.37	4,275.36	24.66556
M170	B	53,869.59	4,489.13	25.89884
M170	C	56,563.07	4,713.59	27.19378
M170	D	59,391.22	4,949.27	28.55347
M170	E	62,360.78	5,196.73	29.98114
M170	F	65,478.82	5,456.57	31.48020
M170	G	68,752.76	5,729.40	33.05421
M171	A	51,817.41	4,318.12	24.91222
M171	B	54,408.28	4,534.02	26.15783
M171	C	57,128.70	4,760.72	27.46572
M171	D	59,985.13	4,998.76	28.83901
M171	E	62,984.39	5,248.70	30.28096
M171	F	66,133.61	5,511.13	31.79500
M171	G	69,440.29	5,786.69	33.38475
M172	A	52,335.59	4,361.30	25.16134
M172	B	54,952.36	4,579.36	26.41941
M172	C	57,699.98	4,808.33	27.74038
M172	D	60,584.98	5,048.75	29.12740
M172	E	63,614.23	5,301.19	30.58377
M172	F	66,794.94	5,566.25	32.11295
M172	G	70,134.69	5,844.56	33.71860

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M173	A	52,858.94	4,404.91	25.41295
M173	B	55,501.89	4,625.16	26.68360
M173	C	58,276.98	4,856.42	28.01778
M173	D	61,190.83	5,099.24	29.41867
M173	E	64,250.37	5,354.20	30.88960
M173	F	67,462.89	5,621.91	32.43408
M173	G	70,836.04	5,903.00	34.05579
M174	A	53,387.53	4,448.96	25.66708
M174	B	56,056.91	4,671.41	26.95044
M174	C	58,859.75	4,904.98	28.29796
M174	D	61,802.74	5,150.23	29.71286
M174	E	64,892.88	5,407.74	31.19850
M174	F	68,137.52	5,678.13	32.75842
M174	G	71,544.40	5,962.03	34.39634
M175	A	53,921.41	4,493.45	25.92375
M175	B	56,617.48	4,718.12	27.21994
M175	C	59,448.35	4,954.03	28.58094
M175	D	62,420.77	5,201.73	30.00998
M175	E	65,541.81	5,461.82	31.51048
M175	F	68,818.90	5,734.91	33.08601
M175	G	72,259.84	6,021.65	34.74031
M176	A	54,460.62	4,538.38	26.18299
M176	B	57,183.65	4,765.30	27.49214
M176	C	60,042.83	5,003.57	28.86675
M176	D	63,044.98	5,253.75	30.31008
M176	E	66,197.22	5,516.44	31.82559
M176	F	69,507.09	5,792.26	33.41687
M176	G	72,982.44	6,081.87	35.08771
M177	A	55,005.23	4,583.77	26.44482
M177	B	57,755.49	4,812.96	27.76706
M177	C	60,643.26	5,053.61	29.15541
M177	D	63,675.43	5,306.29	30.61319
M177	E	66,859.20	5,571.60	32.14384
M177	F	70,202.16	5,850.18	33.75104
M177	G	73,712.26	6,142.69	35.43859
M178	A	55,555.28	4,629.61	26.70927
M178	B	58,333.04	4,861.09	28.04473
M178	C	61,249.69	5,104.14	29.44697
M178	D	64,312.18	5,359.35	30.91932
M178	E	67,527.79	5,627.32	32.46528
M178	F	70,904.18	5,908.68	34.08855
M178	G	74,449.39	6,204.12	35.79297

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M179	A	56,110.83	4,675.90	26.97636
M179	B	58,916.37	4,909.70	28.32518
M179	C	61,862.19	5,155.18	29.74144
M179	D	64,955.30	5,412.94	31.22851
M179	E	68,203.07	5,683.59	32.78994
M179	F	71,613.22	5,967.77	34.42943
M179	G	75,193.88	6,266.16	36.15090
M180	A	56,671.94	4,722.66	27.24612
M180	B	59,505.54	4,958.79	28.60843
M180	C	62,480.81	5,206.73	30.03885
M180	D	65,604.85	5,467.07	31.54080
M180	E	68,885.10	5,740.42	33.11784
M180	F	72,329.35	6,027.45	34.77373
M180	G	75,945.82	6,328.82	36.51241
M181	A	57,238.66	4,769.89	27.51859
M181	B	60,100.59	5,008.38	28.89452
M181	C	63,105.62	5,258.80	30.33924
M181	D	66,260.90	5,521.74	31.85620
M181	E	69,573.95	5,797.83	33.44901
M181	F	73,052.65	6,087.72	35.12146
M181	G	76,705.28	6,392.11	36.87754
M182	A	57,811.05	4,817.59	27.79377
M182	B	60,701.60	5,058.47	29.18346
M182	C	63,736.68	5,311.39	30.64263
M182	D	66,923.51	5,576.96	32.17477
M182	E	70,269.69	5,855.81	33.78350
M182	F	73,783.17	6,148.60	35.47268
M182	G	77,472.33	6,456.03	37.24631
M183	A	58,389.16	4,865.76	28.07171
M183	B	61,308.61	5,109.05	29.47530
M183	C	64,374.04	5,364.50	30.94906
M183	D	67,592.75	5,632.73	32.49651
M183	E	70,972.38	5,914.37	34.12134
M183	F	74,521.00	6,210.08	35.82741
M183	G	78,247.05	6,520.59	37.61878
M184	A	58,973.05	4,914.42	28.35243
M184	B	61,921.70	5,160.14	29.77005
M184	C	65,017.79	5,418.15	31.25855
M184	D	68,268.67	5,689.06	32.82148
M184	E	71,682.11	5,973.51	34.46255
M184	F	75,266.21	6,272.18	36.18568
M184	G	79,029.52	6,585.79	37.99496

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M185	A	59,562.78	4,963.56	28.63595
M185	B	62,540.92	5,211.74	30.06775
M185	C	65,667.96	5,472.33	31.57114
M185	D	68,951.36	5,745.95	33.14969
M185	E	72,398.93	6,033.24	34.80718
M185	F	76,018.88	6,334.91	36.54754
M185	G	79,819.82	6,651.65	38.37491
M186	A	60,158.41	5,013.20	28.92231
M186	B	63,166.33	5,263.86	30.36843
M186	C	66,324.64	5,527.05	31.88685
M186	D	69,640.87	5,803.41	33.48119
M186	E	73,122.92	6,093.58	35.15525
M186	F	76,779.06	6,398.26	36.91301
M186	G	80,618.02	6,718.17	38.75866
M187	A	60,759.99	5,063.33	29.21153
M187	B	63,797.99	5,316.50	30.67211
M187	C	66,987.89	5,582.32	32.20572
M187	D	70,337.28	5,861.44	33.81600
M187	E	73,854.15	6,154.51	35.50680
M187	F	77,546.86	6,462.24	37.28214
M187	G	81,424.20	6,785.35	39.14625
M188	A	61,367.59	5,113.97	29.50365
M188	B	64,435.97	5,369.66	30.97883
M188	C	67,657.77	5,638.15	32.52777
M188	D	71,040.66	5,920.05	34.15416
M188	E	74,592.69	6,216.06	35.86187
M188	F	78,322.32	6,526.86	37.65496
M188	G	82,238.44	6,853.20	39.53771
M189	A	61,981.27	5,165.11	29.79869
M189	B	65,080.33	5,423.36	31.28862
M189	C	68,334.35	5,694.53	32.85305
M189	D	71,751.06	5,979.26	34.49570
M189	E	75,338.62	6,278.22	36.22049
M189	F	79,105.55	6,592.13	38.03151
M189	G	83,060.82	6,921.74	39.93309
M190	A	62,601.08	5,216.76	30.09667
M190	B	65,731.13	5,477.59	31.60151
M190	C	69,017.69	5,751.47	33.18158
M190	D	72,468.57	6,039.05	34.84066
M190	E	76,092.00	6,341.00	36.58269
M190	F	79,896.60	6,658.05	38.41183
M190	G	83,891.43	6,990.95	40.33242

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M191	A	63,227.09	5,268.92	30.39764
M191	B	66,388.44	5,532.37	31.91752
M191	C	69,707.87	5,808.99	33.51340
M191	D	73,193.26	6,099.44	35.18907
M191	E	76,852.92	6,404.41	36.94852
M191	F	80,695.57	6,724.63	38.79595
M191	G	84,730.35	7,060.86	40.73574
M192	A	63,859.36	5,321.61	30.70162
M192	B	67,052.33	5,587.69	32.23670
M192	C	70,404.94	5,867.08	33.84853
M192	D	73,925.19	6,160.43	35.54096
M192	E	77,621.45	6,468.45	37.31801
M192	F	81,502.52	6,791.88	39.18391
M192	G	85,577.65	7,131.47	41.14310
M193	A	64,497.95	5,374.83	31.00863
M193	B	67,722.85	5,643.57	32.55906
M193	C	71,108.99	5,925.75	34.18702
M193	D	74,664.44	6,222.04	35.89637
M193	E	78,397.67	6,533.14	37.69119
M193	F	82,317.55	6,859.80	39.57574
M193	G	86,433.43	7,202.79	41.55453
M194	A	65,142.93	5,428.58	31.31872
M194	B	68,400.08	5,700.01	32.88465
M194	C	71,820.08	5,985.01	34.52889
M194	D	75,411.09	6,284.26	36.25533
M194	E	79,181.64	6,598.47	38.06810
M194	F	83,140.72	6,928.39	39.97150
M194	G	87,297.76	7,274.81	41.97008
M195	A	65,794.36	5,482.86	31.63191
M195	B	69,084.08	5,757.01	33.21350
M195	C	72,538.28	6,044.86	34.87418
M195	D	76,165.20	6,347.10	36.61788
M195	E	79,973.46	6,664.45	38.44878
M195	F	83,972.13	6,997.68	40.37122
M195	G	88,170.74	7,347.56	42.38978
M196	A	66,452.31	5,537.69	31.94822
M196	B	69,774.92	5,814.58	33.54564
M196	C	73,263.67	6,105.31	35.22292
M196	D	76,926.85	6,410.57	36.98406
M196	E	80,773.19	6,731.10	38.83327
M196	F	84,811.85	7,067.65	40.77493
M196	G	89,052.45	7,421.04	42.81368

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M197	A	67,116.83	5,593.07	32.26771
M197	B	70,472.67	5,872.72	33.88109
M197	C	73,996.30	6,166.36	35.57515
M197	D	77,696.12	6,474.68	37.35390
M197	E	81,580.93	6,798.41	39.22160
M197	F	85,659.97	7,138.33	41.18268
M197	G	89,942.97	7,495.25	43.24181
M198	A	67,788.00	5,649.00	32.59038
M198	B	71,177.40	5,931.45	34.21990
M198	C	74,736.27	6,228.02	35.93090
M198	D	78,473.08	6,539.42	37.72744
M198	E	82,396.73	6,866.39	39.61381
M198	F	86,516.57	7,209.71	41.59451
M198	G	90,842.40	7,570.20	43.67423
M199	A	68,465.88	5,705.49	32.91629
M199	B	71,889.17	5,990.76	34.56210
M199	C	75,483.63	6,290.30	36.29021
M199	D	79,257.81	6,604.82	38.10472
M199	E	83,220.70	6,935.06	40.00995
M199	F	87,381.74	7,281.81	42.01045
M199	G	91,750.82	7,645.90	44.11097
M200	A	69,150.54	5,762.54	33.24545
M200	B	72,608.06	6,050.67	34.90772
M200	C	76,238.47	6,353.21	36.65311
M200	D	80,050.39	6,670.87	38.48576
M200	E	84,052.91	7,004.41	40.41005
M200	F	88,255.55	7,354.63	42.43056
M200	G	92,668.33	7,722.36	44.55208
M201	A	69,842.04	5,820.17	33.57790
M201	B	73,334.14	6,111.18	35.25680
M201	C	77,000.85	6,416.74	37.01964
M201	D	80,850.89	6,737.57	38.87062
M201	E	84,893.44	7,074.45	40.81415
M201	F	89,138.11	7,428.18	42.85486
M201	G	93,595.02	7,799.58	44.99760
M202	A	70,540.46	5,878.37	33.91368
M202	B	74,067.49	6,172.29	35.60937
M202	C	77,770.86	6,480.90	37.38984
M202	D	81,659.40	6,804.95	39.25933
M202	E	85,742.37	7,145.20	41.22229
M202	F	90,029.49	7,502.46	43.28341
M202	G	94,530.97	7,877.58	45.44758

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M203	A	71,245.87	5,937.16	34.25282
M203	B	74,808.16	6,234.01	35.96546
M203	C	78,548.57	6,545.71	37.76373
M203	D	82,476.00	6,873.00	39.65192
M203	E	86,599.80	7,216.65	41.63452
M203	F	90,929.79	7,577.48	43.71624
M203	G	95,476.28	7,956.36	45.90206
M204	A	71,958.33	5,996.53	34.59535
M204	B	75,556.24	6,296.35	36.32512
M204	C	79,334.05	6,611.17	38.14137
M204	D	83,300.76	6,941.73	40.04844
M204	E	87,465.79	7,288.82	42.05086
M204	F	91,839.08	7,653.26	44.15341
M204	G	96,431.04	8,035.92	46.36108
M205	A	72,677.91	6,056.49	34.94130
M205	B	76,311.80	6,359.32	36.68837
M205	C	80,127.39	6,677.28	38.52279
M205	D	84,133.76	7,011.15	40.44893
M205	E	88,340.45	7,361.70	42.47137
M205	F	92,757.47	7,729.79	44.59494
M205	G	97,395.35	8,116.28	46.82469
M206	A	73,404.69	6,117.06	35.29072
M206	B	77,074.92	6,422.91	37.05525
M206	C	80,928.67	6,744.06	38.90801
M206	D	84,975.10	7,081.26	40.85341
M206	E	89,223.86	7,435.32	42.89609
M206	F	93,685.05	7,807.09	45.04089
M206	G	98,369.30	8,197.44	47.29293
M207	A	74,138.73	6,178.23	35.64362
M207	B	77,845.67	6,487.14	37.42580
M207	C	81,737.96	6,811.50	39.29709
M207	D	85,824.85	7,152.07	41.26195
M207	E	90,116.10	7,509.67	43.32505
M207	F	94,621.90	7,885.16	45.49130
M207	G	99,353.00	8,279.42	47.76586
M208	A	74,880.12	6,240.01	36.00006
M208	B	78,624.13	6,552.01	37.80006
M208	C	82,555.33	6,879.61	39.69006
M208	D	86,683.10	7,223.59	41.67457
M208	E	91,017.26	7,584.77	43.75830
M208	F	95,568.12	7,964.01	45.94621
M208	G	100,346.53	8,362.21	48.24352

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M209	A	75,628.92	6,302.41	36.36006
M209	B	79,410.37	6,617.53	38.17806
M209	C	83,380.89	6,948.41	40.08697
M209	D	87,549.93	7,295.83	42.09131
M209	E	91,927.43	7,660.62	44.19588
M209	F	96,523.80	8,043.65	46.40567
M209	G	101,349.99	8,445.83	48.72596
M210	A	76,385.21	6,365.43	36.72366
M210	B	80,204.47	6,683.71	38.55984
M210	C	84,214.70	7,017.89	40.48784
M210	D	88,425.43	7,368.79	42.51223
M210	E	92,846.70	7,737.23	44.63784
M210	F	97,489.04	8,124.09	46.86973
M210	G	102,363.49	8,530.29	49.21322
M211	A	77,149.06	6,429.09	37.09090
M211	B	81,006.52	6,750.54	38.94544
M211	C	85,056.84	7,088.07	40.89271
M211	D	89,309.69	7,442.47	42.93735
M211	E	93,775.17	7,814.60	45.08422
M211	F	98,463.93	8,205.33	47.33843
M211	G	103,387.13	8,615.59	49.70535
M212	A	77,920.56	6,493.38	37.46181
M212	B	81,816.58	6,818.05	39.33490
M212	C	85,907.41	7,158.95	41.30164
M212	D	90,202.78	7,516.90	43.36672
M212	E	94,712.92	7,892.74	45.53506
M212	F	99,448.57	8,287.38	47.81181
M212	G	104,421.00	8,701.75	50.20240
M213	A	78,699.76	6,558.31	37.83642
M213	B	82,634.75	6,886.23	39.72824
M213	C	86,766.49	7,230.54	41.71466
M213	D	91,104.81	7,592.07	43.80039
M213	E	95,660.05	7,971.67	45.99041
M213	F	100,443.05	8,370.25	48.28993
M213	G	105,465.21	8,788.77	50.70443
M214	A	79,486.76	6,623.90	38.21479
M214	B	83,461.10	6,955.09	40.12553
M214	C	87,634.15	7,302.85	42.13180
M214	D	92,015.86	7,667.99	44.23839
M214	E	96,616.65	8,051.39	46.45031
M214	F	101,447.48	8,453.96	48.77283
M214	G	106,519.86	8,876.65	51.21147

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M215	A	80,281.63	6,690.14	38.59694
M215	B	84,295.71	7,024.64	40.52678
M215	C	88,510.49	7,375.87	42.55312
M215	D	92,936.02	7,744.67	44.68078
M215	E	97,582.82	8,131.90	46.91482
M215	F	102,461.96	8,538.50	49.26056
M215	G	107,585.06	8,965.42	51.72359
M216	A	81,084.44	6,757.04	38.98290
M216	B	85,138.66	7,094.89	40.93205
M216	C	89,395.60	7,449.63	42.97865
M216	D	93,865.38	7,822.11	45.12759
M216	E	98,558.65	8,213.22	47.38396
M216	F	103,486.58	8,623.88	49.75316
M216	G	108,660.91	9,055.08	52.24082
M217	A	81,895.29	6,824.61	39.37273
M217	B	85,990.05	7,165.84	41.34137
M217	C	90,289.55	7,524.13	43.40844
M217	D	94,804.03	7,900.34	45.57886
M217	E	99,544.23	8,295.35	47.85780
M217	F	104,521.44	8,710.12	50.25069
M217	G	109,747.52	9,145.63	52.76323
M218	A	82,714.24	6,892.85	39.76646
M218	B	86,849.95	7,237.50	41.75478
M218	C	91,192.45	7,599.37	43.84252
M218	D	95,752.07	7,979.34	46.03465
M218	E	100,539.68	8,378.31	48.33638
M218	F	105,566.66	8,797.22	50.75320
M218	G	110,844.99	9,237.08	53.29086
M219	A	83,541.38	6,961.78	40.16413
M219	B	87,718.45	7,309.87	42.17233
M219	C	92,104.37	7,675.36	44.28095
M219	D	96,709.59	8,059.13	46.49500
M219	E	101,545.07	8,462.09	48.81975
M219	F	106,622.33	8,885.19	51.26073
M219	G	111,953.44	9,329.45	53.82377
M220	A	84,376.80	7,031.40	40.56577
M220	B	88,595.64	7,382.97	42.59406
M220	C	93,025.42	7,752.12	44.72376
M220	D	97,676.69	8,139.72	46.95995
M220	E	102,560.52	8,546.71	49.30794
M220	F	107,688.55	8,974.05	51.77334
M220	G	113,072.98	9,422.75	54.36201

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M221	A	85,220.56	7,101.71	40.97142
M221	B	89,481.59	7,456.80	43.02000
M221	C	93,955.67	7,829.64	45.17100
M221	D	98,653.46	8,221.12	47.42955
M221	E	103,586.13	8,632.18	49.80102
M221	F	108,765.43	9,063.79	52.29107
M221	G	114,203.71	9,516.98	54.90563
M222	A	86,072.77	7,172.73	41.38114
M222	B	90,376.41	7,531.37	43.45020
M222	C	94,895.23	7,907.94	45.62271
M222	D	99,639.99	8,303.33	47.90384
M222	E	104,621.99	8,718.50	50.29903
M222	F	109,853.09	9,154.42	52.81398
M222	G	115,345.74	9,612.15	55.45468
M223	A	86,933.50	7,244.46	41.79495
M223	B	91,280.17	7,606.68	43.88470
M223	C	95,844.18	7,987.01	46.07893
M223	D	100,636.39	8,386.37	48.38288
M223	E	105,668.21	8,805.68	50.80202
M223	F	110,951.62	9,245.97	53.34212
M223	G	116,499.20	9,708.27	56.00923
M224	A	87,802.83	7,316.90	42.21290
M224	B	92,192.97	7,682.75	44.32355
M224	C	96,802.62	8,066.89	46.53972
M224	D	101,642.75	8,470.23	48.86671
M224	E	106,724.89	8,893.74	51.31004
M224	F	112,061.14	9,338.43	53.87555
M224	G	117,664.19	9,805.35	56.56932
M225	A	88,680.86	7,390.07	42.63503
M225	B	93,114.90	7,759.58	44.76678
M225	C	97,770.65	8,147.55	47.00512
M225	D	102,659.18	8,554.93	49.35538
M225	E	107,792.14	8,982.68	51.82314
M225	F	113,181.75	9,431.81	54.41430
M225	G	118,840.83	9,903.40	57.13502
M226	A	89,567.67	7,463.97	43.06138
M226	B	94,046.05	7,837.17	45.21445
M226	C	98,748.36	8,229.03	47.47517
M226	D	103,685.77	8,640.48	49.84893
M226	E	108,870.06	9,072.50	52.34138
M226	F	114,313.56	9,526.13	54.95844
M226	G	120,029.24	10,002.44	57.70637

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M227	A	90,463.35	7,538.61	43.49199
M227	B	94,986.51	7,915.54	45.66659
M227	C	99,735.84	8,311.32	47.94992
M227	D	104,722.63	8,726.89	50.34742
M227	E	109,958.76	9,163.23	52.86479
M227	F	115,456.70	9,621.39	55.50803
M227	G	121,229.54	10,102.46	58.28343
M228	A	91,367.98	7,614.00	43.92691
M228	B	95,936.38	7,994.70	46.12326
M228	C	100,733.20	8,394.43	48.42942
M228	D	105,769.86	8,814.15	50.85089
M228	E	111,058.35	9,254.86	53.39344
M228	F	116,611.27	9,717.61	56.06311
M228	G	122,441.83	10,203.49	58.86626
M229	A	92,281.66	7,690.14	44.36618
M229	B	96,895.74	8,074.65	46.58449
M229	C	101,740.53	8,478.38	48.91372
M229	D	106,827.56	8,902.30	51.35940
M229	E	112,168.93	9,347.41	53.92737
M229	F	117,777.38	9,814.78	56.62374
M229	G	123,666.25	10,305.52	59.45493
M230	A	93,204.48	7,767.04	44.80984
M230	B	97,864.70	8,155.39	47.05034
M230	C	102,757.93	8,563.16	49.40285
M230	D	107,895.83	8,991.32	51.87300
M230	E	113,290.62	9,440.89	54.46665
M230	F	118,955.15	9,912.93	57.18998
M230	G	124,902.91	10,408.58	60.04948
M231	A	94,136.52	7,844.71	45.25794
M231	B	98,843.35	8,236.95	47.52084
M231	C	103,785.51	8,648.79	49.89688
M231	D	108,974.79	9,081.23	52.39173
M231	E	114,423.53	9,535.29	55.01131
M231	F	120,144.71	10,012.06	57.76188
M231	G	126,151.94	10,512.66	60.64997
M232	A	95,077.89	7,923.16	45.71052
M232	B	99,831.78	8,319.31	47.99605
M232	C	104,823.37	8,735.28	50.39585
M232	D	110,064.54	9,172.04	52.91564
M232	E	115,567.76	9,630.65	55.56143
M232	F	121,346.15	10,112.18	58.33950
M232	G	127,413.46	10,617.79	61.25647

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M233	A	96,028.66	8,002.39	46.16763
M233	B	100,830.10	8,402.51	48.47601
M233	C	105,871.60	8,822.63	50.89981
M233	D	111,165.18	9,263.77	53.44480
M233	E	116,723.44	9,726.95	56.11704
M233	F	122,559.61	10,213.30	58.92289
M233	G	128,687.59	10,723.97	61.86904
M234	A	96,988.95	8,082.41	46.62930
M234	B	101,838.40	8,486.53	48.96077
M234	C	106,930.32	8,910.86	51.40881
M234	D	112,276.83	9,356.40	53.97925
M234	E	117,890.68	9,824.22	56.67821
M234	F	123,785.21	10,315.43	59.51212
M234	G	129,974.47	10,831.21	62.48773
M235	A	97,958.84	8,163.24	47.09560
M235	B	102,856.78	8,571.40	49.45038
M235	C	107,999.62	8,999.97	51.92290
M235	D	113,399.60	9,449.97	54.51904
M235	E	119,069.58	9,922.47	57.24499
M235	F	125,023.06	10,418.59	60.10724
M235	G	131,274.22	10,939.52	63.11260
M236	A	98,938.43	8,244.87	47.56655
M236	B	103,885.35	8,657.11	49.94488
M236	C	109,079.62	9,089.97	52.44212
M236	D	114,533.60	9,544.47	55.06423
M236	E	120,260.28	10,021.69	57.81744
M236	F	126,273.29	10,522.77	60.70831
M236	G	132,586.96	11,048.91	63.74373
M237	A	99,927.81	8,327.32	48.04222
M237	B	104,924.20	8,743.68	50.44433
M237	C	110,170.41	9,180.87	52.96655
M237	D	115,678.93	9,639.91	55.61487
M237	E	121,462.88	10,121.91	58.39562
M237	F	127,536.03	10,628.00	61.31540
M237	G	133,912.83	11,159.40	64.38117
M238	A	100,927.09	8,410.59	48.52264
M238	B	105,973.45	8,831.12	50.94877
M238	C	111,272.12	9,272.68	53.49621
M238	D	116,835.72	9,736.31	56.17102
M238	E	122,677.51	10,223.13	58.97957
M238	F	128,811.39	10,734.28	61.92855
M238	G	135,251.96	11,271.00	65.02498

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M239	A	101,936.36	8,494.70	49.00787
M239	B	107,033.18	8,919.43	51.45826
M239	C	112,384.84	9,365.40	54.03117
M239	D	118,004.08	9,833.67	56.73273
M239	E	123,904.29	10,325.36	59.56937
M239	F	130,099.50	10,841.62	62.54784
M239	G	136,604.47	11,383.71	65.67523
M240	A	102,955.73	8,579.64	49.49795
M240	B	108,103.51	9,008.63	51.97284
M240	C	113,508.69	9,459.06	54.57148
M240	D	119,184.12	9,932.01	57.30006
M240	E	125,143.33	10,428.61	60.16506
M240	F	131,400.49	10,950.04	63.17331
M240	G	137,970.52	11,497.54	66.33198
M241	A	103,985.28	8,665.44	49.99292
M241	B	109,184.55	9,098.71	52.49257
M241	C	114,643.77	9,553.65	55.11720
M241	D	120,375.96	10,031.33	57.87306
M241	E	126,394.76	10,532.90	60.76671
M241	F	132,714.50	11,059.54	63.80505
M241	G	139,350.22	11,612.52	66.99530
M242	A	105,025.14	8,752.09	50.49285
M242	B	110,276.39	9,189.70	53.01750
M242	C	115,790.21	9,649.18	55.66837
M242	D	121,579.72	10,131.64	58.45179
M242	E	127,658.71	10,638.23	61.37438
M242	F	134,041.64	11,170.14	64.44310
M242	G	140,743.73	11,728.64	67.66525
M243	A	106,075.39	8,839.62	50.99778
M243	B	111,379.16	9,281.60	53.54767
M243	C	116,948.11	9,745.68	56.22506
M243	D	122,795.52	10,232.96	59.03631
M243	E	128,935.30	10,744.61	61.98812
M243	F	135,382.06	11,281.84	65.08753
M243	G	142,151.16	11,845.93	68.34191
M244	A	107,136.14	8,928.01	51.50776
M244	B	112,492.95	9,374.41	54.08315
M244	C	118,117.60	9,843.13	56.78731
M244	D	124,023.48	10,335.29	59.62667
M244	E	130,224.65	10,852.05	62.60800
M244	F	136,735.88	11,394.66	65.73840
M244	G	143,572.68	11,964.39	69.02532

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M245	A	108,207.50	9,017.29	52.02284
M245	B	113,617.88	9,468.16	54.62398
M245	C	119,298.77	9,941.56	57.35518
M245	D	125,263.71	10,438.64	60.22294
M245	E	131,526.90	10,960.57	63.23408
M245	F	138,103.24	11,508.60	66.39579
M245	G	145,008.40	12,084.03	69.71558
M246	A	109,289.58	9,107.46	52.54307
M246	B	114,754.06	9,562.84	55.17022
M246	C	120,491.76	10,040.98	57.92873
M246	D	126,516.35	10,543.03	60.82517
M246	E	132,842.16	11,070.18	63.86643
M246	F	139,484.27	11,623.69	67.05975
M246	G	146,458.49	12,204.87	70.41273
M247	A	110,382.47	9,198.54	53.06850
M247	B	115,901.60	9,658.47	55.72192
M247	C	121,696.68	10,141.39	58.50802
M247	D	127,781.51	10,648.46	61.43342
M247	E	134,170.59	11,180.88	64.50509
M247	F	140,879.12	11,739.93	67.73034
M247	G	147,923.07	12,326.92	71.11686
M248	A	111,486.30	9,290.52	53.59918
M248	B	117,060.61	9,755.05	56.27914
M248	C	122,913.64	10,242.80	59.09310
M248	D	129,059.33	10,754.94	62.04775
M248	E	135,512.29	11,292.69	65.15014
M248	F	142,287.91	11,857.33	68.40765
M248	G	149,402.30	12,450.19	71.82803
M249	A	112,601.16	9,383.43	54.13517
M249	B	118,231.22	9,852.60	56.84193
M249	C	124,142.78	10,345.23	59.68403
M249	D	130,349.92	10,862.49	62.66823
M249	E	136,867.42	11,405.62	65.80164
M249	F	143,710.79	11,975.90	69.09172
M249	G	150,896.33	12,574.69	72.54631
M250	A	113,727.17	9,477.26	54.67653
M250	B	119,413.53	9,951.13	57.41035
M250	C	125,384.21	10,448.68	60.28087
M250	D	131,653.42	10,971.12	63.29491
M250	E	138,236.09	11,519.67	66.45966
M250	F	145,147.89	12,095.66	69.78264
M250	G	152,405.29	12,700.44	73.27177

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M251	A	114,864.44	9,572.04	55.22329
M251	B	120,607.67	10,050.64	57.98446
M251	C	126,638.05	10,553.17	60.88368
M251	D	132,969.95	11,080.83	63.92786
M251	E	139,618.45	11,634.87	67.12425
M251	F	146,599.37	12,216.61	70.48047
M251	G	153,929.34	12,827.44	74.00449
M252	A	116,013.09	9,667.76	55.77552
M252	B	121,813.74	10,151.15	58.56430
M252	C	127,904.43	10,658.70	61.49251
M252	D	134,299.65	11,191.64	64.56714
M252	E	141,014.63	11,751.22	67.79550
M252	F	148,065.37	12,338.78	71.18527
M252	G	155,468.63	12,955.72	74.74454
M253	A	117,173.22	9,764.43	56.33328
M253	B	123,031.88	10,252.66	59.14994
M253	C	129,183.47	10,765.29	62.10744
M253	D	135,642.65	11,303.55	65.21281
M253	E	142,424.78	11,868.73	68.47345
M253	F	149,546.02	12,462.17	71.89713
M253	G	157,023.32	13,085.28	75.49198
M254	A	118,344.95	9,862.08	56.89661
M254	B	124,262.20	10,355.18	59.74144
M254	C	130,475.31	10,872.94	62.72851
M254	D	136,999.08	11,416.59	65.86494
M254	E	143,849.03	11,987.42	69.15819
M254	F	151,041.48	12,586.79	72.61610
M254	G	158,593.55	13,216.13	76.24690
M255	A	119,528.40	9,960.70	57.46558
M255	B	125,504.82	10,458.73	60.33886
M255	C	131,780.06	10,981.67	63.35580
M255	D	138,369.07	11,530.76	66.52359
M255	E	145,287.52	12,107.29	69.84977
M255	F	152,551.90	12,712.66	73.34226
M255	G	160,179.49	13,348.29	77.00937
M256	A	120,723.69	10,060.31	58.04023
M256	B	126,759.87	10,563.32	60.94225
M256	C	133,097.86	11,091.49	63.98936
M256	D	139,752.76	11,646.06	67.18883
M256	E	146,740.39	12,228.37	70.54827
M256	F	154,077.41	12,839.78	74.07568
M256	G	161,781.28	13,481.77	77.77946

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M257	A	121,930.92	10,160.91	58.62064
M257	B	128,027.47	10,668.96	61.55167
M257	C	134,428.84	11,202.40	64.62925
M257	D	141,150.28	11,762.52	67.86071
M257	E	148,207.80	12,350.65	71.25375
M257	F	155,618.19	12,968.18	74.81644
M257	G	163,399.10	13,616.59	78.55726
M258	A	123,150.23	10,262.52	59.20684
M258	B	129,307.74	10,775.65	62.16718
M258	C	135,773.13	11,314.43	65.27554
M258	D	142,561.79	11,880.15	68.53932
M258	E	149,689.88	12,474.16	71.96629
M258	F	157,174.37	13,097.86	75.56460
M258	G	165,033.09	13,752.76	79.34283
M259	A	124,381.73	10,365.14	59.79891
M259	B	130,600.82	10,883.40	62.78886
M259	C	137,130.86	11,427.57	65.92830
M259	D	143,987.40	11,998.95	69.22471
M259	E	151,186.77	12,598.90	72.68595
M259	F	158,746.11	13,228.84	76.32025
M259	G	166,683.42	13,890.28	80.13626
M260	A	125,625.55	10,468.80	60.39690
M260	B	131,906.83	10,992.24	63.41674
M260	C	138,502.17	11,541.85	66.58758
M260	D	145,427.28	12,118.94	69.91696
M260	E	152,698.64	12,724.89	73.41281
M260	F	160,333.57	13,361.13	77.08345
M260	G	168,350.25	14,029.19	80.93762
M261	A	126,881.81	10,573.48	61.00087
M261	B	133,225.90	11,102.16	64.05091
M261	C	139,887.19	11,657.27	67.25346
M261	D	146,881.55	12,240.13	70.61613
M261	E	154,225.63	12,852.14	74.14694
M261	F	161,936.91	13,494.74	77.85428
M261	G	170,033.76	14,169.48	81.74700
M262	A	128,150.62	10,679.22	61.61088
M262	B	134,558.16	11,213.18	64.69142
M262	C	141,286.06	11,773.84	67.92599
M262	D	148,350.37	12,362.53	71.32229
M262	E	155,767.89	12,980.66	74.88841
M262	F	163,556.28	13,629.69	78.63283
M262	G	171,734.09	14,311.17	82.56447

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M263	A	129,432.13	10,786.01	62.22699
M263	B	135,903.74	11,325.31	65.33834
M263	C	142,698.92	11,891.58	68.60525
M263	D	149,833.87	12,486.16	72.03551
M263	E	157,325.56	13,110.46	75.63729
M263	F	165,191.84	13,765.99	79.41916
M263	G	173,451.43	14,454.29	83.39011
M264	A	130,726.45	10,893.87	62.84926
M264	B	137,262.78	11,438.56	65.99172
M264	C	144,125.91	12,010.49	69.29130
M264	D	151,332.21	12,611.02	72.75587
M264	E	158,898.82	13,241.57	76.39366
M264	F	166,843.76	13,903.65	80.21335
M264	G	175,185.95	14,598.83	84.22401
M265	A	132,033.72	11,002.81	63.47775
M265	B	138,635.40	11,552.95	66.65164
M265	C	145,567.17	12,130.60	69.98422
M265	D	152,845.53	12,737.13	73.48343
M265	E	160,487.81	13,373.98	77.15760
M265	F	168,512.20	14,042.68	81.01548
M265	G	176,937.81	14,744.82	85.06625
M266	A	133,354.05	11,112.84	64.11253
M266	B	140,021.76	11,668.48	67.31815
M266	C	147,022.84	12,251.90	70.68406
M266	D	154,373.99	12,864.50	74.21826
M266	E	162,092.69	13,507.72	77.92918
M266	F	170,197.32	14,183.11	81.82563
M266	G	178,707.19	14,892.27	85.91692
M267	A	134,687.59	11,223.97	64.75365
M267	B	141,421.97	11,785.16	67.99133
M267	C	148,493.07	12,374.42	71.39090
M267	D	155,917.73	12,993.14	74.96045
M267	E	163,713.61	13,642.80	78.70847
M267	F	171,899.29	14,324.94	82.64389
M267	G	180,494.26	15,041.19	86.77609
M268	A	136,034.47	11,336.21	65.40119
M268	B	142,836.19	11,903.02	68.67125
M268	C	149,978.00	12,498.17	72.10481
M268	D	157,476.90	13,123.08	75.71005
M268	E	165,350.75	13,779.23	79.49555
M268	F	173,618.29	14,468.19	83.47033
M268	G	182,299.20	15,191.60	87.64385

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M269	A	137,394.82	11,449.57	66.05520
M269	B	144,264.56	12,022.05	69.35796
M269	C	151,477.78	12,623.15	72.82586
M269	D	159,051.67	13,254.31	76.46715
M269	E	167,004.26	13,917.02	80.29051
M269	F	175,354.47	14,612.87	84.30503
M269	G	184,122.19	15,343.52	88.52029
M270	A	138,768.76	11,564.06	66.71575
M270	B	145,707.20	12,142.27	70.05154
M270	C	152,992.56	12,749.38	73.55412
M270	D	160,642.19	13,386.85	77.23182
M270	E	168,674.30	14,056.19	81.09341
M270	F	177,108.01	14,759.00	85.14808
M270	G	185,963.41	15,496.95	89.40549
M271	A	140,156.45	11,679.70	67.38291
M271	B	147,164.27	12,263.69	70.75205
M271	C	154,522.49	12,876.87	74.28966
M271	D	162,248.61	13,520.72	78.00414
M271	E	170,361.04	14,196.75	81.90435
M271	F	178,879.09	14,906.59	85.99956
M271	G	187,823.05	15,651.92	90.29954
M272	A	141,558.02	11,796.50	68.05674
M272	B	148,635.92	12,386.33	71.45958
M272	C	156,067.71	13,005.64	75.03255
M272	D	163,871.10	13,655.92	78.78418
M272	E	172,064.65	14,338.72	82.72339
M272	F	180,667.89	15,055.66	86.85956
M272	G	189,701.28	15,808.44	91.20254
M273	A	142,973.60	11,914.47	68.73731
M273	B	150,122.28	12,510.19	72.17417
M273	C	157,628.39	13,135.70	75.78288
M273	D	165,509.81	13,792.48	79.57202
M273	E	173,785.30	14,482.11	83.55062
M273	F	182,474.56	15,206.21	87.72816
M273	G	191,598.29	15,966.52	92.11456
M274	A	144,403.33	12,033.61	69.42468
M274	B	151,623.50	12,635.29	72.89591
M274	C	159,204.67	13,267.06	76.54071
M274	D	167,164.91	13,930.41	80.36774
M274	E	175,523.15	14,626.93	84.38613
M274	F	184,299.31	15,358.28	88.60544
M274	G	193,514.28	16,126.19	93.03571

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M275	A	145,847.37	12,153.95	70.11893
M275	B	153,139.73	12,761.64	73.62487
M275	C	160,796.72	13,399.73	77.30612
M275	D	168,836.56	14,069.71	81.17142
M275	E	177,278.38	14,773.20	85.22999
M275	F	186,142.30	15,511.86	89.49149
M275	G	195,449.42	16,287.45	93.96607
M276	A	147,305.84	12,275.49	70.82011
M276	B	154,671.13	12,889.26	74.36112
M276	C	162,404.69	13,533.72	78.07918
M276	D	170,524.92	14,210.41	81.98314
M276	E	179,051.17	14,920.93	86.08229
M276	F	188,003.73	15,666.98	90.38641
M276	G	197,403.91	16,450.33	94.90573
M277	A	148,778.90	12,398.24	71.52832
M277	B	156,217.84	13,018.15	75.10473
M277	C	164,028.73	13,669.06	78.85997
M277	D	172,230.17	14,352.51	82.80297
M277	E	180,841.68	15,070.14	86.94312
M277	F	189,883.76	15,823.65	91.29027
M277	G	199,377.95	16,614.83	95.85478
M278	A	150,266.69	12,522.22	72.24360
M278	B	157,780.02	13,148.33	75.85578
M278	C	165,669.02	13,805.75	79.64857
M278	D	173,952.47	14,496.04	83.63100
M278	E	182,650.10	15,220.84	87.81255
M278	F	191,782.60	15,981.88	92.20317
M278	G	201,371.73	16,780.98	96.81333
M279	A	151,769.35	12,647.45	72.96604
M279	B	159,357.82	13,279.82	76.61434
M279	C	167,325.71	13,943.81	80.44505
M279	D	175,692.00	14,641.00	84.46731
M279	E	184,476.60	15,373.05	88.69067
M279	F	193,700.43	16,141.70	93.12521
M279	G	203,385.45	16,948.79	97.78147
M280	A	153,287.05	12,773.92	73.69570
M280	B	160,951.40	13,412.62	77.38048
M280	C	168,998.97	14,083.25	81.24950
M280	D	177,448.92	14,787.41	85.31198
M280	E	186,321.36	15,526.78	89.57758
M280	F	195,637.43	16,303.12	94.05646
M280	G	205,419.30	17,118.27	98.75928

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M281	A	154,819.92	12,901.66	74.43265
M281	B	162,560.91	13,546.74	78.15428
M281	C	170,688.96	14,224.08	82.06200
M281	D	179,223.41	14,935.28	86.16510
M281	E	188,184.58	15,682.05	90.47335
M281	F	197,593.81	16,466.15	94.99702
M281	G	207,473.50	17,289.46	99.74687
M282	A	156,368.12	13,030.68	75.17698
M282	B	164,186.52	13,682.21	78.93583
M282	C	172,395.85	14,366.32	82.88262
M282	D	181,015.64	15,084.64	87.02675
M282	E	190,066.42	15,838.87	91.37809
M282	F	199,569.74	16,630.81	95.94699
M282	G	209,548.23	17,462.35	100.74434
M283	A	157,931.80	13,160.98	75.92875
M283	B	165,828.39	13,819.03	79.72519
M283	C	174,119.81	14,509.98	83.71145
M283	D	182,825.80	15,235.48	87.89702
M283	E	191,967.09	15,997.26	92.29187
M283	F	201,565.44	16,797.12	96.90646
M283	G	211,643.71	17,636.98	101.75179
M284	A	159,511.12	13,292.59	76.68804
M284	B	167,486.67	13,957.22	80.52244
M284	C	175,861.00	14,655.08	84.54856
M284	D	184,654.05	15,387.84	88.77599
M284	E	193,886.76	16,157.23	93.21479
M284	F	203,581.10	16,965.09	97.87553
M284	G	213,760.15	17,813.35	102.76930
M285	A	161,106.23	13,425.52	77.45492
M285	B	169,161.54	14,096.79	81.32766
M285	C	177,619.61	14,801.63	85.39405
M285	D	186,500.60	15,541.72	89.66375
M285	E	195,825.63	16,318.80	94.14694
M285	F	205,616.91	17,134.74	98.85428
M285	G	215,897.75	17,991.48	103.79700
M286	A	162,717.29	13,559.77	78.22947
M286	B	170,853.15	14,237.76	82.14094
M286	C	179,395.81	14,949.65	86.24799
M286	D	188,365.60	15,697.13	90.56039
M286	E	197,783.88	16,481.99	95.08840
M286	F	207,673.08	17,306.09	99.84282
M286	G	218,056.73	18,171.39	104.83497

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M287	A	164,344.46	13,695.37	79.01176
M287	B	172,561.68	14,380.14	82.96235
M287	C	181,189.77	15,099.15	87.11047
M287	D	190,249.26	15,854.10	91.46599
M287	E	199,761.72	16,646.81	96.03929
M287	F	209,749.81	17,479.15	100.84125
M287	G	220,237.30	18,353.11	105.88332
M288	A	165,987.91	13,832.33	79.80188
M288	B	174,287.30	14,523.94	83.79197
M288	C	183,001.67	15,250.14	87.98157
M288	D	192,151.75	16,012.65	92.38065
M288	E	201,759.34	16,813.28	96.99968
M288	F	211,847.30	17,653.94	101.84967
M288	G	222,439.67	18,536.64	106.94215
M289	A	167,647.79	13,970.65	80.59990
M289	B	176,030.17	14,669.18	84.62989
M289	C	184,831.68	15,402.64	88.86139
M289	D	194,073.27	16,172.77	93.30446
M289	E	203,776.93	16,981.41	97.96968
M289	F	213,965.78	17,830.48	102.86816
M289	G	224,664.07	18,722.01	108.01157
M290	A	169,324.26	14,110.35	81.40590
M290	B	177,790.48	14,815.87	85.47619
M290	C	186,680.00	15,556.67	89.75000
M290	D	196,014.00	16,334.50	94.23750
M290	E	205,814.70	17,151.22	98.94937
M290	F	216,105.43	18,008.79	103.89684
M290	G	226,910.71	18,909.23	109.09169
M291	A	171,017.51	14,251.46	82.21995
M291	B	179,568.38	14,964.03	86.33095
M291	C	188,546.80	15,712.23	90.64750
M291	D	197,974.14	16,497.84	95.17987
M291	E	207,872.85	17,322.74	99.93887
M291	F	218,266.49	18,188.87	104.93581
M291	G	229,179.81	19,098.32	110.18260
M292	A	172,727.68	14,393.97	83.04215
M292	B	181,364.06	15,113.67	87.19426
M292	C	190,432.27	15,869.36	91.55397
M292	D	199,953.88	16,662.82	96.13167
M292	E	209,951.58	17,495.96	100.93826
M292	F	220,449.15	18,370.76	105.98517
M292	G	231,471.61	19,289.30	111.28443

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M293	A	174,454.96	14,537.91	83.87258
M293	B	183,177.71	15,264.81	88.06620
M293	C	192,336.59	16,028.05	92.46951
M293	D	201,953.42	16,829.45	97.09299
M293	E	212,051.09	17,670.92	101.94764
M293	F	222,653.65	18,554.47	107.04502
M293	G	233,786.33	19,482.19	112.39727
M294	A	176,199.51	14,683.29	84.71130
M294	B	185,009.48	15,417.46	88.94687
M294	C	194,259.96	16,188.33	93.39421
M294	D	203,972.95	16,997.75	98.06392
M294	E	214,171.60	17,847.63	102.96712
M294	F	224,880.18	18,740.01	108.11547
M294	G	236,124.19	19,677.02	113.52125
M295	A	177,961.50	14,830.12	85.55841
M295	B	186,859.58	15,571.63	89.83634
M295	C	196,202.56	16,350.21	94.32815
M295	D	206,012.68	17,167.72	99.04456
M295	E	216,313.32	18,026.11	103.99679
M295	F	227,128.98	18,927.41	109.19663
M295	G	238,485.43	19,873.79	114.65646
M296	A	179,741.12	14,978.43	86.41400
M296	B	188,728.17	15,727.35	90.73470
M296	C	198,164.58	16,513.71	95.27143
M296	D	208,072.81	17,339.40	100.03501
M296	E	218,476.45	18,206.37	105.03676
M296	F	229,400.27	19,116.69	110.28859
M296	G	240,870.29	20,072.52	115.80302
M297	A	181,538.53	15,128.21	87.27814
M297	B	190,615.45	15,884.62	91.64205
M297	C	200,146.23	16,678.85	96.22415
M297	D	210,153.54	17,512.79	101.03536
M297	E	220,661.22	18,388.43	106.08712
M297	F	231,694.28	19,307.86	111.39148
M297	G	243,278.99	20,273.25	116.96105
M298	A	183,353.91	15,279.49	88.15092
M298	B	192,521.61	16,043.47	92.55847
M298	C	202,147.69	16,845.64	97.18639
M298	D	212,255.07	17,687.92	102.04571
M298	E	222,867.83	18,572.32	107.14799
M298	F	234,011.22	19,500.93	112.50539
M298	G	245,711.78	20,475.98	118.13066

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Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M299	A	185,187.45	15,432.29	89.03243
M299	B	194,446.83	16,203.90	93.48405
M299	C	204,169.17	17,014.10	98.15825
M299	D	214,377.63	17,864.80	103.06617
M299	E	225,096.51	18,758.04	108.21947
M299	F	236,351.33	19,695.94	113.63045
M299	G	248,168.90	20,680.74	119.31197
M300	A	187,039.33	15,586.61	89.92275
M300	B	196,391.29	16,365.94	94.41889
M300	C	206,210.86	17,184.24	99.13984
M300	D	216,521.40	18,043.45	104.09683
M300	E	227,347.47	18,945.62	109.30167
M300	F	238,714.84	19,892.90	114.76675
M300	G	250,650.59	20,887.55	120.50509
M301	A	188,909.72	15,742.48	90.82198
M301	B	198,355.21	16,529.60	95.36308
M301	C	208,272.97	17,356.08	100.13123
M301	D	218,686.62	18,223.88	105.13780
M301	E	229,620.95	19,135.08	110.39469
M301	F	241,101.99	20,091.83	115.91442
M301	G	253,157.09	21,096.42	121.71014

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X111	A	29,433.04	2,452.75	14.15050
X111	B	30,904.69	2,575.39	14.85803
X111	C	32,449.93	2,704.16	15.60093
X111	D	34,072.42	2,839.37	16.38097
X111	E	35,776.04	2,981.34	17.20002
X111	F	37,564.85	3,130.40	18.06002
X111	G	39,443.09	3,286.92	18.96302
X112	A	29,727.37	2,477.28	14.29201
X112	B	31,213.74	2,601.14	15.00661
X112	C	32,774.43	2,731.20	15.75694
X112	D	34,413.15	2,867.76	16.54478
X112	E	36,133.80	3,011.15	17.37202
X112	F	37,940.49	3,161.71	18.24062
X112	G	39,837.52	3,319.79	19.15265
X113	A	30,024.64	2,502.05	14.43493
X113	B	31,525.88	2,627.16	15.15667
X113	C	33,102.17	2,758.51	15.91450
X113	D	34,757.28	2,896.44	16.71023
X113	E	36,495.14	3,041.26	17.54574
X113	F	38,319.90	3,193.32	18.42303
X113	G	40,235.89	3,352.99	19.34418
X114	A	30,324.89	2,527.07	14.57927
X114	B	31,841.14	2,653.43	15.30824
X114	C	33,433.19	2,786.10	16.07365
X114	D	35,104.85	2,925.40	16.87733
X114	E	36,860.09	3,071.67	17.72120
X114	F	38,703.10	3,225.26	18.60726
X114	G	40,638.25	3,386.52	19.53762
X115	A	30,628.14	2,552.34	14.72507
X115	B	32,159.55	2,679.96	15.46132
X115	C	33,767.52	2,813.96	16.23439
X115	D	35,455.90	2,954.66	17.04611
X115	E	37,228.69	3,102.39	17.89841
X115	F	39,090.13	3,257.51	18.79333
X115	G	41,044.64	3,420.39	19.73300
X116	A	30,934.42	2,577.87	14.87232
X116	B	32,481.14	2,706.76	15.61593
X116	C	34,105.20	2,842.10	16.39673
X116	D	35,810.46	2,984.20	17.21657
X116	E	37,600.98	3,133.42	18.07740
X116	F	39,481.03	3,290.09	18.98126
X116	G	41,455.08	3,454.59	19.93033

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X117	A	31,243.77	2,603.65	15.02104
X117	B	32,805.95	2,733.83	15.77209
X117	C	34,446.25	2,870.52	16.56070
X117	D	36,168.56	3,014.05	17.38873
X117	E	37,976.99	3,164.75	18.25817
X117	F	39,875.84	3,322.99	19.17108
X117	G	41,869.63	3,489.14	20.12963
X118	A	31,556.20	2,629.68	15.17125
X118	B	33,134.01	2,761.17	15.92981
X118	C	34,790.71	2,899.23	16.72630
X118	D	36,530.25	3,044.19	17.56262
X118	E	38,356.76	3,196.40	18.44075
X118	F	40,274.60	3,356.22	19.36279
X118	G	42,288.33	3,524.03	20.33093
X119	A	31,871.76	2,655.98	15.32296
X119	B	33,465.35	2,788.78	16.08911
X119	C	35,138.62	2,928.22	16.89357
X119	D	36,895.55	3,074.63	17.73825
X119	E	38,740.33	3,228.36	18.62516
X119	F	40,677.35	3,389.78	19.55642
X119	G	42,711.21	3,559.27	20.53424
X120	A	32,190.48	2,682.54	15.47619
X120	B	33,800.01	2,816.67	16.25000
X120	C	35,490.01	2,957.50	17.06250
X120	D	37,264.51	3,105.38	17.91563
X120	E	39,127.73	3,260.64	18.81141
X120	F	41,084.12	3,423.68	19.75198
X120	G	43,138.33	3,594.86	20.73958
X121	A	32,512.39	2,709.37	15.63096
X121	B	34,138.01	2,844.83	16.41250
X121	C	35,844.91	2,987.08	17.23313
X121	D	37,637.15	3,136.43	18.09478
X121	E	39,519.01	3,293.25	18.99952
X121	F	41,494.96	3,457.91	19.94950
X121	G	43,569.71	3,630.81	20.94698
X122	A	32,837.51	2,736.46	15.78726
X122	B	34,479.39	2,873.28	16.57663
X122	C	36,203.36	3,016.95	17.40546
X122	D	38,013.52	3,167.79	18.27573
X122	E	39,914.20	3,326.18	19.18952
X122	F	41,909.91	3,492.49	20.14900
X122	G	44,005.41	3,667.12	21.15644

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X123	A	33,165.89	2,763.82	15.94514
X123	B	34,824.18	2,902.01	16.74239
X123	C	36,565.39	3,047.12	17.57951
X123	D	38,393.66	3,199.47	18.45849
X123	E	40,313.34	3,359.45	19.38141
X123	F	42,329.01	3,527.42	20.35049
X123	G	44,445.46	3,703.79	21.36801
X124	A	33,497.55	2,791.46	16.10459
X124	B	35,172.42	2,931.04	16.90982
X124	C	36,931.04	3,077.59	17.75531
X124	D	38,777.60	3,231.47	18.64307
X124	E	40,716.48	3,393.04	19.57523
X124	F	42,752.30	3,562.69	20.55399
X124	G	44,889.91	3,740.83	21.58169
X125	A	33,832.52	2,819.38	16.26563
X125	B	35,524.15	2,960.35	17.07892
X125	C	37,300.35	3,108.36	17.93286
X125	D	39,165.37	3,263.78	18.82951
X125	E	41,123.64	3,426.97	19.77098
X125	F	43,179.82	3,598.32	20.75953
X125	G	45,338.81	3,778.23	21.79751
X126	A	34,170.85	2,847.57	16.42829
X126	B	35,879.39	2,989.95	17.24971
X126	C	37,673.36	3,139.45	18.11219
X126	D	39,557.03	3,296.42	19.01780
X126	E	41,534.88	3,461.24	19.96869
X126	F	43,611.62	3,634.30	20.96713
X126	G	45,792.20	3,816.02	22.01548
X127	A	34,512.55	2,876.05	16.59257
X127	B	36,238.18	3,019.85	17.42220
X127	C	38,050.09	3,170.84	18.29331
X127	D	39,952.60	3,329.38	19.20798
X127	E	41,950.23	3,495.85	20.16838
X127	F	44,047.74	3,670.64	21.17680
X127	G	46,250.12	3,854.18	22.23564
X128	A	34,857.68	2,904.81	16.75850
X128	B	36,600.56	3,050.05	17.59642
X128	C	38,430.59	3,202.55	18.47625
X128	D	40,352.12	3,362.68	19.40006
X128	E	42,369.73	3,530.81	20.37006
X128	F	44,488.21	3,707.35	21.38856
X128	G	46,712.62	3,892.72	22.45799

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X129	A	35,206.26	2,933.85	16.92608
X129	B	36,966.57	3,080.55	17.77239
X129	C	38,814.90	3,234.57	18.66101
X129	D	40,755.64	3,396.30	19.59406
X129	E	42,793.42	3,566.12	20.57376
X129	F	44,933.10	3,744.42	21.60245
X129	G	47,179.75	3,931.65	22.68257
X130	A	35,558.32	2,963.19	17.09535
X130	B	37,336.24	3,111.35	17.95011
X130	C	39,203.05	3,266.92	18.84762
X130	D	41,163.20	3,430.27	19.79000
X130	E	43,221.36	3,601.78	20.77950
X130	F	45,382.43	3,781.87	21.81847
X130	G	47,651.55	3,970.96	22.90940
X131	A	35,913.90	2,992.83	17.26630
X131	B	37,709.60	3,142.47	18.12961
X131	C	39,595.08	3,299.59	19.03609
X131	D	41,574.83	3,464.57	19.98790
X131	E	43,653.57	3,637.80	20.98729
X131	F	45,836.25	3,819.69	22.03666
X131	G	48,128.06	4,010.67	23.13849
X132	A	36,273.04	3,022.75	17.43896
X132	B	38,086.69	3,173.89	18.31091
X132	C	39,991.03	3,332.59	19.22646
X132	D	41,990.58	3,499.21	20.18778
X132	E	44,090.11	3,674.18	21.19717
X132	F	46,294.61	3,857.88	22.25703
X132	G	48,609.34	4,050.78	23.36988
X133	A	36,635.77	3,052.98	17.61335
X133	B	38,467.56	3,205.63	18.49402
X133	C	40,390.94	3,365.91	19.41872
X133	D	42,410.49	3,534.21	20.38966
X133	E	44,531.01	3,710.92	21.40914
X133	F	46,757.56	3,896.46	22.47960
X133	G	49,095.44	4,091.29	23.60358
X134	A	37,002.13	3,083.51	17.78949
X134	B	38,852.24	3,237.69	18.67896
X134	C	40,794.85	3,399.57	19.61291
X134	D	42,834.59	3,569.55	20.59355
X134	E	44,976.32	3,748.03	21.62323
X134	F	47,225.14	3,935.43	22.70439
X134	G	49,586.39	4,132.20	23.83961

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X135	A	37,372.15	3,114.35	17.96738
X135	B	39,240.76	3,270.06	18.86575
X135	C	41,202.80	3,433.57	19.80904
X135	D	43,262.94	3,605.24	20.79949
X135	E	45,426.08	3,785.51	21.83946
X135	F	47,697.39	3,974.78	22.93144
X135	G	50,082.26	4,173.52	24.07801
X136	A	37,745.87	3,145.49	18.14705
X136	B	39,633.17	3,302.76	19.05441
X136	C	41,614.82	3,467.90	20.00713
X136	D	43,695.57	3,641.30	21.00748
X136	E	45,880.34	3,823.36	22.05786
X136	F	48,174.36	4,014.53	23.16075
X136	G	50,583.08	4,215.26	24.31879
X137	A	38,123.33	3,176.94	18.32852
X137	B	40,029.50	3,335.79	19.24495
X137	C	42,030.97	3,502.58	20.20720
X137	D	44,132.52	3,677.71	21.21756
X137	E	46,339.15	3,861.60	22.27844
X137	F	48,656.10	4,054.68	23.39236
X137	G	51,088.91	4,257.41	24.56198
X138	A	38,504.56	3,208.71	18.51181
X138	B	40,429.79	3,369.15	19.43740
X138	C	42,451.28	3,537.61	20.40927
X138	D	44,573.85	3,714.49	21.42973
X138	E	46,802.54	3,900.21	22.50122
X138	F	49,142.67	4,095.22	23.62628
X138	G	51,599.80	4,299.98	24.80760
X139	A	38,889.61	3,240.80	18.69693
X139	B	40,834.09	3,402.84	19.63177
X139	C	42,875.79	3,572.98	20.61336
X139	D	45,019.58	3,751.63	21.64403
X139	E	47,270.56	3,939.21	22.72623
X139	F	49,634.09	4,136.17	23.86254
X139	G	52,115.80	4,342.98	25.05567
X140	A	39,278.51	3,273.21	18.88390
X140	B	41,242.43	3,436.87	19.82809
X140	C	43,304.55	3,608.71	20.81950
X140	D	45,469.78	3,789.15	21.86047
X140	E	47,743.27	3,978.61	22.95349
X140	F	50,130.43	4,177.54	24.10117
X140	G	52,636.95	4,386.41	25.30623

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X141	A	39,671.29	3,305.94	19.07274
X141	B	41,654.86	3,471.24	20.02637
X141	C	43,737.60	3,644.80	21.02769
X141	D	45,924.48	3,827.04	22.07908
X141	E	48,220.70	4,018.39	23.18303
X141	F	50,631.74	4,219.31	24.34218
X141	G	53,163.32	4,430.28	25.55929
X142	A	40,068.00	3,339.00	19.26346
X142	B	42,071.40	3,505.95	20.22664
X142	C	44,174.97	3,681.25	21.23797
X142	D	46,383.72	3,865.31	22.29987
X142	E	48,702.91	4,058.58	23.41486
X142	F	51,138.05	4,261.50	24.58560
X142	G	53,694.96	4,474.58	25.81488
X143	A	40,468.68	3,372.39	19.45610
X143	B	42,492.12	3,541.01	20.42890
X143	C	44,616.72	3,718.06	21.45035
X143	D	46,847.56	3,903.96	22.52287
X143	E	49,189.94	4,099.16	23.64901
X143	F	51,649.44	4,304.12	24.83146
X143	G	54,231.91	4,519.33	26.07303
X144	A	40,873.37	3,406.11	19.65066
X144	B	42,917.04	3,576.42	20.63319
X144	C	45,062.89	3,755.24	21.66485
X144	D	47,316.04	3,943.00	22.74809
X144	E	49,681.84	4,140.15	23.88550
X144	F	52,165.93	4,347.16	25.07977
X144	G	54,774.23	4,564.52	26.33376
X145	A	41,282.10	3,440.18	19.84717
X145	B	43,346.21	3,612.18	20.83952
X145	C	45,513.52	3,792.79	21.88150
X145	D	47,789.20	3,982.43	22.97558
X145	E	50,178.66	4,181.55	24.12435
X145	F	52,687.59	4,390.63	25.33057
X145	G	55,321.97	4,610.16	26.59710
X146	A	41,694.93	3,474.58	20.04564
X146	B	43,779.67	3,648.31	21.04792
X146	C	45,968.66	3,830.72	22.10032
X146	D	48,267.09	4,022.26	23.20533
X146	E	50,680.44	4,223.37	24.36560
X146	F	53,214.46	4,434.54	25.58388
X146	G	55,875.19	4,656.27	26.86307

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X147	A	42,111.87	3,509.32	20.24609
X147	B	44,217.47	3,684.79	21.25840
X147	C	46,428.34	3,869.03	22.32132
X147	D	48,749.76	4,062.48	23.43738
X147	E	51,187.25	4,265.60	24.60925
X147	F	53,746.61	4,478.88	25.83972
X147	G	56,433.94	4,702.83	27.13170
X148	A	42,532.99	3,544.42	20.44855
X148	B	44,659.64	3,721.64	21.47098
X148	C	46,892.63	3,907.72	22.54453
X148	D	49,237.26	4,103.10	23.67176
X148	E	51,699.12	4,308.26	24.85535
X148	F	54,284.08	4,523.67	26.09811
X148	G	56,998.28	4,749.86	27.40302
X149	A	42,958.32	3,579.86	20.65304
X149	B	45,106.24	3,758.85	21.68569
X149	C	47,361.55	3,946.80	22.76998
X149	D	49,729.63	4,144.14	23.90848
X149	E	52,216.11	4,351.34	25.10390
X149	F	54,826.92	4,568.91	26.35909
X149	G	57,568.26	4,797.36	27.67705
X150	A	43,387.91	3,615.66	20.85957
X150	B	45,557.30	3,796.44	21.90255
X150	C	47,835.17	3,986.26	22.99768
X150	D	50,226.93	4,185.58	24.14756
X150	E	52,738.27	4,394.86	25.35494
X150	F	55,375.19	4,614.60	26.62269
X150	G	58,143.94	4,845.33	27.95382
X151	A	43,821.79	3,651.82	21.06817
X151	B	46,012.88	3,834.41	22.12157
X151	C	48,313.52	4,026.13	23.22765
X151	D	50,729.19	4,227.43	24.38904
X151	E	53,265.65	4,438.80	25.60849
X151	F	55,928.94	4,660.74	26.88891
X151	G	58,725.38	4,893.78	28.23336
X152	A	44,260.00	3,688.33	21.27885
X152	B	46,473.00	3,872.75	22.34279
X152	C	48,796.65	4,066.39	23.45993
X152	D	51,236.49	4,269.71	24.63293
X152	E	53,798.31	4,483.19	25.86457
X152	F	56,488.23	4,707.35	27.15780
X152	G	59,312.64	4,942.72	28.51569

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X153	A	44,702.60	3,725.22	21.49164
X153	B	46,937.73	3,911.48	22.56622
X153	C	49,284.62	4,107.05	23.69453
X153	D	51,748.85	4,312.40	24.87926
X153	E	54,336.29	4,528.02	26.12322
X153	F	57,053.11	4,754.43	27.42938
X153	G	59,905.76	4,992.15	28.80085
X154	A	45,149.63	3,762.47	21.70655
X154	B	47,407.11	3,950.59	22.79188
X154	C	49,777.47	4,148.12	23.93147
X154	D	52,266.34	4,355.53	25.12805
X154	E	54,879.66	4,573.30	26.38445
X154	F	57,623.64	4,801.97	27.70367
X154	G	60,504.82	5,042.07	29.08886
X155	A	45,601.13	3,800.09	21.92362
X155	B	47,881.18	3,990.10	23.01980
X155	C	50,275.24	4,189.60	24.17079
X155	D	52,789.00	4,399.08	25.37933
X155	E	55,428.45	4,619.04	26.64830
X155	F	58,199.88	4,849.99	27.98071
X155	G	61,109.87	5,092.49	29.37975
X156	A	46,057.14	3,838.09	22.14285
X156	B	48,359.99	4,030.00	23.25000
X156	C	50,777.99	4,231.50	24.41250
X156	D	53,316.89	4,443.07	25.63312
X156	E	55,982.74	4,665.23	26.91478
X156	F	58,781.88	4,898.49	28.26052
X156	G	61,720.97	5,143.41	29.67354
X157	A	46,517.71	3,876.48	22.36428
X157	B	48,843.59	4,070.30	23.48250
X157	C	51,285.77	4,273.81	24.65662
X157	D	53,850.06	4,487.51	25.88945
X157	E	56,542.57	4,711.88	27.18393
X157	F	59,369.69	4,947.47	28.54312
X157	G	62,338.18	5,194.85	29.97028
X158	A	46,982.89	3,915.24	22.58793
X158	B	49,332.03	4,111.00	23.71732
X158	C	51,798.63	4,316.55	24.90319
X158	D	54,388.56	4,532.38	26.14835
X158	E	57,107.99	4,759.00	27.45577
X158	F	59,963.39	4,996.95	28.82855
X158	G	62,961.56	5,246.80	30.26998

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X159	A	47,452.71	3,954.39	22.81381
X159	B	49,825.35	4,152.11	23.95450
X159	C	52,316.62	4,359.72	25.15222
X159	D	54,932.45	4,577.70	26.40983
X159	E	57,679.07	4,806.59	27.73032
X159	F	60,563.02	5,046.92	29.11684
X159	G	63,591.18	5,299.26	30.57268
X160	A	47,927.24	3,993.94	23.04194
X160	B	50,323.60	4,193.63	24.19404
X160	C	52,839.78	4,403.32	25.40374
X160	D	55,481.77	4,623.48	26.67393
X160	E	58,255.86	4,854.66	28.00763
X160	F	61,168.66	5,097.39	29.40801
X160	G	64,227.09	5,352.26	30.87841
X161	A	48,406.51	4,033.88	23.27236
X161	B	50,826.84	4,235.57	24.43598
X161	C	53,368.18	4,447.35	25.65778
X161	D	56,036.59	4,669.72	26.94067
X161	E	58,838.42	4,903.20	28.28770
X161	F	61,780.34	5,148.36	29.70209
X161	G	64,869.36	5,405.78	31.18719
X162	A	48,890.58	4,074.21	23.50509
X162	B	51,335.11	4,277.93	24.68034
X162	C	53,901.86	4,491.82	25.91436
X162	D	56,596.96	4,716.41	27.21008
X162	E	59,426.80	4,952.23	28.57058
X162	F	62,398.14	5,199.85	29.99911
X162	G	65,518.05	5,459.84	31.49906
X163	A	49,379.49	4,114.96	23.74014
X163	B	51,848.46	4,320.70	24.92714
X163	C	54,440.88	4,536.74	26.17350
X163	D	57,162.93	4,763.58	27.48218
X163	E	60,021.07	5,001.76	28.85629
X163	F	63,022.13	5,251.84	30.29910
X163	G	66,173.23	5,514.44	31.81405
X164	A	49,873.28	4,156.11	23.97754
X164	B	52,366.94	4,363.91	25.17642
X164	C	54,985.29	4,582.11	26.43524
X164	D	57,734.56	4,811.21	27.75700
X164	E	60,621.28	5,051.77	29.14485
X164	F	63,652.35	5,304.36	30.60209
X164	G	66,834.97	5,569.58	32.13219

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X165	A	50,372.01	4,197.67	24.21731
X165	B	52,890.61	4,407.55	25.42818
X165	C	55,535.14	4,627.93	26.69959
X165	D	58,311.90	4,859.33	28.03457
X165	E	61,227.50	5,102.29	29.43630
X165	F	64,288.87	5,357.41	30.90811
X165	G	67,503.31	5,625.28	32.45352
X166	A	50,875.73	4,239.64	24.45949
X166	B	53,419.52	4,451.63	25.68246
X166	C	56,090.50	4,674.21	26.96658
X166	D	58,895.02	4,907.92	28.31491
X166	E	61,839.77	5,153.31	29.73066
X166	F	64,931.76	5,410.98	31.21719
X166	G	68,178.35	5,681.53	32.77805
X167	A	51,384.49	4,282.04	24.70408
X167	B	53,953.71	4,496.14	25.93929
X167	C	56,651.40	4,720.95	27.23625
X167	D	59,483.97	4,957.00	28.59806
X167	E	62,458.17	5,204.85	30.02797
X167	F	65,581.08	5,465.09	31.52936
X167	G	68,860.13	5,738.34	33.10583
X168	A	51,898.34	4,324.86	24.95112
X168	B	54,493.25	4,541.10	26.19868
X168	C	57,217.91	4,768.16	27.50861
X168	D	60,078.81	5,006.57	28.88404
X168	E	63,082.75	5,256.90	30.32825
X168	F	66,236.89	5,519.74	31.84466
X168	G	69,548.73	5,795.73	33.43689
X169	A	52,417.32	4,368.11	25.20063
X169	B	55,038.18	4,586.52	26.46067
X169	C	57,790.09	4,815.84	27.78370
X169	D	60,679.60	5,056.63	29.17288
X169	E	63,713.58	5,309.46	30.63153
X169	F	66,899.26	5,574.94	32.16310
X169	G	70,244.22	5,853.68	33.77126
X170	A	52,941.49	4,411.79	25.45264
X170	B	55,588.57	4,632.38	26.72527
X170	C	58,367.99	4,864.00	28.06154
X170	D	61,286.39	5,107.20	29.46461
X170	E	64,350.71	5,362.56	30.93784
X170	F	67,568.25	5,630.69	32.48474
X170	G	70,946.66	5,912.22	34.10897

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X171	A	53,470.91	4,455.91	25.70717
X171	B	56,144.45	4,678.70	26.99252
X171	C	58,951.67	4,912.64	28.34215
X171	D	61,899.26	5,158.27	29.75926
X171	E	64,994.22	5,416.18	31.24722
X171	F	68,243.93	5,686.99	32.80958
X171	G	71,656.13	5,971.34	34.45006
X172	A	54,005.62	4,500.47	25.96424
X172	B	56,705.90	4,725.49	27.26245
X172	C	59,541.19	4,961.77	28.62557
X172	D	62,518.25	5,209.85	30.05685
X172	E	65,644.16	5,470.35	31.55969
X172	F	68,926.37	5,743.86	33.13768
X172	G	72,372.69	6,031.06	34.79456
X173	A	54,545.67	4,545.47	26.22388
X173	B	57,272.96	4,772.75	27.53507
X173	C	60,136.60	5,011.38	28.91183
X173	D	63,143.43	5,261.95	30.35742
X173	E	66,300.61	5,525.05	31.87529
X173	F	69,615.64	5,801.30	33.46906
X173	G	73,096.42	6,091.37	35.14251
X174	A	55,091.13	4,590.93	26.48612
X174	B	57,845.68	4,820.47	27.81043
X174	C	60,737.97	5,061.50	29.20095
X174	D	63,774.87	5,314.57	30.66099
X174	E	66,963.61	5,580.30	32.19404
X174	F	70,311.79	5,859.32	33.80375
X174	G	73,827.38	6,152.28	35.49393
X175	A	55,642.04	4,636.84	26.75098
X175	B	58,424.14	4,868.68	28.08853
X175	C	61,345.35	5,112.11	29.49296
X175	D	64,412.62	5,367.72	30.96760
X175	E	67,633.25	5,636.10	32.51598
X175	F	71,014.91	5,917.91	34.14178
X175	G	74,565.66	6,213.80	35.84887
X176	A	56,198.46	4,683.20	27.01849
X176	B	59,008.38	4,917.37	28.36942
X176	C	61,958.80	5,163.23	29.78789
X176	D	65,056.74	5,421.40	31.27728
X176	E	68,309.58	5,692.46	32.84114
X176	F	71,725.06	5,977.09	34.48320
X176	G	75,311.31	6,275.94	36.20736

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X177	A	56,760.44	4,730.04	27.28868
X177	B	59,598.47	4,966.54	28.65311
X177	C	62,578.39	5,214.87	30.08576
X177	D	65,707.31	5,475.61	31.59005
X177	E	68,992.68	5,749.39	33.16956
X177	F	72,442.31	6,036.86	34.82803
X177	G	76,064.42	6,338.70	36.56943
X178	A	57,328.05	4,777.34	27.56156
X178	B	60,194.45	5,016.20	28.93964
X178	C	63,204.17	5,267.01	30.38662
X178	D	66,364.38	5,530.37	31.90595
X178	E	69,682.60	5,806.88	33.50125
X178	F	73,166.73	6,097.23	35.17631
X178	G	76,825.07	6,402.09	36.93513
X179	A	57,901.33	4,825.11	27.83718
X179	B	60,796.40	5,066.37	29.22904
X179	C	63,836.22	5,319.68	30.69049
X179	D	67,028.03	5,585.67	32.22501
X179	E	70,379.43	5,864.95	33.83626
X179	F	73,898.40	6,158.20	35.52808
X179	G	77,593.32	6,466.11	37.30448
X180	A	58,480.34	4,873.36	28.11555
X180	B	61,404.36	5,117.03	29.52133
X180	C	64,474.58	5,372.88	30.99739
X180	D	67,698.31	5,641.53	32.54726
X180	E	71,083.22	5,923.60	34.17463
X180	F	74,637.38	6,219.78	35.88336
X180	G	78,369.25	6,530.77	37.67753
X181	A	59,065.15	4,922.10	28.39671
X181	B	62,018.40	5,168.20	29.81654
X181	C	65,119.32	5,426.61	31.30737
X181	D	68,375.29	5,697.94	32.87274
X181	E	71,794.05	5,982.84	34.51637
X181	F	75,383.76	6,281.98	36.24219
X181	G	79,152.95	6,596.08	38.05430
X182	A	59,655.80	4,971.32	28.68067
X182	B	62,638.59	5,219.88	30.11471
X182	C	65,770.52	5,480.88	31.62044
X182	D	69,059.04	5,754.92	33.20146
X182	E	72,512.00	6,042.67	34.86154
X182	F	76,137.60	6,344.80	36.60461
X182	G	79,944.47	6,662.04	38.43484

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X183	A	60,252.36	5,021.03	28.96748
X183	B	63,264.97	5,272.08	30.41585
X183	C	66,428.22	5,535.69	31.93665
X183	D	69,749.63	5,812.47	33.53348
X183	E	73,237.12	6,103.09	35.21015
X183	F	76,898.97	6,408.25	36.97066
X183	G	80,743.92	6,728.66	38.81919
X184	A	60,854.88	5,071.24	29.25715
X184	B	63,897.62	5,324.80	30.72001
X184	C	67,092.50	5,591.04	32.25601
X184	D	70,447.13	5,870.59	33.86881
X184	E	73,969.49	6,164.12	35.56225
X184	F	77,667.96	6,472.33	37.34037
X184	G	81,551.36	6,795.95	39.20738
X185	A	61,463.43	5,121.95	29.54973
X185	B	64,536.60	5,378.05	31.02721
X185	C	67,763.43	5,646.95	32.57857
X185	D	71,151.60	5,929.30	34.20750
X185	E	74,709.18	6,225.76	35.91788
X185	F	78,444.64	6,537.05	37.71377
X185	G	82,366.87	6,863.91	39.59946
X186	A	62,078.06	5,173.17	29.84522
X186	B	65,181.97	5,431.83	31.33748
X186	C	68,441.06	5,703.42	32.90436
X186	D	71,863.12	5,988.59	34.54958
X186	E	75,456.27	6,288.02	36.27705
X186	F	79,229.09	6,602.42	38.09091
X186	G	83,190.54	6,932.54	39.99545
X187	A	62,698.84	5,224.90	30.14367
X187	B	65,833.79	5,486.15	31.65086
X187	C	69,125.47	5,760.46	33.23340
X187	D	72,581.75	6,048.48	34.89507
X187	E	76,210.84	6,350.90	36.63982
X187	F	80,021.38	6,668.45	38.47182
X187	G	84,022.45	7,001.87	40.39541
X188	A	63,325.83	5,277.15	30.44511
X188	B	66,492.12	5,541.01	31.96737
X188	C	69,816.73	5,818.06	33.56574
X188	D	73,307.57	6,108.96	35.24402
X188	E	76,972.94	6,414.41	37.00622
X188	F	80,821.59	6,735.13	38.85653
X188	G	84,862.67	7,071.89	40.79936

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X189	A	63,959.09	5,329.92	30.74956
X189	B	67,157.04	5,596.42	32.28704
X189	C	70,514.90	5,876.24	33.90139
X189	D	74,040.64	6,170.05	35.59646
X189	E	77,742.67	6,478.56	37.37629
X189	F	81,629.81	6,802.48	39.24510
X189	G	85,711.30	7,142.61	41.20735
X190	A	64,598.68	5,383.22	31.05706
X190	B	67,828.61	5,652.38	32.60991
X190	C	71,220.05	5,935.00	34.24041
X190	D	74,781.05	6,231.75	35.95243
X190	E	78,520.10	6,543.34	37.75005
X190	F	82,446.11	6,870.51	39.63755
X190	G	86,568.41	7,214.03	41.61943
X191	A	65,244.67	5,437.06	31.36763
X191	B	68,506.90	5,708.91	32.93601
X191	C	71,932.25	5,994.35	34.58281
X191	D	75,528.86	6,294.07	36.31195
X191	E	79,305.30	6,608.77	38.12755
X191	F	83,270.57	6,939.21	40.03393
X191	G	87,434.09	7,286.17	42.03562
X192	A	65,897.11	5,491.43	31.68130
X192	B	69,191.97	5,766.00	33.26537
X192	C	72,651.57	6,054.30	34.92864
X192	D	76,284.15	6,357.01	36.67507
X192	E	80,098.35	6,674.86	38.50882
X192	F	84,103.27	7,008.61	40.43427
X192	G	88,308.44	7,359.04	42.45598
X193	A	66,556.09	5,546.34	31.99812
X193	B	69,883.89	5,823.66	33.59802
X193	C	73,378.08	6,114.84	35.27793
X193	D	77,046.99	6,420.58	37.04182
X193	E	80,899.34	6,741.61	38.89391
X193	F	84,944.30	7,078.69	40.83861
X193	G	89,191.52	7,432.63	42.88054
X194	A	67,221.65	5,601.80	32.31810
X194	B	70,582.73	5,881.89	33.93400
X194	C	74,111.87	6,175.99	35.63070
X194	D	77,817.46	6,484.79	37.41224
X194	E	81,708.33	6,809.03	39.28285
X194	F	85,793.75	7,149.48	41.24699
X194	G	90,083.44	7,506.95	43.30934

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X195	A	67,893.86	5,657.82	32.64128
X195	B	71,288.56	5,940.71	34.27334
X195	C	74,852.98	6,237.75	35.98701
X195	D	78,595.63	6,549.64	37.78636
X195	E	82,525.41	6,877.12	39.67568
X195	F	86,651.69	7,220.97	41.65946
X195	G	90,984.27	7,582.02	43.74244
X196	A	68,572.80	5,714.40	32.96769
X196	B	72,001.44	6,000.12	34.61608
X196	C	75,601.51	6,300.13	36.34688
X196	D	79,381.59	6,615.13	38.16423
X196	E	83,350.67	6,945.89	40.07244
X196	F	87,518.20	7,293.18	42.07606
X196	G	91,894.11	7,657.84	44.17986
X197	A	69,258.53	5,771.54	33.29737
X197	B	72,721.46	6,060.12	34.96224
X197	C	76,357.53	6,363.13	36.71035
X197	D	80,175.41	6,681.28	38.54587
X197	E	84,184.18	7,015.35	40.47316
X197	F	88,393.38	7,366.12	42.49682
X197	G	92,813.05	7,734.42	44.62166
X198	A	69,951.11	5,829.26	33.63034
X198	B	73,448.67	6,120.72	35.31186
X198	C	77,121.10	6,426.76	37.07745
X198	D	80,977.16	6,748.10	38.93133
X198	E	85,026.02	7,085.50	40.87789
X198	F	89,277.32	7,439.78	42.92179
X198	G	93,741.18	7,811.77	45.06788
X199	A	70,650.63	5,887.55	33.96665
X199	B	74,183.16	6,181.93	35.66498
X199	C	77,892.32	6,491.03	37.44823
X199	D	81,786.93	6,815.58	39.32064
X199	E	85,876.28	7,156.36	41.28667
X199	F	90,170.09	7,514.17	43.35101
X199	G	94,678.60	7,889.88	45.51856
X200	A	71,357.13	5,946.43	34.30631
X200	B	74,924.99	6,243.75	36.02163
X200	C	78,671.24	6,555.94	37.82271
X200	D	82,604.80	6,883.73	39.71385
X200	E	86,735.04	7,227.92	41.69954
X200	F	91,071.79	7,589.32	43.78452
X200	G	95,625.38	7,968.78	45.97374

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X201	A	72,070.70	6,005.89	34.64938
X201	B	75,674.24	6,306.19	36.38185
X201	C	79,457.95	6,621.50	38.20094
X201	D	83,430.85	6,952.57	40.11098
X201	E	87,602.39	7,300.20	42.11653
X201	F	91,982.51	7,665.21	44.22236
X201	G	96,581.64	8,048.47	46.43348
X202	A	72,791.41	6,065.95	34.99587
X202	B	76,430.98	6,369.25	36.74566
X202	C	80,252.53	6,687.71	38.58295
X202	D	84,265.16	7,022.10	40.51209
X202	E	88,478.41	7,373.20	42.53770
X202	F	92,902.34	7,741.86	44.66458
X202	G	97,547.45	8,128.95	46.89781
X203	A	73,519.32	6,126.61	35.34583
X203	B	77,195.29	6,432.94	37.11312
X203	C	81,055.06	6,754.59	38.96878
X203	D	85,107.81	7,092.32	40.91722
X203	E	89,363.20	7,446.93	42.96308
X203	F	93,831.36	7,819.28	45.11123
X203	G	98,522.93	8,210.24	47.36679
X204	A	74,254.52	6,187.88	35.69929
X204	B	77,967.24	6,497.27	37.48425
X204	C	81,865.61	6,822.13	39.35846
X204	D	85,958.89	7,163.24	41.32639
X204	E	90,256.83	7,521.40	43.39271
X204	F	94,769.67	7,897.47	45.56234
X204	G	99,508.16	8,292.35	47.84046
X205	A	74,997.06	6,249.76	36.05628
X205	B	78,746.92	6,562.24	37.85909
X205	C	82,684.26	6,890.36	39.75205
X205	D	86,818.48	7,234.87	41.73965
X205	E	91,159.40	7,596.62	43.82663
X205	F	95,717.37	7,976.45	46.01797
X205	G	100,503.24	8,375.27	48.31886
X206	A	75,747.03	6,312.25	36.41684
X206	B	79,534.39	6,627.87	38.23769
X206	C	83,511.10	6,959.26	40.14957
X206	D	87,686.66	7,307.22	42.15705
X206	E	92,070.99	7,672.58	44.26490
X206	F	96,674.54	8,056.21	46.47815
X206	G	101,508.27	8,459.02	48.80205

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X207	A	76,504.50	6,375.38	36.78101
X207	B	80,329.73	6,694.14	38.62006
X207	C	84,346.22	7,028.85	40.55107
X207	D	88,563.53	7,380.29	42.57862
X207	E	92,991.70	7,749.31	44.70755
X207	F	97,641.29	8,136.77	46.94293
X207	G	102,523.35	8,543.61	49.29007
X208	A	77,269.55	6,439.13	37.14882
X208	B	81,133.03	6,761.09	39.00626
X208	C	85,189.68	7,099.14	40.95658
X208	D	89,449.16	7,454.10	43.00440
X208	E	93,921.62	7,826.80	45.15462
X208	F	98,617.70	8,218.14	47.41236
X208	G	103,548.59	8,629.05	49.78297
X209	A	78,042.24	6,503.52	37.52031
X209	B	81,944.36	6,828.70	39.39633
X209	C	86,041.57	7,170.13	41.36614
X209	D	90,343.65	7,528.64	43.43445
X209	E	94,860.84	7,905.07	45.60617
X209	F	99,603.88	8,300.32	47.88648
X209	G	104,584.07	8,715.34	50.28080
X210	A	78,822.67	6,568.56	37.89551
X210	B	82,763.80	6,896.98	39.79029
X210	C	86,901.99	7,241.83	41.77980
X210	D	91,247.09	7,603.92	43.86879
X210	E	95,809.44	7,984.12	46.06223
X210	F	100,599.92	8,383.33	48.36534
X210	G	105,629.91	8,802.49	50.78361
X211	A	79,610.89	6,634.24	38.27447
X211	B	83,591.44	6,965.95	40.18819
X211	C	87,771.01	7,314.25	42.19760
X211	D	92,159.56	7,679.96	44.30748
X211	E	96,767.54	8,063.96	46.52286
X211	F	101,605.92	8,467.16	48.84900
X211	G	106,686.21	8,890.52	51.29145
X212	A	80,407.00	6,700.58	38.65721
X212	B	84,427.35	7,035.61	40.59007
X212	C	88,648.72	7,387.39	42.61958
X212	D	93,081.16	7,756.76	44.75056
X212	E	97,735.21	8,144.60	46.98808
X212	F	102,621.97	8,551.83	49.33749
X212	G	107,753.07	8,979.42	51.80436

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X213	A	81,211.07	6,767.59	39.04378
X213	B	85,271.63	7,105.97	40.99597
X213	C	89,535.21	7,461.27	43.04577
X213	D	94,011.97	7,834.33	45.19806
X213	E	98,712.57	8,226.05	47.45796
X213	F	103,648.19	8,637.35	49.83086
X213	G	108,830.60	9,069.22	52.32241
X214	A	82,023.18	6,835.27	39.43422
X214	B	86,124.34	7,177.03	41.40593
X214	C	90,430.56	7,535.88	43.47623
X214	D	94,952.09	7,912.67	45.65004
X214	E	99,699.69	8,308.31	47.93254
X214	F	104,684.68	8,723.72	50.32917
X214	G	109,918.91	9,159.91	52.84563
X215	A	82,843.42	6,903.62	39.82856
X215	B	86,985.59	7,248.80	41.81999
X215	C	91,334.87	7,611.24	43.91099
X215	D	95,901.61	7,991.80	46.10654
X215	E	100,696.69	8,391.39	48.41187
X215	F	105,731.52	8,810.96	50.83246
X215	G	111,018.10	9,251.51	53.37409
X216	A	83,671.85	6,972.65	40.22685
X216	B	87,855.44	7,321.29	42.23819
X216	C	92,248.21	7,687.35	44.35010
X216	D	96,860.62	8,071.72	46.56761
X216	E	101,703.66	8,475.30	48.89599
X216	F	106,788.84	8,899.07	51.34079
X216	G	112,128.28	9,344.02	53.90783
X217	A	84,508.57	7,042.38	40.62912
X217	B	88,734.00	7,394.50	42.66058
X217	C	93,170.70	7,764.22	44.79360
X217	D	97,829.23	8,152.44	47.03328
X217	E	102,720.69	8,560.06	49.38495
X217	F	107,856.73	8,988.06	51.85420
X217	G	113,249.56	9,437.46	54.44691
X218	A	85,353.65	7,112.80	41.03541
X218	B	89,621.34	7,468.44	43.08718
X218	C	94,102.40	7,841.87	45.24154
X218	D	98,807.52	8,233.96	47.50362
X218	E	103,747.90	8,645.66	49.87880
X218	F	108,935.29	9,077.94	52.37274
X218	G	114,382.06	9,531.84	54.99137

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X219	A	86,207.19	7,183.93	41.44576
X219	B	90,517.55	7,543.13	43.51805
X219	C	95,043.43	7,920.29	45.69396
X219	D	99,795.60	8,316.30	47.97865
X219	E	104,785.38	8,732.11	50.37759
X219	F	110,024.65	9,168.72	52.89646
X219	G	115,525.88	9,627.16	55.54129
X220	A	87,069.26	7,255.77	41.86022
X220	B	91,422.73	7,618.56	43.95323
X220	C	95,993.86	7,999.49	46.15089
X220	D	100,793.55	8,399.46	48.45844
X220	E	105,833.23	8,819.44	50.88136
X220	F	111,124.89	9,260.41	53.42543
X220	G	116,681.14	9,723.43	56.09670
X221	A	87,939.95	7,328.33	42.27882
X221	B	92,336.95	7,694.75	44.39277
X221	C	96,953.80	8,079.48	46.61240
X221	D	101,801.49	8,483.46	48.94302
X221	E	106,891.56	8,907.63	51.39018
X221	F	112,236.14	9,353.01	53.95968
X221	G	117,847.95	9,820.66	56.65767
X222	A	88,819.35	7,401.61	42.70161
X222	B	93,260.32	7,771.69	44.83669
X222	C	97,923.34	8,160.28	47.07853
X222	D	102,819.50	8,568.29	49.43245
X222	E	107,960.48	8,996.71	51.90408
X222	F	113,358.50	9,446.54	54.49928
X222	G	119,026.43	9,918.87	57.22424
X223	A	89,707.55	7,475.63	43.12863
X223	B	94,192.92	7,849.41	45.28506
X223	C	98,902.57	8,241.88	47.54931
X223	D	103,847.70	8,653.97	49.92678
X223	E	109,040.08	9,086.67	52.42312
X223	F	114,492.09	9,541.01	55.04427
X223	G	120,216.69	10,018.06	57.79649
X224	A	90,604.62	7,550.39	43.55991
X224	B	95,134.85	7,927.90	45.73791
X224	C	99,891.60	8,324.30	48.02481
X224	D	104,886.18	8,740.51	50.42605
X224	E	110,130.49	9,177.54	52.94735
X224	F	115,637.01	9,636.42	55.59472
X224	G	121,418.86	10,118.24	58.37445

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X225	A	91,510.67	7,625.89	43.99551
X225	B	96,086.20	8,007.18	46.19529
X225	C	100,890.51	8,407.54	48.50505
X225	D	105,935.04	8,827.92	50.93031
X225	E	111,231.79	9,269.32	53.47682
X225	F	116,793.38	9,732.78	56.15066
X225	G	122,633.05	10,219.42	58.95820
X226	A	92,425.78	7,702.15	44.43547
X226	B	97,047.06	8,087.26	46.65724
X226	C	101,899.42	8,491.62	48.99010
X226	D	106,994.39	8,916.20	51.43961
X226	E	112,344.11	9,362.01	54.01159
X226	F	117,961.31	9,830.11	56.71217
X226	G	123,859.38	10,321.61	59.54778
X227	A	93,350.03	7,779.17	44.87982
X227	B	98,017.54	8,168.13	47.12382
X227	C	102,918.41	8,576.53	49.48001
X227	D	108,064.33	9,005.36	51.95401
X227	E	113,467.55	9,455.63	54.55171
X227	F	119,140.93	9,928.41	57.27929
X227	G	125,097.97	10,424.83	60.14326
X228	A	94,283.53	7,856.96	45.32862
X228	B	98,997.71	8,249.81	47.59505
X228	C	103,947.60	8,662.30	49.97481
X228	D	109,144.98	9,095.41	52.47355
X228	E	114,602.22	9,550.19	55.09722
X228	F	120,332.34	10,027.69	57.85208
X228	G	126,348.95	10,529.08	60.74469
X229	A	95,226.37	7,935.53	45.78191
X229	B	99,987.69	8,332.31	48.07100
X229	C	104,987.07	8,748.92	50.47455
X229	D	110,236.43	9,186.37	52.99828
X229	E	115,748.25	9,645.69	55.64820
X229	F	121,535.66	10,127.97	58.43061
X229	G	127,612.44	10,634.37	61.35214
X230	A	96,178.63	8,014.89	46.23973
X230	B	100,987.56	8,415.63	48.55171
X230	C	106,036.94	8,836.41	50.97930
X230	D	111,338.79	9,278.23	53.52826
X230	E	116,905.73	9,742.14	56.20468
X230	F	122,751.02	10,229.25	59.01491
X230	G	128,888.57	10,740.71	61.96566

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X231	A	97,140.42	8,095.03	46.70212
X231	B	101,997.44	8,499.79	49.03723
X231	C	107,097.31	8,924.78	51.48909
X231	D	112,452.18	9,371.01	54.06355
X231	E	118,074.79	9,839.57	56.76672
X231	F	123,978.53	10,331.54	59.60506
X231	G	130,177.45	10,848.12	62.58531
X232	A	98,111.82	8,175.99	47.16915
X232	B	103,017.41	8,584.78	49.52760
X232	C	108,168.29	9,014.02	52.00398
X232	D	113,576.70	9,464.72	54.60418
X232	E	119,255.53	9,937.96	57.33439
X232	F	125,218.31	10,434.86	60.20111
X232	G	131,479.23	10,956.60	63.21117
X233	A	99,092.94	8,257.75	47.64084
X233	B	104,047.59	8,670.63	50.02288
X233	C	109,249.97	9,104.16	52.52402
X233	D	114,712.47	9,559.37	55.15022
X233	E	120,448.09	10,037.34	57.90774
X233	F	126,470.49	10,539.21	60.80312
X233	G	132,794.02	11,066.17	63.84328
X234	A	100,083.87	8,340.32	48.11725
X234	B	105,088.06	8,757.34	50.52311
X234	C	110,342.47	9,195.21	53.04926
X234	D	115,859.59	9,654.97	55.70173
X234	E	121,652.57	10,137.71	58.48681
X234	F	127,735.20	10,644.60	61.41115
X234	G	134,121.96	11,176.83	64.48171
X235	A	101,084.71	8,423.73	48.59842
X235	B	106,138.95	8,844.91	51.02834
X235	C	111,445.89	9,287.16	53.57976
X235	D	117,018.19	9,751.52	56.25874
X235	E	122,869.10	10,239.09	59.07168
X235	F	129,012.55	10,751.05	62.02527
X235	G	135,463.18	11,288.60	65.12653
X236	A	102,095.56	8,507.96	49.08440
X236	B	107,200.34	8,933.36	51.53862
X236	C	112,560.35	9,380.03	54.11555
X236	D	118,188.37	9,849.03	56.82133
X236	E	124,097.79	10,341.48	59.66240
X236	F	130,302.68	10,858.56	62.64552
X236	G	136,817.81	11,401.48	65.77779

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X237	A	103,116.51	8,593.04	49.57525
X237	B	108,272.34	9,022.69	52.05401
X237	C	113,685.96	9,473.83	54.65671
X237	D	119,370.25	9,947.52	57.38954
X237	E	125,338.77	10,444.90	60.25902
X237	F	131,605.70	10,967.14	63.27197
X237	G	138,185.99	11,515.50	66.43557
X238	A	104,147.68	8,678.97	50.07100
X238	B	109,355.06	9,112.92	52.57455
X238	C	114,822.81	9,568.57	55.20328
X238	D	120,563.96	10,047.00	57.96344
X238	E	126,592.15	10,549.35	60.86161
X238	F	132,921.76	11,076.81	63.90469
X238	G	139,567.85	11,630.65	67.09993
X239	A	105,189.15	8,765.76	50.57171
X239	B	110,448.61	9,204.05	53.10029
X239	C	115,971.04	9,664.25	55.75531
X239	D	121,769.60	10,147.47	58.54307
X239	E	127,858.07	10,654.84	61.47023
X239	F	134,250.98	11,187.58	64.54374
X239	G	140,963.53	11,746.96	67.77093
X240	A	106,241.05	8,853.42	51.07743
X240	B	111,553.10	9,296.09	53.63130
X240	C	117,130.75	9,760.90	56.31286
X240	D	122,987.29	10,248.94	59.12851
X240	E	129,136.66	10,761.39	62.08493
X240	F	135,593.49	11,299.46	65.18918
X240	G	142,373.16	11,864.43	68.44864
X241	A	107,303.46	8,941.95	51.58820
X241	B	112,668.63	9,389.05	54.16761
X241	C	118,302.06	9,858.50	56.87599
X241	D	124,217.16	10,351.43	59.71979
X241	E	130,428.02	10,869.00	62.70578
X241	F	136,949.42	11,412.45	65.84107
X241	G	143,796.89	11,983.07	69.13312
X242	A	108,376.49	9,031.37	52.10408
X242	B	113,795.32	9,482.94	54.70929
X242	C	119,485.08	9,957.09	57.44475
X242	D	125,459.34	10,454.94	60.31699
X242	E	131,732.30	10,977.69	63.33284
X242	F	138,318.92	11,526.58	66.49948
X242	G	145,234.86	12,102.91	69.82445

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X243	A	109,460.26	9,121.69	52.62512
X243	B	114,933.27	9,577.77	55.25638
X243	C	120,679.93	10,056.66	58.01920
X243	D	126,713.93	10,559.49	60.92016
X243	E	133,049.63	11,087.47	63.96617
X243	F	139,702.11	11,641.84	67.16447
X243	G	146,687.21	12,223.93	70.52270
X244	A	110,554.86	9,212.90	53.15137
X244	B	116,082.60	9,673.55	55.80894
X244	C	121,886.73	10,157.23	58.59939
X244	D	127,981.07	10,665.09	61.52936
X244	E	134,380.12	11,198.34	64.60583
X244	F	141,099.13	11,758.26	67.83612
X244	G	148,154.08	12,346.17	71.22793
X245	A	111,660.41	9,305.03	53.68289
X245	B	117,243.43	9,770.29	56.36703
X245	C	123,105.60	10,258.80	59.18538
X245	D	129,260.88	10,771.74	62.14465
X245	E	135,723.92	11,310.33	65.25189
X245	F	142,510.12	11,875.84	68.51448
X245	G	149,635.62	12,469.64	71.94020
X246	A	112,777.01	9,398.08	54.21972
X246	B	118,415.86	9,867.99	56.93070
X246	C	124,336.65	10,361.39	59.77724
X246	D	130,553.49	10,879.46	62.76610
X246	E	137,081.16	11,423.43	65.90440
X246	F	143,935.22	11,994.60	69.19963
X246	G	151,131.98	12,594.33	72.65961
X247	A	113,904.78	9,492.06	54.76191
X247	B	119,600.02	9,966.67	57.50001
X247	C	125,580.02	10,465.00	60.37501
X247	D	131,859.02	10,988.25	63.39376
X247	E	138,451.97	11,537.66	66.56345
X247	F	145,374.57	12,114.55	69.89162
X247	G	152,643.30	12,720.27	73.38620
X248	A	115,043.83	9,586.99	55.30953
X248	B	120,796.02	10,066.33	58.07501
X248	C	126,835.82	10,569.65	60.97876
X248	D	133,177.61	11,098.13	64.02770
X248	E	139,836.49	11,653.04	67.22908
X248	F	146,828.32	12,235.69	70.59054
X248	G	154,169.73	12,847.48	74.12006

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X249	A	116,194.27	9,682.86	55.86263
X249	B	122,003.98	10,167.00	58.65576
X249	C	128,104.18	10,675.35	61.58855
X249	D	134,509.39	11,209.12	64.66798
X249	E	141,234.86	11,769.57	67.90137
X249	F	148,296.60	12,358.05	71.29644
X249	G	155,711.43	12,975.95	74.86127
X250	A	117,356.21	9,779.68	56.42125
X250	B	123,224.02	10,268.67	59.24232
X250	C	129,385.22	10,782.10	62.20443
X250	D	135,854.48	11,321.21	65.31466
X250	E	142,647.21	11,887.27	68.58039
X250	F	149,779.57	12,481.63	72.00941
X250	G	157,268.55	13,105.71	75.60988
X251	A	118,529.77	9,877.48	56.98547
X251	B	124,456.26	10,371.35	59.83474
X251	C	130,679.07	10,889.92	62.82648
X251	D	137,213.03	11,434.42	65.96780
X251	E	144,073.68	12,006.14	69.26619
X251	F	151,277.36	12,606.45	72.72950
X251	G	158,841.23	13,236.77	76.36598
X252	A	119,715.07	9,976.26	57.55532
X252	B	125,700.82	10,475.07	60.43309
X252	C	131,985.86	10,998.82	63.45474
X252	D	138,585.16	11,548.76	66.62748
X252	E	145,514.42	12,126.20	69.95885
X252	F	152,790.14	12,732.51	73.45680
X252	G	160,429.64	13,369.14	77.12964
X253	A	120,912.22	10,076.02	58.13088
X253	B	126,957.83	10,579.82	61.03742
X253	C	133,305.72	11,108.81	64.08929
X253	D	139,971.01	11,664.25	67.29375
X253	E	146,969.56	12,247.46	70.65844
X253	F	154,318.04	12,859.84	74.19136
X253	G	162,033.94	13,502.83	77.90093
X254	A	122,121.34	10,176.78	58.71218
X254	B	128,227.41	10,685.62	61.64779
X254	C	134,638.78	11,219.90	64.73018
X254	D	141,370.72	11,780.89	67.96669
X254	E	148,439.26	12,369.94	71.36503
X254	F	155,861.22	12,988.43	74.93328
X254	G	163,654.28	13,637.86	78.67994

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X255	A	123,342.56	10,278.55	59.29931
X255	B	129,509.68	10,792.47	62.26427
X255	C	135,985.17	11,332.10	65.37748
X255	D	142,784.43	11,898.70	68.64636
X255	E	149,923.65	12,493.64	72.07868
X255	F	157,419.83	13,118.32	75.68261
X255	G	165,290.82	13,774.23	79.46674
X256	A	124,575.98	10,381.33	59.89230
X256	B	130,804.78	10,900.40	62.88691
X256	C	137,345.02	11,445.42	66.03126
X256	D	144,212.27	12,017.69	69.33282
X256	E	151,422.88	12,618.57	72.79946
X256	F	158,994.03	13,249.50	76.43944
X256	G	166,943.73	13,911.98	80.26141
X257	A	125,821.74	10,485.14	60.49122
X257	B	132,112.83	11,009.40	63.51578
X257	C	138,718.47	11,559.87	66.69157
X257	D	145,654.39	12,137.87	70.02615
X257	E	152,937.11	12,744.76	73.52746
X257	F	160,583.97	13,382.00	77.20383
X257	G	168,613.17	14,051.10	81.06402
X258	A	127,079.96	10,590.00	61.09613
X258	B	133,433.96	11,119.50	64.15094
X258	C	140,105.66	11,675.47	67.35849
X258	D	147,110.94	12,259.24	70.72641
X258	E	154,466.48	12,872.21	74.26273
X258	F	162,189.81	13,515.82	77.97587
X258	G	170,299.30	14,191.61	81.87466
X259	A	128,350.76	10,695.90	61.70710
X259	B	134,768.30	11,230.69	64.79245
X259	C	141,506.71	11,792.23	68.03207
X259	D	148,582.05	12,381.84	71.43368
X259	E	156,011.15	13,000.93	75.00536
X259	F	163,811.71	13,650.98	78.75563
X259	G	172,002.29	14,333.52	82.69341
X260	A	129,634.27	10,802.86	62.32417
X260	B	136,115.98	11,343.00	65.44037
X260	C	142,921.78	11,910.15	68.71239
X260	D	150,067.87	12,505.66	72.14801
X260	E	157,571.26	13,130.94	75.75541
X260	F	165,449.82	13,787.49	79.54318
X260	G	173,722.32	14,476.86	83.52034

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X261	A	130,930.61	10,910.88	62.94741
X261	B	137,477.14	11,456.43	66.09478
X261	C	144,351.00	12,029.25	69.39952
X261	D	151,568.55	12,630.71	72.86949
X261	E	159,146.97	13,262.25	76.51297
X261	F	167,104.32	13,925.36	80.33862
X261	G	175,459.54	14,621.63	84.35555
X262	A	132,239.92	11,019.99	63.57688
X262	B	138,851.91	11,570.99	66.75573
X262	C	145,794.51	12,149.54	70.09351
X262	D	153,084.23	12,757.02	73.59819
X262	E	160,738.44	13,394.87	77.27810
X262	F	168,775.37	14,064.61	81.14200
X262	G	177,214.13	14,767.84	85.19910
X263	A	133,562.31	11,130.19	64.21265
X263	B	140,240.43	11,686.70	67.42328
X263	C	147,252.45	12,271.04	70.79445
X263	D	154,615.07	12,884.59	74.33417
X263	E	162,345.83	13,528.82	78.05088
X263	F	170,463.12	14,205.26	81.95342
X263	G	178,986.28	14,915.52	86.05109
X264	A	134,897.94	11,241.49	64.85478
X264	B	141,642.83	11,803.57	68.09752
X264	C	148,724.98	12,393.75	71.50239
X264	D	156,161.22	13,013.44	75.07751
X264	E	163,969.29	13,664.11	78.83139
X264	F	172,167.75	14,347.31	82.77296
X264	G	180,776.14	15,064.68	86.91160
X265	A	136,246.92	11,353.91	65.50333
X265	B	143,059.26	11,921.60	68.77849
X265	C	150,212.23	12,517.69	72.21742
X265	D	157,722.84	13,143.57	75.82829
X265	E	165,608.98	13,800.75	79.61970
X265	F	173,889.43	14,490.79	83.60069
X265	G	182,583.90	15,215.32	87.78072
X266	A	137,609.39	11,467.45	66.15836
X266	B	144,489.86	12,040.82	69.46628
X266	C	151,714.35	12,642.86	72.93959
X266	D	159,300.07	13,275.01	76.58657
X266	E	167,265.07	13,938.76	80.41590
X266	F	175,628.32	14,635.69	84.43669
X266	G	184,409.74	15,367.48	88.65853

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X267	A	138,985.48	11,582.12	66.81994
X267	B	145,934.75	12,161.23	70.16094
X267	C	153,231.49	12,769.29	73.66899
X267	D	160,893.07	13,407.76	77.35244
X267	E	168,937.72	14,078.14	81.22006
X267	F	177,384.61	14,782.05	85.28106
X267	G	186,253.84	15,521.15	89.54511
X268	A	140,375.33	11,697.94	67.48814
X268	B	147,394.10	12,282.84	70.86255
X268	C	154,763.81	12,896.98	74.40568
X268	D	162,502.00	13,541.83	78.12596
X268	E	170,627.10	14,218.92	82.03226
X268	F	179,158.45	14,929.87	86.13387
X268	G	188,116.37	15,676.36	90.44056
X269	A	141,779.09	11,814.92	68.16302
X269	B	148,868.04	12,405.67	71.57117
X269	C	156,311.44	13,025.95	75.14973
X269	D	164,127.02	13,677.25	78.90722
X269	E	172,333.37	14,361.11	82.85258
X269	F	180,950.04	15,079.17	86.99521
X269	G	189,997.54	15,833.13	91.34497
X270	A	143,196.88	11,933.07	68.84465
X270	B	150,356.72	12,529.73	72.28689
X270	C	157,874.56	13,156.21	75.90123
X270	D	165,768.29	13,814.02	79.69629
X270	E	174,056.70	14,504.72	83.68111
X270	F	182,759.54	15,229.96	87.86516
X270	G	191,897.51	15,991.46	92.25842
X271	A	144,628.85	12,052.40	69.53310
X271	B	151,860.29	12,655.02	73.00975
X271	C	159,453.30	13,287.78	76.66024
X271	D	167,425.97	13,952.16	80.49325
X271	E	175,797.27	14,649.77	84.51792
X271	F	184,587.13	15,382.26	88.74381
X271	G	193,816.49	16,151.37	93.18100
X272	A	146,075.14	12,172.93	70.22843
X272	B	153,378.89	12,781.57	73.73985
X272	C	161,047.84	13,420.65	77.42684
X272	D	169,100.23	14,091.69	81.29819
X272	E	177,555.24	14,796.27	85.36310
X272	F	186,433.00	15,536.08	89.63125
X272	G	195,754.65	16,312.89	94.11281

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X273	A	147,535.89	12,294.66	70.93072
X273	B	154,912.68	12,909.39	74.47725
X273	C	162,658.32	13,554.86	78.20111
X273	D	170,791.23	14,232.60	82.11117
X273	E	179,330.79	14,944.23	86.21673
X273	F	188,297.33	15,691.44	90.52756
X273	G	197,712.20	16,476.02	95.05394
X274	A	149,011.25	12,417.60	71.64002
X274	B	156,461.81	13,038.48	75.22202
X274	C	164,284.90	13,690.41	78.98312
X274	D	172,499.14	14,374.93	82.93228
X274	E	181,124.10	15,093.67	87.07889
X274	F	190,180.31	15,848.36	91.43284
X274	G	199,689.32	16,640.78	96.00448
X275	A	150,501.36	12,541.78	72.35642
X275	B	158,026.43	13,168.87	75.97424
X275	C	165,927.75	13,827.31	79.77296
X275	D	174,224.14	14,518.68	83.76160
X275	E	182,935.34	15,244.61	87.94968
X275	F	192,082.11	16,006.84	92.34717
X275	G	201,686.21	16,807.18	96.96453
X276	A	152,006.37	12,667.20	73.07999
X276	B	159,606.69	13,300.56	76.73399
X276	C	167,587.03	13,965.59	80.57069
X276	D	175,966.38	14,663.86	84.59922
X276	E	184,764.70	15,397.06	88.82918
X276	F	194,002.93	16,166.91	93.27064
X276	G	203,703.08	16,975.26	97.93417
X277	A	153,526.44	12,793.87	73.81079
X277	B	161,202.76	13,433.56	77.50133
X277	C	169,262.90	14,105.24	81.37639
X277	D	177,726.04	14,810.50	85.44521
X277	E	186,612.34	15,551.03	89.71747
X277	F	195,942.96	16,328.58	94.20335
X277	G	205,740.11	17,145.01	98.91351
X278	A	155,061.70	12,921.81	74.54889
X278	B	162,814.79	13,567.90	78.27634
X278	C	170,955.52	14,246.29	82.19016
X278	D	179,503.30	14,958.61	86.29966
X278	E	188,478.47	15,706.54	90.61465
X278	F	197,902.39	16,491.87	95.14538
X278	G	207,797.51	17,316.46	99.90265

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X279	A	156,612.32	13,051.03	75.29438
X279	B	164,442.93	13,703.58	79.05910
X279	C	172,665.08	14,388.76	83.01206
X279	D	181,298.33	15,108.19	87.16266
X279	E	190,363.25	15,863.60	91.52079
X279	F	199,881.41	16,656.78	96.09683
X279	G	209,875.48	17,489.62	100.90167
X280	A	158,178.44	13,181.54	76.04733
X280	B	166,087.36	13,840.61	79.84969
X280	C	174,391.73	14,532.64	83.84218
X280	D	183,111.32	15,259.28	88.03429
X280	E	192,266.88	16,022.24	92.43600
X280	F	201,880.23	16,823.35	97.05780
X280	G	211,974.24	17,664.52	101.91069
X281	A	159,760.23	13,313.35	76.80780
X281	B	167,748.24	13,979.02	80.64819
X281	C	176,135.65	14,677.97	84.68060
X281	D	184,942.43	15,411.87	88.91463
X281	E	194,189.55	16,182.46	93.36036
X281	F	203,899.03	16,991.59	98.02838
X281	G	214,093.98	17,841.16	102.92980
X282	A	161,357.83	13,446.49	77.57588
X282	B	169,425.72	14,118.81	81.45467
X282	C	177,897.00	14,824.75	85.52741
X282	D	186,791.85	15,565.99	89.80378
X282	E	196,131.45	16,344.29	94.29397
X282	F	205,938.02	17,161.50	99.00866
X282	G	216,234.92	18,019.58	103.95910
X283	A	162,971.41	13,580.95	78.35164
X283	B	171,119.98	14,260.00	82.26922
X283	C	179,675.97	14,973.00	86.38268
X283	D	188,659.77	15,721.65	90.70181
X283	E	198,092.76	16,507.73	95.23690
X283	F	207,997.40	17,333.12	99.99875
X283	G	218,397.27	18,199.77	104.99869
X284	A	164,601.12	13,716.76	79.13515
X284	B	172,831.18	14,402.60	83.09191
X284	C	181,472.73	15,122.73	87.24651
X284	D	190,546.37	15,878.86	91.60883
X284	E	200,073.69	16,672.81	96.18927
X284	F	210,077.37	17,506.45	100.99874
X284	G	220,581.24	18,381.77	106.04867

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X285	A	166,247.13	13,853.93	79.92651
X285	B	174,559.49	14,546.62	83.92283
X285	C	183,287.46	15,273.95	88.11897
X285	D	192,451.83	16,037.65	92.52492
X285	E	202,074.43	16,839.54	97.15117
X285	F	212,178.15	17,681.51	102.00872
X285	G	222,787.06	18,565.59	107.10916
X286	A	167,909.60	13,992.47	80.72577
X286	B	176,305.08	14,692.09	84.76206
X286	C	185,120.34	15,426.69	89.00016
X286	D	194,376.35	16,198.03	93.45017
X286	E	204,095.17	17,007.93	98.12268
X286	F	214,299.93	17,858.33	103.02881
X286	G	225,014.93	18,751.24	108.18025
X287	A	169,588.70	14,132.39	81.53303
X287	B	178,068.13	14,839.01	85.60968
X287	C	186,971.54	15,580.96	89.89016
X287	D	196,320.12	16,360.01	94.38467
X287	E	206,136.12	17,178.01	99.10391
X287	F	216,442.93	18,036.91	104.05910
X287	G	227,265.08	18,938.76	109.26206
X288	A	171,284.59	14,273.72	82.34836
X288	B	179,848.81	14,987.40	86.46578
X288	C	188,841.26	15,736.77	90.78906
X288	D	198,283.32	16,523.61	95.32852
X288	E	208,197.48	17,349.79	100.09494
X288	F	218,607.36	18,217.28	105.09969
X288	G	229,537.73	19,128.14	110.35468
X289	A	172,997.43	14,416.45	83.17184
X289	B	181,647.30	15,137.27	87.33043
X289	C	190,729.67	15,894.14	91.69696
X289	D	200,266.15	16,688.85	96.28180
X289	E	210,279.46	17,523.29	101.09589
X289	F	220,793.43	18,399.45	106.15069
X289	G	231,833.10	19,319.42	111.45822
X290	A	174,727.41	14,560.62	84.00356
X290	B	183,463.78	15,288.65	88.20374
X290	C	192,636.96	16,053.08	92.61393
X290	D	202,268.81	16,855.73	97.24462
X290	E	212,382.25	17,698.52	102.10685
X290	F	223,001.37	18,583.45	107.21220
X290	G	234,151.43	19,512.62	112.57280

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X291	A	176,474.68	14,706.22	84.84360
X291	B	185,298.41	15,441.53	89.08578
X291	C	194,563.33	16,213.61	93.54006
X291	D	204,291.50	17,024.29	98.21707
X291	E	214,506.08	17,875.51	103.12792
X291	F	225,231.38	18,769.28	108.28432
X291	G	236,492.95	19,707.75	113.69853
X292	A	178,239.43	14,853.29	85.69203
X292	B	187,151.40	15,595.95	89.97663
X292	C	196,508.97	16,375.75	94.47547
X292	D	206,334.42	17,194.53	99.19924
X292	E	216,651.14	18,054.26	104.15920
X292	F	227,483.69	18,956.97	109.36716
X292	G	238,857.88	19,904.82	114.83552
X293	A	180,021.82	15,001.82	86.54895
X293	B	189,022.91	15,751.91	90.87640
X293	C	198,474.06	16,539.50	95.42022
X293	D	208,397.76	17,366.48	100.19123
X293	E	218,817.65	18,234.80	105.20079
X293	F	229,758.53	19,146.54	110.46083
X293	G	241,246.46	20,103.87	115.98387
X294	A	181,822.04	15,151.84	87.41444
X294	B	190,913.14	15,909.43	91.78516
X294	C	200,458.80	16,704.90	96.37442
X294	D	210,481.74	17,540.14	101.19314
X294	E	221,005.82	18,417.15	106.25280
X294	F	232,056.12	19,338.01	111.56544
X294	G	243,658.92	20,304.91	117.14371
X295	A	183,640.26	15,303.35	88.28859
X295	B	192,822.27	16,068.52	92.70302
X295	C	202,463.39	16,871.95	97.33817
X295	D	212,586.55	17,715.55	102.20507
X295	E	223,215.88	18,601.32	107.31533
X295	F	234,376.68	19,531.39	112.68109
X295	G	246,095.51	20,507.96	118.31515
X296	A	185,476.66	15,456.39	89.17147
X296	B	194,750.49	16,229.21	93.63005
X296	C	204,488.02	17,040.67	98.31155
X296	D	214,712.42	17,892.70	103.22713
X296	E	225,448.04	18,787.34	108.38848
X296	F	236,720.44	19,726.70	113.80791
X296	G	248,556.47	20,713.04	119.49830

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Non-Represented Management Unit

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X297	A	187,331.43	15,610.95	90.06319
X297	B	196,698.00	16,391.50	94.56635
X297	C	206,532.90	17,211.07	99.29466
X297	D	216,859.54	18,071.63	104.25940
X297	E	227,702.52	18,975.21	109.47237
X297	F	239,087.65	19,923.97	114.94598
X297	G	251,042.03	20,920.17	120.69328
X298	A	189,204.74	15,767.06	90.96382
X298	B	198,664.98	16,555.41	95.51201
X298	C	208,598.23	17,383.19	100.28761
X298	D	219,028.14	18,252.34	105.30199
X298	E	229,979.55	19,164.96	110.56709
X298	F	241,478.52	20,123.21	116.09544
X298	G	253,552.45	21,129.37	121.90022
X299	A	191,096.79	15,924.73	91.87346
X299	B	200,651.63	16,720.97	96.46713
X299	C	210,684.21	17,557.02	101.29049
X299	D	221,218.42	18,434.87	106.35501
X299	E	232,279.34	19,356.61	111.67276
X299	F	243,893.31	20,324.44	117.25640
X299	G	256,087.98	21,340.66	123.11922
X300	A	193,007.76	16,083.98	92.79219
X300	B	202,658.15	16,888.18	97.43180
X300	C	212,791.05	17,732.59	102.30339
X300	D	223,430.61	18,619.22	107.41856
X300	E	234,602.14	19,550.18	112.78949
X300	F	246,332.24	20,527.69	118.42896
X300	G	258,648.85	21,554.07	124.35041

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O109	A	21,740.66	1,811.72	10.45224
O109	B	22,827.69	1,902.31	10.97485
O109	C	23,969.08	1,997.42	11.52359
O109	D	25,167.53	2,097.29	12.09977
O109	E	26,425.91	2,202.16	12.70476
O109	F	27,747.20	2,312.27	13.34000
O109	G	29,134.56	2,427.88	14.00700
O110	A	21,958.07	1,829.84	10.55676
O110	B	23,055.97	1,921.33	11.08460
O110	C	24,208.77	2,017.40	11.63883
O110	D	25,419.21	2,118.27	12.22077
O110	E	26,690.17	2,224.18	12.83181
O110	F	28,024.67	2,335.39	13.47340
O110	G	29,425.91	2,452.16	14.14707
O111	A	22,177.65	1,848.14	10.66233
O111	B	23,286.53	1,940.54	11.19545
O111	C	24,450.86	2,037.57	11.75522
O111	D	25,673.40	2,139.45	12.34298
O111	E	26,957.07	2,246.42	12.96013
O111	F	28,304.92	2,358.74	13.60814
O111	G	29,720.17	2,476.68	14.28854
O112	A	22,399.42	1,866.62	10.76895
O112	B	23,519.39	1,959.95	11.30740
O112	C	24,695.36	2,057.95	11.87277
O112	D	25,930.13	2,160.84	12.46641
O112	E	27,226.64	2,268.89	13.08973
O112	F	28,587.97	2,382.33	13.74422
O112	G	30,017.37	2,501.45	14.43143
O113	A	22,623.42	1,885.28	10.87664
O113	B	23,754.59	1,979.55	11.42048
O113	C	24,942.32	2,078.53	11.99150
O113	D	26,189.43	2,182.45	12.59107
O113	E	27,498.90	2,291.58	13.22063
O113	F	28,873.85	2,406.15	13.88166
O113	G	30,317.54	2,526.46	14.57574
O114	A	22,849.65	1,904.14	10.98541
O114	B	23,992.13	1,999.34	11.53468
O114	C	25,191.74	2,099.31	12.11141
O114	D	26,451.33	2,204.28	12.71698
O114	E	27,773.89	2,314.49	13.35283
O114	F	29,162.59	2,430.22	14.02048
O114	G	30,620.72	2,551.73	14.72150

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O115	A	23,078.15	1,923.18	11.09526
O115	B	24,232.06	2,019.34	11.65003
O115	C	25,443.66	2,120.30	12.23253
O115	D	26,715.84	2,226.32	12.84415
O115	E	28,051.63	2,337.64	13.48636
O115	F	29,454.21	2,454.52	14.16068
O115	G	30,926.93	2,577.24	14.86871
O116	A	23,308.93	1,942.41	11.20622
O116	B	24,474.38	2,039.53	11.76653
O116	C	25,698.09	2,141.51	12.35485
O116	D	26,983.00	2,248.58	12.97260
O116	E	28,332.15	2,361.01	13.62123
O116	F	29,748.76	2,479.06	14.30229
O116	G	31,236.19	2,603.02	15.01740
O117	A	23,542.02	1,961.83	11.31828
O117	B	24,719.12	2,059.93	11.88419
O117	C	25,955.08	2,162.92	12.47840
O117	D	27,252.83	2,271.07	13.10232
O117	E	28,615.47	2,384.62	13.75744
O117	F	30,046.24	2,503.85	14.44531
O117	G	31,548.56	2,629.05	15.16758
O118	A	23,777.44	1,981.45	11.43146
O118	B	24,966.31	2,080.53	12.00303
O118	C	26,214.63	2,184.55	12.60319
O118	D	27,525.36	2,293.78	13.23334
O118	E	28,901.63	2,408.47	13.89501
O118	F	30,346.71	2,528.89	14.58976
O118	G	31,864.04	2,655.34	15.31925
O119	A	24,015.21	2,001.27	11.54578
O119	B	25,215.97	2,101.33	12.12306
O119	C	26,476.77	2,206.40	12.72922
O119	D	27,800.61	2,316.72	13.36568
O119	E	29,190.64	2,432.55	14.03396
O119	F	30,650.17	2,554.18	14.73566
O119	G	32,182.68	2,681.89	15.47244
O120	A	24,255.37	2,021.28	11.66123
O120	B	25,468.13	2,122.34	12.24429
O120	C	26,741.54	2,228.46	12.85651
O120	D	28,078.62	2,339.88	13.49934
O120	E	29,482.55	2,456.88	14.17430
O120	F	30,956.68	2,579.72	14.88302
O120	G	32,504.51	2,708.71	15.62717

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O121	A	24,497.92	2,041.49	11.77785
O121	B	25,722.81	2,143.57	12.36674
O121	C	27,008.96	2,250.75	12.98507
O121	D	28,359.40	2,363.28	13.63433
O121	E	29,777.37	2,481.45	14.31605
O121	F	31,266.24	2,605.52	15.03185
O121	G	32,829.55	2,735.80	15.78344
O122	A	24,742.90	2,061.91	11.89562
O122	B	25,980.04	2,165.00	12.49041
O122	C	27,279.05	2,273.25	13.11493
O122	D	28,643.00	2,386.92	13.77067
O122	E	30,075.15	2,506.26	14.45921
O122	F	31,578.90	2,631.58	15.18217
O122	G	33,157.85	2,763.15	15.94127
O123	A	24,990.33	2,082.53	12.01458
O123	B	26,239.84	2,186.65	12.61531
O123	C	27,551.84	2,295.99	13.24607
O123	D	28,929.43	2,410.79	13.90838
O123	E	30,375.90	2,531.32	14.60380
O123	F	31,894.69	2,657.89	15.33399
O123	G	33,489.43	2,790.79	16.10069
O124	A	25,240.23	2,103.35	12.13473
O124	B	26,502.24	2,208.52	12.74146
O124	C	27,827.35	2,318.95	13.37854
O124	D	29,218.72	2,434.89	14.04746
O124	E	30,679.66	2,556.64	14.74984
O124	F	32,213.64	2,684.47	15.48733
O124	G	33,824.32	2,818.69	16.26169
O125	A	25,492.63	2,124.39	12.25607
O125	B	26,767.26	2,230.61	12.86888
O125	C	28,105.63	2,342.14	13.51232
O125	D	29,510.91	2,459.24	14.18794
O125	E	30,986.45	2,582.20	14.89733
O125	F	32,535.78	2,711.31	15.64220
O125	G	34,162.57	2,846.88	16.42431
O126	A	25,747.56	2,145.63	12.37863
O126	B	27,034.94	2,252.91	12.99757
O126	C	28,386.68	2,365.56	13.64744
O126	D	29,806.02	2,483.83	14.32982
O126	E	31,296.32	2,608.03	15.04631
O126	F	32,861.13	2,738.43	15.79862
O126	G	34,504.19	2,875.35	16.58855

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O127	A	26,005.03	2,167.09	12.50242
O127	B	27,305.29	2,275.44	13.12754
O127	C	28,670.55	2,389.21	13.78392
O127	D	30,104.08	2,508.67	14.47311
O127	E	31,609.28	2,634.11	15.19677
O127	F	33,189.75	2,765.81	15.95661
O127	G	34,849.23	2,904.10	16.75444
O128	A	26,265.08	2,188.76	12.62744
O128	B	27,578.34	2,298.19	13.25882
O128	C	28,957.26	2,413.10	13.92176
O128	D	30,405.12	2,533.76	14.61785
O128	E	31,925.37	2,660.45	15.34874
O128	F	33,521.64	2,793.47	16.11617
O128	G	35,197.73	2,933.14	16.92198
O129	A	26,527.74	2,210.64	12.75372
O129	B	27,854.12	2,321.18	13.39141
O129	C	29,246.83	2,437.24	14.06098
O129	D	30,709.17	2,559.10	14.76402
O129	E	32,244.63	2,687.05	15.50223
O129	F	33,856.86	2,821.40	16.27734
O129	G	35,549.70	2,962.48	17.09120
O130	A	26,793.01	2,232.75	12.88126
O130	B	28,132.66	2,344.39	13.52532
O130	C	29,539.30	2,461.61	14.20159
O130	D	31,016.26	2,584.69	14.91166
O130	E	32,567.07	2,713.92	15.65725
O130	F	34,195.43	2,849.62	16.44011
O130	G	35,905.20	2,992.10	17.26212
O131	A	27,060.94	2,255.08	13.01007
O131	B	28,413.99	2,367.83	13.66057
O131	C	29,834.69	2,486.22	14.34360
O131	D	31,326.42	2,610.54	15.06078
O131	E	32,892.75	2,741.06	15.81382
O131	F	34,537.38	2,878.12	16.60451
O131	G	36,264.25	3,022.02	17.43474
O132	A	27,331.55	2,277.63	13.14017
O132	B	28,698.13	2,391.51	13.79718
O132	C	30,133.04	2,511.09	14.48704
O132	D	31,639.69	2,636.64	15.21139
O132	E	33,221.67	2,768.47	15.97196
O132	F	34,882.76	2,906.90	16.77056
O132	G	36,626.89	3,052.24	17.60908

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O133	A	27,604.87	2,300.41	13.27157
O133	B	28,985.11	2,415.43	13.93515
O133	C	30,434.37	2,536.20	14.63191
O133	D	31,956.09	2,663.01	15.36350
O133	E	33,553.89	2,796.16	16.13168
O133	F	35,231.58	2,935.97	16.93826
O133	G	36,993.16	3,082.76	17.78517
O134	A	27,880.92	2,323.41	13.40429
O134	B	29,274.96	2,439.58	14.07450
O134	C	30,738.71	2,561.56	14.77823
O134	D	32,275.65	2,689.64	15.51714
O134	E	33,889.43	2,824.12	16.29299
O134	F	35,583.90	2,965.32	17.10764
O134	G	37,363.10	3,113.59	17.96303
O135	A	28,159.73	2,346.64	13.53833
O135	B	29,567.71	2,463.98	14.21525
O135	C	31,046.10	2,587.17	14.92601
O135	D	32,598.40	2,716.53	15.67231
O135	E	34,228.32	2,852.36	16.45592
O135	F	35,939.74	2,994.98	17.27872
O135	G	37,736.73	3,144.73	18.14266
O136	A	28,441.32	2,370.11	13.67371
O136	B	29,863.39	2,488.62	14.35740
O136	C	31,356.56	2,613.05	15.07527
O136	D	32,924.39	2,743.70	15.82903
O136	E	34,570.61	2,880.88	16.62048
O136	F	36,299.14	3,024.93	17.45151
O136	G	38,114.09	3,176.17	18.32408
O137	A	28,725.74	2,393.81	13.81045
O137	B	30,162.02	2,513.50	14.50097
O137	C	31,670.12	2,639.18	15.22602
O137	D	33,253.63	2,771.14	15.98732
O137	E	34,916.31	2,909.69	16.78669
O137	F	36,662.13	3,055.18	17.62602
O137	G	38,495.23	3,207.94	18.50732
O138	A	29,012.99	2,417.75	13.94855
O138	B	30,463.64	2,538.64	14.64598
O138	C	31,986.83	2,665.57	15.37828
O138	D	33,586.17	2,798.85	16.14720
O138	E	35,265.48	2,938.79	16.95456
O138	F	37,028.75	3,085.73	17.80228
O138	G	38,880.19	3,240.02	18.69240

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O139	A	29,303.12	2,441.93	14.08804
O139	B	30,768.28	2,564.02	14.79244
O139	C	32,306.69	2,692.22	15.53206
O139	D	33,922.03	2,826.84	16.30867
O139	E	35,618.13	2,968.18	17.12410
O139	F	37,399.04	3,116.59	17.98031
O139	G	39,268.99	3,272.42	18.87932
O140	A	29,596.16	2,466.35	14.22892
O140	B	31,075.96	2,589.66	14.94037
O140	C	32,629.76	2,719.15	15.68739
O140	D	34,261.25	2,855.10	16.47175
O140	E	35,974.31	2,997.86	17.29534
O140	F	37,773.03	3,147.75	18.16011
O140	G	39,661.68	3,305.14	19.06811
O141	A	29,892.12	2,491.01	14.37121
O141	B	31,386.72	2,615.56	15.08977
O141	C	32,956.06	2,746.34	15.84426
O141	D	34,603.86	2,883.66	16.63647
O141	E	36,334.05	3,027.84	17.46830
O141	F	38,150.76	3,179.23	18.34171
O141	G	40,058.30	3,338.19	19.25880
O142	A	30,191.04	2,515.92	14.51492
O142	B	31,700.59	2,641.72	15.24067
O142	C	33,285.62	2,773.80	16.00270
O142	D	34,949.90	2,912.49	16.80284
O142	E	36,697.40	3,058.12	17.64298
O142	F	38,532.26	3,211.02	18.52513
O142	G	40,458.88	3,371.57	19.45138
O143	A	30,492.95	2,541.08	14.66007
O143	B	32,017.60	2,668.13	15.39307
O143	C	33,618.48	2,801.54	16.16273
O143	D	35,299.40	2,941.62	16.97087
O143	E	37,064.37	3,088.70	17.81941
O143	F	38,917.59	3,243.13	18.71038
O143	G	40,863.47	3,405.29	19.64590
O144	A	30,797.88	2,566.49	14.80667
O144	B	32,337.77	2,694.81	15.54701
O144	C	33,954.66	2,829.55	16.32436
O144	D	35,652.39	2,971.03	17.14057
O144	E	37,435.01	3,119.58	17.99760
O144	F	39,306.76	3,275.56	18.89748
O144	G	41,272.10	3,439.34	19.84236

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O145	A	31,105.86	2,592.15	14.95474
O145	B	32,661.15	2,721.76	15.70248
O145	C	34,294.21	2,857.85	16.48760
O145	D	36,008.92	3,000.74	17.31198
O145	E	37,809.36	3,150.78	18.17758
O145	F	39,699.83	3,308.32	19.08646
O145	G	41,684.82	3,473.74	20.04078
O146	A	31,416.92	2,618.08	15.10429
O146	B	32,987.76	2,748.98	15.85950
O146	C	34,637.15	2,886.43	16.65248
O146	D	36,369.01	3,030.75	17.48510
O146	E	38,187.46	3,182.29	18.35935
O146	F	40,096.83	3,341.40	19.27732
O146	G	42,101.67	3,508.47	20.24119
O147	A	31,731.08	2,644.26	15.25533
O147	B	33,317.64	2,776.47	16.01810
O147	C	34,983.52	2,915.29	16.81900
O147	D	36,732.70	3,061.06	17.65995
O147	E	38,569.33	3,214.11	18.54295
O147	F	40,497.80	3,374.82	19.47010
O147	G	42,522.69	3,543.56	20.44360
O148	A	32,048.40	2,670.70	15.40788
O148	B	33,650.81	2,804.23	16.17828
O148	C	35,333.36	2,944.45	16.98719
O148	D	37,100.02	3,091.67	17.83655
O148	E	38,955.02	3,246.25	18.72838
O148	F	40,902.78	3,408.56	19.66480
O148	G	42,947.91	3,578.99	20.64804
O149	A	32,368.88	2,697.41	15.56196
O149	B	33,987.32	2,832.28	16.34006
O149	C	35,686.69	2,973.89	17.15706
O149	D	37,471.02	3,122.59	18.01492
O149	E	39,344.57	3,278.71	18.91566
O149	F	41,311.80	3,442.65	19.86144
O149	G	43,377.39	3,614.78	20.85452
O150	A	32,692.57	2,724.38	15.71758
O150	B	34,327.20	2,860.60	16.50346
O150	C	36,043.56	3,003.63	17.32863
O150	D	37,845.73	3,153.81	18.19506
O150	E	39,738.02	3,311.50	19.10482
O150	F	41,724.92	3,477.08	20.06006
O150	G	43,811.17	3,650.93	21.06306

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O151	A	33,019.49	2,751.62	15.87476
O151	B	34,670.47	2,889.21	16.66849
O151	C	36,403.99	3,033.67	17.50192
O151	D	38,224.19	3,185.35	18.37701
O151	E	40,135.40	3,344.62	19.29587
O151	F	42,142.17	3,511.85	20.26066
O151	G	44,249.28	3,687.44	21.27369
O152	A	33,349.69	2,779.14	16.03350
O152	B	35,017.17	2,918.10	16.83518
O152	C	36,768.03	3,064.00	17.67694
O152	D	38,606.43	3,217.20	18.56079
O152	E	40,536.75	3,378.06	19.48882
O152	F	42,563.59	3,546.97	20.46327
O152	G	44,691.77	3,724.31	21.48643
O153	A	33,683.19	2,806.93	16.19384
O153	B	35,367.34	2,947.28	17.00353
O153	C	37,135.71	3,094.64	17.85371
O153	D	38,992.50	3,249.37	18.74639
O153	E	40,942.12	3,411.84	19.68371
O153	F	42,989.23	3,582.44	20.66790
O153	G	45,138.69	3,761.56	21.70129
O154	A	34,020.02	2,835.00	16.35578
O154	B	35,721.02	2,976.75	17.17357
O154	C	37,507.07	3,125.59	18.03224
O154	D	39,382.42	3,281.87	18.93386
O154	E	41,351.54	3,445.96	19.88055
O154	F	43,419.12	3,618.26	20.87458
O154	G	45,590.08	3,799.17	21.91831
O155	A	34,360.22	2,863.35	16.51934
O155	B	36,078.23	3,006.52	17.34530
O155	C	37,882.14	3,156.84	18.21257
O155	D	39,776.25	3,314.69	19.12320
O155	E	41,765.06	3,480.42	20.07936
O155	F	43,853.31	3,654.44	21.08332
O155	G	46,045.98	3,837.16	22.13749
O156	A	34,703.82	2,891.98	16.68453
O156	B	36,439.01	3,036.58	17.51876
O156	C	38,260.96	3,188.41	18.39469
O156	D	40,174.01	3,347.83	19.31443
O156	E	42,182.71	3,515.23	20.28015
O156	F	44,291.84	3,690.99	21.29416
O156	G	46,506.44	3,875.54	22.35886

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O157	A	35,050.86	2,920.90	16.85137
O157	B	36,803.40	3,066.95	17.69394
O157	C	38,643.57	3,220.30	18.57864
O157	D	40,575.75	3,381.31	19.50757
O157	E	42,604.54	3,550.38	20.48295
O157	F	44,734.76	3,727.90	21.50710
O157	G	46,971.50	3,914.29	22.58245
O158	A	35,401.37	2,950.11	17.01989
O158	B	37,171.43	3,097.62	17.87088
O158	C	39,030.01	3,252.50	18.76443
O158	D	40,981.51	3,415.13	19.70265
O158	E	43,030.58	3,585.88	20.68778
O158	F	45,182.11	3,765.18	21.72217
O158	G	47,441.22	3,953.43	22.80828
O159	A	35,755.38	2,979.61	17.19009
O159	B	37,543.15	3,128.60	18.04959
O159	C	39,420.31	3,285.03	18.95207
O159	D	41,391.32	3,449.28	19.89967
O159	E	43,460.89	3,621.74	20.89466
O159	F	45,633.93	3,802.83	21.93939
O159	G	47,915.63	3,992.97	23.03636
O160	A	36,112.93	3,009.41	17.36199
O160	B	37,918.58	3,159.88	18.23009
O160	C	39,814.51	3,317.88	19.14159
O160	D	41,805.23	3,483.77	20.09867
O160	E	43,895.50	3,657.96	21.10360
O160	F	46,090.27	3,840.86	22.15878
O160	G	48,394.79	4,032.90	23.26672
O161	A	36,474.06	3,039.51	17.53561
O161	B	38,297.77	3,191.48	18.41239
O161	C	40,212.65	3,351.05	19.33301
O161	D	42,223.29	3,518.61	20.29966
O161	E	44,334.45	3,694.54	21.31464
O161	F	46,551.17	3,879.26	22.38037
O161	G	48,878.73	4,073.23	23.49939
O162	A	36,838.80	3,069.90	17.71096
O162	B	38,680.74	3,223.40	18.59651
O162	C	40,614.78	3,384.57	19.52634
O162	D	42,645.52	3,553.79	20.50265
O162	E	44,777.80	3,731.48	21.52779
O162	F	47,016.69	3,918.06	22.60418
O162	G	49,367.52	4,113.96	23.73438

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O163	A	37,207.19	3,100.60	17.88807
O163	B	39,067.55	3,255.63	18.78248
O163	C	41,020.93	3,418.41	19.72160
O163	D	43,071.98	3,589.33	20.70768
O163	E	45,225.57	3,768.80	21.74306
O163	F	47,486.85	3,957.24	22.83022
O163	G	49,861.20	4,155.10	23.97173
O164	A	37,579.26	3,131.61	18.06695
O164	B	39,458.23	3,288.19	18.97030
O164	C	41,431.14	3,452.59	19.91882
O164	D	43,502.70	3,625.22	20.91476
O164	E	45,677.83	3,806.49	21.96050
O164	F	47,961.72	3,996.81	23.05852
O164	G	50,359.81	4,196.65	24.21145
O165	A	37,955.06	3,162.92	18.24762
O165	B	39,852.81	3,321.07	19.16000
O165	C	41,845.45	3,487.12	20.11800
O165	D	43,937.72	3,661.48	21.12390
O165	E	46,134.61	3,844.55	22.18010
O165	F	48,441.34	4,036.78	23.28911
O165	G	50,863.41	4,238.62	24.45356
O166	A	38,334.61	3,194.55	18.43010
O166	B	40,251.34	3,354.28	19.35160
O166	C	42,263.90	3,521.99	20.31918
O166	D	44,377.10	3,698.09	21.33514
O166	E	46,595.95	3,883.00	22.40190
O166	F	48,925.75	4,077.15	23.52200
O166	G	51,372.04	4,281.00	24.69810
O167	A	38,717.95	3,226.50	18.61440
O167	B	40,653.85	3,387.82	19.54512
O167	C	42,686.54	3,557.21	20.52238
O167	D	44,820.87	3,735.07	21.54850
O167	E	47,061.91	3,921.83	22.62592
O167	F	49,415.01	4,117.92	23.75722
O167	G	51,885.76	4,323.81	24.94508
O168	A	39,105.13	3,258.76	18.80054
O168	B	41,060.39	3,421.70	19.74057
O168	C	43,113.41	3,592.78	20.72760
O168	D	45,269.08	3,772.42	21.76398
O168	E	47,532.53	3,961.04	22.85218
O168	F	49,909.16	4,159.10	23.99479
O168	G	52,404.62	4,367.05	25.19453

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O169	A	39,496.18	3,291.35	18.98855
O169	B	41,470.99	3,455.92	19.93798
O169	C	43,544.54	3,628.71	20.93488
O169	D	45,721.77	3,810.15	21.98162
O169	E	48,007.86	4,000.65	23.08070
O169	F	50,408.25	4,200.69	24.23474
O169	G	52,928.66	4,410.72	25.44647
O170	A	39,891.15	3,324.26	19.17844
O170	B	41,885.70	3,490.48	20.13736
O170	C	43,979.99	3,665.00	21.14423
O170	D	46,178.99	3,848.25	22.20144
O170	E	48,487.94	4,040.66	23.31151
O170	F	50,912.33	4,242.69	24.47708
O170	G	53,457.95	4,454.83	25.70094
O171	A	40,290.06	3,357.50	19.37022
O171	B	42,304.56	3,525.38	20.33873
O171	C	44,419.79	3,701.65	21.35567
O171	D	46,640.78	3,886.73	22.42345
O171	E	48,972.82	4,081.07	23.54462
O171	F	51,421.46	4,285.12	24.72185
O171	G	53,992.53	4,499.38	25.95795
O172	A	40,692.96	3,391.08	19.56392
O172	B	42,727.61	3,560.63	20.54212
O172	C	44,863.99	3,738.67	21.56922
O172	D	47,107.19	3,925.60	22.64769
O172	E	49,462.54	4,121.88	23.78007
O172	F	51,935.67	4,327.97	24.96907
O172	G	54,532.46	4,544.37	26.21753
O173	A	41,099.89	3,424.99	19.75956
O173	B	43,154.88	3,596.24	20.74754
O173	C	45,312.63	3,776.05	21.78492
O173	D	47,578.26	3,964.85	22.87416
O173	E	49,957.17	4,163.10	24.01787
O173	F	52,455.03	4,371.25	25.21876
O173	G	55,077.78	4,589.81	26.47970
O174	A	41,510.89	3,459.24	19.95716
O174	B	43,586.43	3,632.20	20.95501
O174	C	45,765.75	3,813.81	22.00277
O174	D	48,054.04	4,004.50	23.10290
O174	E	50,456.74	4,204.73	24.25805
O174	F	52,979.58	4,414.96	25.47095
O174	G	55,628.56	4,635.71	26.74450

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O175	A	41,925.99	3,493.83	20.15673
O175	B	44,022.29	3,668.52	21.16456
O175	C	46,223.41	3,851.95	22.22279
O175	D	48,534.58	4,044.55	23.33393
O175	E	50,961.31	4,246.78	24.50063
O175	F	53,509.37	4,459.11	25.72566
O175	G	56,184.84	4,682.07	27.01194
O176	A	42,345.25	3,528.77	20.35830
O176	B	44,462.52	3,705.21	21.37621
O176	C	46,685.64	3,890.47	22.44502
O176	D	49,019.93	4,084.99	23.56727
O176	E	51,470.92	4,289.24	24.74564
O176	F	54,044.47	4,503.71	25.98292
O176	G	56,746.69	4,728.89	27.28206
O177	A	42,768.71	3,564.06	20.56188
O177	B	44,907.14	3,742.26	21.58997
O177	C	47,152.50	3,929.37	22.66947
O177	D	49,510.12	4,125.84	23.80294
O177	E	51,985.63	4,332.14	24.99309
O177	F	54,584.91	4,548.74	26.24275
O177	G	57,314.16	4,776.18	27.55488
O178	A	43,196.39	3,599.70	20.76750
O178	B	45,356.21	3,779.68	21.80587
O178	C	47,624.02	3,968.67	22.89617
O178	D	50,005.23	4,167.10	24.04097
O178	E	52,505.49	4,375.46	25.24302
O178	F	55,130.76	4,594.23	26.50517
O178	G	57,887.30	4,823.94	27.83043
O179	A	43,628.36	3,635.70	20.97517
O179	B	45,809.78	3,817.48	22.02393
O179	C	48,100.27	4,008.36	23.12513
O179	D	50,505.28	4,208.77	24.28138
O179	E	53,030.54	4,419.21	25.49545
O179	F	55,682.07	4,640.17	26.77023
O179	G	58,466.17	4,872.18	28.10874
O180	A	44,064.64	3,672.05	21.18492
O180	B	46,267.87	3,855.66	22.24417
O180	C	48,581.27	4,048.44	23.35638
O180	D	51,010.33	4,250.86	24.52420
O180	E	53,560.85	4,463.40	25.75041
O180	F	56,238.89	4,686.57	27.03793
O180	G	59,050.83	4,920.90	28.38982

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O181	A	44,505.29	3,708.77	21.39677
O181	B	46,730.55	3,894.21	22.46661
O181	C	49,067.08	4,088.92	23.58994
O181	D	51,520.43	4,293.37	24.76944
O181	E	54,096.46	4,508.04	26.00791
O181	F	56,801.28	4,733.44	27.30831
O181	G	59,641.34	4,970.11	28.67372
O182	A	44,950.34	3,745.86	21.61074
O182	B	47,197.86	3,933.15	22.69128
O182	C	49,557.75	4,129.81	23.82584
O182	D	52,035.64	4,336.30	25.01713
O182	E	54,637.42	4,553.12	26.26799
O182	F	57,369.29	4,780.77	27.58139
O182	G	60,237.76	5,019.81	28.96046
O183	A	45,399.84	3,783.32	21.82685
O183	B	47,669.84	3,972.49	22.91819
O183	C	50,053.33	4,171.11	24.06410
O183	D	52,556.00	4,379.67	25.26731
O183	E	55,183.80	4,598.65	26.53067
O183	F	57,942.98	4,828.58	27.85720
O183	G	60,840.13	5,070.01	29.25006
O184	A	45,853.84	3,821.15	22.04512
O184	B	48,146.54	4,012.21	23.14737
O184	C	50,553.86	4,212.82	24.30474
O184	D	53,081.56	4,423.46	25.51998
O184	E	55,735.63	4,644.64	26.79598
O184	F	58,522.41	4,876.87	28.13578
O184	G	61,448.54	5,120.71	29.54257
O185	A	46,312.38	3,859.37	22.26557
O185	B	48,628.00	4,052.33	23.37885
O185	C	51,059.40	4,254.95	24.54779
O185	D	53,612.37	4,467.70	25.77518
O185	E	56,292.99	4,691.08	27.06394
O185	F	59,107.64	4,925.64	28.41713
O185	G	62,063.02	5,171.92	29.83799
O186	A	46,775.51	3,897.96	22.48822
O186	B	49,114.28	4,092.86	23.61263
O186	C	51,569.99	4,297.50	24.79327
O186	D	54,148.49	4,512.37	26.03293
O186	E	56,855.92	4,737.99	27.33458
O186	F	59,698.72	4,974.89	28.70131
O186	G	62,683.65	5,223.64	30.13637

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O187	A	47,243.26	3,936.94	22.71311
O187	B	49,605.42	4,133.79	23.84876
O187	C	52,085.69	4,340.47	25.04120
O187	D	54,689.98	4,557.50	26.29326
O187	E	57,424.48	4,785.37	27.60792
O187	F	60,295.70	5,024.64	28.98832
O187	G	63,310.49	5,275.87	30.43773
O188	A	47,715.69	3,976.31	22.94024
O188	B	50,101.48	4,175.12	24.08725
O188	C	52,606.55	4,383.88	25.29161
O188	D	55,236.88	4,603.07	26.55619
O188	E	57,998.72	4,833.23	27.88400
O188	F	60,898.66	5,074.89	29.27820
O188	G	63,943.59	5,328.63	30.74211
O189	A	48,192.85	4,016.07	23.16964
O189	B	50,602.49	4,216.87	24.32812
O189	C	53,132.62	4,427.72	25.54453
O189	D	55,789.25	4,649.10	26.82175
O189	E	58,578.71	4,881.56	28.16284
O189	F	61,507.65	5,125.64	29.57098
O189	G	64,583.03	5,381.92	31.04953
O190	A	48,674.78	4,056.23	23.40134
O190	B	51,108.52	4,259.04	24.57140
O190	C	53,663.94	4,472.00	25.79997
O190	D	56,347.14	4,695.59	27.08997
O190	E	59,164.50	4,930.37	28.44447
O190	F	62,122.72	5,176.89	29.86669
O190	G	65,228.86	5,435.74	31.36003
O191	A	49,161.53	4,096.79	23.63535
O191	B	51,619.60	4,301.63	24.81712
O191	C	54,200.58	4,516.72	26.05797
O191	D	56,910.61	4,742.55	27.36087
O191	E	59,756.14	4,979.68	28.72891
O191	F	62,743.95	5,228.66	30.16536
O191	G	65,881.15	5,490.10	31.67363
O192	A	49,653.14	4,137.76	23.87170
O192	B	52,135.80	4,344.65	25.06529
O192	C	54,742.59	4,561.88	26.31855
O192	D	57,479.72	4,789.98	27.63448
O192	E	60,353.70	5,029.48	29.01620
O192	F	63,371.39	5,280.95	30.46701
O192	G	66,539.96	5,545.00	31.99036

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O193	A	50,149.67	4,179.14	24.11042
O193	B	52,657.16	4,388.10	25.31594
O193	C	55,290.01	4,607.50	26.58174
O193	D	58,054.52	4,837.88	27.91082
O193	E	60,957.24	5,079.77	29.30637
O193	F	64,005.10	5,333.76	30.77168
O193	G	67,205.36	5,600.45	32.31027
O194	A	50,651.17	4,220.93	24.35152
O194	B	53,183.73	4,431.98	25.56910
O194	C	55,842.91	4,653.58	26.84756
O194	D	58,635.06	4,886.25	28.18993
O194	E	61,566.81	5,130.57	29.59943
O194	F	64,645.15	5,387.10	31.07940
O194	G	67,877.41	5,656.45	32.63337
O195	A	51,157.68	4,263.14	24.59504
O195	B	53,715.57	4,476.30	25.82479
O195	C	56,401.34	4,700.11	27.11603
O195	D	59,221.41	4,935.12	28.47183
O195	E	62,182.48	5,181.87	29.89542
O195	F	65,291.61	5,440.97	31.39020
O195	G	68,556.19	5,713.02	32.95970
O196	A	51,669.26	4,305.77	24.84099
O196	B	54,252.72	4,521.06	26.08304
O196	C	56,965.36	4,747.11	27.38719
O196	D	59,813.63	4,984.47	28.75655
O196	E	62,804.31	5,233.69	30.19438
O196	F	65,944.52	5,495.38	31.70410
O196	G	69,241.75	5,770.15	33.28930
O197	A	52,185.95	4,348.83	25.08940
O197	B	54,795.25	4,566.27	26.34387
O197	C	57,535.01	4,794.58	27.66106
O197	D	60,411.76	5,034.31	29.04412
O197	E	63,432.35	5,286.03	30.49632
O197	F	66,603.97	5,550.33	32.02114
O197	G	69,934.17	5,827.85	33.62219
O198	A	52,707.81	4,392.32	25.34029
O198	B	55,343.20	4,611.93	26.60731
O198	C	58,110.36	4,842.53	27.93767
O198	D	61,015.88	5,084.66	29.33456
O198	E	64,066.67	5,338.89	30.80129
O198	F	67,270.01	5,605.83	32.34135
O198	G	70,633.51	5,886.13	33.95842

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O199	A	53,234.89	4,436.24	25.59370
O199	B	55,896.63	4,658.05	26.87338
O199	C	58,691.46	4,890.96	28.21705
O199	D	61,626.04	5,135.50	29.62790
O199	E	64,707.34	5,392.28	31.10930
O199	F	67,942.71	5,661.89	32.66476
O199	G	71,339.84	5,944.99	34.29800
O200	A	53,767.24	4,480.60	25.84963
O200	B	56,455.60	4,704.63	27.14212
O200	C	59,278.38	4,939.86	28.49922
O200	D	62,242.30	5,186.86	29.92418
O200	E	65,354.41	5,446.20	31.42039
O200	F	68,622.13	5,718.51	32.99141
O200	G	72,053.24	6,004.44	34.64098
O201	A	54,304.91	4,525.41	26.10813
O201	B	57,020.16	4,751.68	27.41354
O201	C	59,871.16	4,989.26	28.78421
O201	D	62,864.72	5,238.73	30.22342
O201	E	66,007.96	5,500.66	31.73459
O201	F	69,308.36	5,775.70	33.32132
O201	G	72,773.77	6,064.48	34.98739
O202	A	54,847.96	4,570.66	26.36921
O202	B	57,590.36	4,799.20	27.68767
O202	C	60,469.87	5,039.16	29.07206
O202	D	63,493.37	5,291.11	30.52566
O202	E	66,668.04	5,555.67	32.05194
O202	F	70,001.44	5,833.45	33.65454
O202	G	73,501.51	6,125.13	35.33726
O203	A	55,396.44	4,616.37	26.63290
O203	B	58,166.26	4,847.19	27.96455
O203	C	61,074.57	5,089.55	29.36278
O203	D	64,128.30	5,344.03	30.83091
O203	E	67,334.72	5,611.23	32.37246
O203	F	70,701.45	5,891.79	33.99108
O203	G	74,236.53	6,186.38	35.69064
O204	A	55,950.40	4,662.53	26.89923
O204	B	58,747.92	4,895.66	28.24419
O204	C	61,685.32	5,140.44	29.65640
O204	D	64,769.59	5,397.47	31.13922
O204	E	68,008.06	5,667.34	32.69618
O204	F	71,408.47	5,950.71	34.33099
O204	G	74,978.89	6,248.24	36.04754

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O205	A	56,509.91	4,709.16	27.16822
O205	B	59,335.40	4,944.62	28.52664
O205	C	62,302.17	5,191.85	29.95297
O205	D	65,417.28	5,451.44	31.45062
O205	E	68,688.14	5,724.01	33.02315
O205	F	72,122.55	6,010.21	34.67430
O205	G	75,728.68	6,310.72	36.40802
O206	A	57,075.01	4,756.25	27.43991
O206	B	59,928.76	4,994.06	28.81190
O206	C	62,925.19	5,243.77	30.25250
O206	D	66,071.45	5,505.95	31.76512
O206	E	69,375.03	5,781.25	33.35338
O206	F	72,843.78	6,070.31	35.02105
O206	G	76,485.97	6,373.83	36.77210
O207	A	57,645.76	4,803.81	27.71431
O207	B	60,528.04	5,044.00	29.10002
O207	C	63,554.45	5,296.20	30.55502
O207	D	66,732.17	5,561.01	32.08277
O207	E	70,068.78	5,839.06	33.68691
O207	F	73,572.22	6,131.02	35.37126
O207	G	77,250.83	6,437.57	37.13982
O028	A	58,222.21	4,851.85	27.99145
O028	B	61,133.32	5,094.44	29.39102
O028	C	64,189.99	5,349.17	30.86057
O028	D	67,399.49	5,616.62	32.40360
O028	E	70,769.46	5,897.46	34.02378
O028	F	74,307.94	6,192.33	35.72497
O028	G	78,023.33	6,501.94	37.51122
O209	A	58,804.44	4,900.37	28.27136
O209	B	61,744.66	5,145.39	29.68493
O209	C	64,831.89	5,402.66	31.16918
O209	D	68,073.48	5,672.79	32.72764
O209	E	71,477.16	5,956.43	34.36402
O209	F	75,051.02	6,254.25	36.08222
O209	G	78,803.57	6,566.96	37.88633
O210	A	59,392.48	4,949.37	28.55408
O210	B	62,362.10	5,196.84	29.98178
O210	C	65,480.21	5,456.68	31.48087
O210	D	68,754.22	5,729.52	33.05491
O210	E	72,191.93	6,015.99	34.70766
O210	F	75,801.53	6,316.79	36.44304
O210	G	79,591.60	6,632.63	38.26519

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O211	A	59,986.40	4,998.87	28.83962
O211	B	62,985.73	5,248.81	30.28160
O211	C	66,135.01	5,511.25	31.79568
O211	D	69,441.76	5,786.81	33.38546
O211	E	72,913.85	6,076.15	35.05474
O211	F	76,559.54	6,379.96	36.80747
O211	G	80,387.52	6,698.96	38.64785
O212	A	60,586.27	5,048.86	29.12801
O212	B	63,615.58	5,301.30	30.58441
O212	C	66,796.36	5,566.36	32.11364
O212	D	70,136.18	5,844.68	33.71932
O212	E	73,642.99	6,136.92	35.40528
O212	F	77,325.14	6,443.76	37.17555
O212	G	81,191.39	6,765.95	39.03432
O213	A	61,192.13	5,099.34	29.41929
O213	B	64,251.74	5,354.31	30.89026
O213	C	67,464.33	5,622.03	32.43477
O213	D	70,837.54	5,903.13	34.05651
O213	E	74,379.42	6,198.28	35.75934
O213	F	78,098.39	6,508.20	37.54730
O213	G	82,003.31	6,833.61	39.42467
O214	A	61,804.05	5,150.34	29.71349
O214	B	64,894.26	5,407.85	31.19916
O214	C	68,138.97	5,678.25	32.75912
O214	D	71,545.92	5,962.16	34.39708
O214	E	75,123.21	6,260.27	36.11693
O214	F	78,879.37	6,573.28	37.92278
O214	G	82,823.34	6,901.95	39.81891
O215	A	62,422.09	5,201.84	30.01062
O215	B	65,543.20	5,461.93	31.51115
O215	C	68,820.36	5,735.03	33.08671
O215	D	72,261.38	6,021.78	34.74105
O215	E	75,874.44	6,322.87	36.47810
O215	F	79,668.17	6,639.01	38.30200
O215	G	83,651.58	6,970.96	40.21710
O216	A	63,046.31	5,253.86	30.31073
O216	B	66,198.63	5,516.55	31.82626
O216	C	69,508.56	5,792.38	33.41758
O216	D	72,983.99	6,082.00	35.08846
O216	E	76,633.19	6,386.10	36.84288
O216	F	80,464.85	6,705.40	38.68502
O216	G	84,488.09	7,040.67	40.61927

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O217	A	63,676.78	5,306.40	30.61384
O217	B	66,860.62	5,571.72	32.14453
O217	C	70,203.65	5,850.30	33.75175
O217	D	73,713.83	6,142.82	35.43934
O217	E	77,399.52	6,449.96	37.21131
O217	F	81,269.50	6,772.46	39.07187
O217	G	85,332.97	7,111.08	41.02547
O218	A	64,313.55	5,359.46	30.91997
O218	B	67,529.22	5,627.44	32.46597
O218	C	70,905.68	5,908.81	34.08927
O218	D	74,450.97	6,204.25	35.79373
O218	E	78,173.52	6,514.46	37.58342
O218	F	82,082.19	6,840.18	39.46259
O218	G	86,186.30	7,182.19	41.43572
O219	A	64,956.68	5,413.06	31.22917
O219	B	68,204.51	5,683.71	32.79063
O219	C	71,614.74	5,967.89	34.43016
O219	D	75,195.48	6,266.29	36.15167
O219	E	78,955.25	6,579.60	37.95926
O219	F	82,903.01	6,908.58	39.85722
O219	G	87,048.16	7,254.01	41.85008
O220	A	65,606.25	5,467.19	31.54147
O220	B	68,886.56	5,740.55	33.11854
O220	C	72,330.89	6,027.57	34.77447
O220	D	75,947.43	6,328.95	36.51319
O220	E	79,744.80	6,645.40	38.33885
O220	F	83,732.04	6,977.67	40.25579
O220	G	87,918.65	7,326.55	42.26858
O221	A	66,262.31	5,521.86	31.85688
O221	B	69,575.43	5,797.95	33.44972
O221	C	73,054.20	6,087.85	35.12221
O221	D	76,706.91	6,392.24	36.87832
O221	E	80,542.25	6,711.85	38.72224
O221	F	84,569.36	7,047.45	40.65835
O221	G	88,797.83	7,399.82	42.69127
O222	A	66,924.93	5,577.08	32.17545
O222	B	70,271.18	5,855.93	33.78422
O222	C	73,784.74	6,148.73	35.47343
O222	D	77,473.98	6,456.16	37.24710
O222	E	81,347.67	6,778.97	39.10946
O222	F	85,415.06	7,117.92	41.06493
O222	G	89,685.81	7,473.82	43.11818

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O223	A	67,594.18	5,632.85	32.49720
O223	B	70,973.89	5,914.49	34.12206
O223	C	74,522.59	6,210.22	35.82817
O223	D	78,248.72	6,520.73	37.61957
O223	E	82,161.15	6,846.76	39.50055
O223	F	86,269.21	7,189.10	41.47558
O223	G	90,582.67	7,548.56	43.54936
O224	A	68,270.12	5,689.18	32.82218
O224	B	71,683.63	5,973.64	34.46328
O224	C	75,267.81	6,272.32	36.18645
O224	D	79,031.20	6,585.93	37.99577
O224	E	82,982.76	6,915.23	39.89556
O224	F	87,131.90	7,260.99	41.89034
O224	G	91,488.50	7,624.04	43.98485
O225	A	68,952.83	5,746.07	33.15040
O225	B	72,400.47	6,033.37	34.80792
O225	C	76,020.49	6,335.04	36.54831
O225	D	79,821.51	6,651.79	38.37573
O225	E	83,812.59	6,984.38	40.29451
O225	F	88,003.22	7,333.60	42.30924
O225	G	92,403.38	7,700.28	44.42470
O226	A	69,642.35	5,803.53	33.48190
O226	B	73,124.47	6,093.71	35.15600
O226	C	76,780.70	6,398.39	36.91380
O226	D	80,619.73	6,718.31	38.75949
O226	E	84,650.72	7,054.23	40.69746
O226	F	88,883.25	7,406.94	42.73233
O226	G	93,327.41	7,777.28	44.86895
O227	A	70,338.78	5,861.56	33.81672
O227	B	73,855.72	6,154.64	35.50756
O227	C	77,548.50	6,462.38	37.28293
O227	D	81,425.93	6,785.49	39.14708
O227	E	85,497.22	7,124.77	41.10443
O227	F	89,772.08	7,481.01	43.15966
O227	G	94,260.69	7,855.06	45.31764
O228	A	71,042.17	5,920.18	34.15489
O228	B	74,594.27	6,216.19	35.86263
O228	C	78,323.99	6,527.00	37.65576
O228	D	82,240.19	6,853.35	39.53855
O228	E	86,352.20	7,196.02	41.51548
O228	F	90,669.81	7,555.82	43.59125
O228	G	95,203.30	7,933.61	45.77082

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O229	A	71,752.59	5,979.38	34.49644
O229	B	75,340.22	6,278.35	36.22126
O229	C	79,107.23	6,592.27	38.03232
O229	D	83,062.59	6,921.88	39.93394
O229	E	87,215.72	7,267.98	41.93063
O229	F	91,576.50	7,631.38	44.02717
O229	G	96,155.33	8,012.94	46.22852
O230	A	72,470.11	6,039.18	34.84140
O230	B	76,093.62	6,341.13	36.58347
O230	C	79,898.30	6,658.19	38.41264
O230	D	83,893.21	6,991.10	40.33328
O230	E	88,087.87	7,340.66	42.34994
O230	F	92,492.27	7,707.69	44.46744
O230	G	97,116.88	8,093.07	46.69081
O231	A	73,194.81	6,099.57	35.18981
O231	B	76,854.55	6,404.55	36.94930
O231	C	80,697.28	6,724.77	38.79677
O231	D	84,732.15	7,061.01	40.73661
O231	E	88,968.75	7,414.06	42.77344
O231	F	93,417.19	7,784.77	44.91211
O231	G	98,088.05	8,174.00	47.15772
O232	A	73,926.76	6,160.56	35.54171
O232	B	77,623.10	6,468.59	37.31880
O232	C	81,504.25	6,792.02	39.18474
O232	D	85,579.47	7,131.62	41.14397
O232	E	89,858.44	7,488.20	43.20117
O232	F	94,351.36	7,862.61	45.36123
O232	G	99,068.93	8,255.74	47.62929
O233	A	74,666.03	6,222.17	35.89713
O233	B	78,399.33	6,533.28	37.69199
O233	C	82,319.30	6,859.94	39.57659
O233	D	86,435.26	7,202.94	41.55541
O233	E	90,757.03	7,563.09	43.63319
O233	F	95,294.88	7,941.24	45.81484
O233	G	100,059.62	8,338.30	48.10559
O234	A	75,412.69	6,284.39	36.25610
O234	B	79,183.32	6,598.61	38.06891
O234	C	83,142.49	6,928.54	39.97235
O234	D	87,299.61	7,274.97	41.97097
O234	E	91,664.60	7,638.72	44.06952
O234	F	96,247.83	8,020.65	46.27299
O234	G	101,060.22	8,421.68	48.58664

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O235	A	76,166.82	6,347.23	36.61866
O235	B	79,975.16	6,664.60	38.44959
O235	C	83,973.92	6,997.83	40.37207
O235	D	88,172.61	7,347.72	42.39068
O235	E	92,581.24	7,715.10	44.51021
O235	F	97,210.30	8,100.86	46.73572
O235	G	102,070.82	8,505.90	49.07251
O236	A	76,928.48	6,410.71	36.98485
O236	B	80,774.91	6,731.24	38.83409
O236	C	84,813.65	7,067.80	40.77580
O236	D	89,054.34	7,421.19	42.81459
O236	E	93,507.05	7,792.25	44.95531
O236	F	98,182.41	8,181.87	47.20308
O236	G	103,091.53	8,590.96	49.56323
O237	A	77,697.77	6,474.81	37.35470
O237	B	81,582.66	6,798.55	39.22243
O237	C	85,661.79	7,138.48	41.18355
O237	D	89,944.88	7,495.41	43.24273
O237	E	94,442.12	7,870.18	45.40487
O237	F	99,164.23	8,263.69	47.67511
O237	G	104,122.44	8,676.87	50.05887
O238	A	78,474.75	6,539.56	37.72824
O238	B	82,398.48	6,866.54	39.61466
O238	C	86,518.41	7,209.87	41.59539
O238	D	90,844.33	7,570.36	43.67516
O238	E	95,386.55	7,948.88	45.85892
O238	F	100,155.87	8,346.32	48.15186
O238	G	105,163.67	8,763.64	50.55946
O239	A	79,259.49	6,604.96	38.10553
O239	B	83,222.47	6,935.21	40.01080
O239	C	87,383.59	7,281.97	42.01134
O239	D	91,752.77	7,646.06	44.11191
O239	E	96,340.41	8,028.37	46.31751
O239	F	101,157.43	8,429.79	48.63338
O239	G	106,215.30	8,851.28	51.06505
O240	A	80,052.09	6,671.01	38.48658
O240	B	84,054.69	7,004.56	40.41091
O240	C	88,257.43	7,354.79	42.43146
O240	D	92,670.30	7,722.52	44.55303
O240	E	97,303.82	8,108.65	46.78068
O240	F	102,169.01	8,514.08	49.11971
O240	G	107,277.46	8,939.79	51.57570

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O241	A	80,852.61	6,737.72	38.87145
O241	B	84,895.24	7,074.60	40.81502
O241	C	89,140.00	7,428.33	42.85577
O241	D	93,597.00	7,799.75	44.99856
O241	E	98,276.85	8,189.74	47.24849
O241	F	103,190.70	8,599.22	49.61091
O241	G	108,350.23	9,029.19	52.09146
O242	A	81,661.14	6,805.09	39.26016
O242	B	85,744.19	7,145.35	41.22317
O242	C	90,031.40	7,502.62	43.28433
O242	D	94,532.97	7,877.75	45.44854
O242	E	99,259.62	8,271.64	47.72097
O242	F	104,222.60	8,685.22	50.10702
O242	G	109,433.73	9,119.48	52.61237
O243	A	82,477.75	6,873.15	39.65276
O243	B	86,601.64	7,216.80	41.63540
O243	C	90,931.72	7,577.64	43.71717
O243	D	95,478.30	7,956.53	45.90303
O243	E	100,252.22	8,354.35	48.19818
O243	F	105,264.83	8,772.07	50.60809
O243	G	110,528.07	9,210.67	53.13850
O244	A	83,302.53	6,941.88	40.04929
O244	B	87,467.65	7,288.97	42.05176
O244	C	91,841.03	7,653.42	44.15434
O244	D	96,433.09	8,036.09	46.36206
O244	E	101,254.74	8,437.89	48.68016
O244	F	106,317.48	8,859.79	51.11417
O244	G	111,633.35	9,302.78	53.66988
O245	A	84,135.55	7,011.30	40.44978
O245	B	88,342.33	7,361.86	42.47227
O245	C	92,759.44	7,729.95	44.59589
O245	D	97,397.42	8,116.45	46.82568
O245	E	102,267.29	8,522.27	49.16697
O245	F	107,380.65	8,948.39	51.62531
O245	G	112,749.68	9,395.81	54.20658
O246	A	84,976.91	7,081.41	40.85428
O246	B	89,225.75	7,435.48	42.89700
O246	C	93,687.04	7,807.25	45.04185
O246	D	98,371.39	8,197.62	47.29394
O246	E	103,289.96	8,607.50	49.65864
O246	F	108,454.46	9,037.87	52.14157
O246	G	113,877.18	9,489.76	54.74865

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O247	A	85,826.68	7,152.22	41.26282
O247	B	90,118.01	7,509.83	43.32597
O247	C	94,623.91	7,885.33	45.49226
O247	D	99,355.11	8,279.59	47.76688
O247	E	104,322.86	8,693.57	50.15522
O247	F	109,539.00	9,128.25	52.66298
O247	G	115,015.95	9,584.66	55.29613
O248	A	86,684.94	7,223.75	41.67545
O248	B	91,019.19	7,584.93	43.75923
O248	C	95,570.15	7,964.18	45.94719
O248	D	100,348.66	8,362.39	48.24455
O248	E	105,366.09	8,780.51	50.65677
O248	F	110,634.39	9,219.53	53.18961
O248	G	116,166.11	9,680.51	55.84909
O249	A	87,551.79	7,295.98	42.09221
O249	B	91,929.38	7,660.78	44.19682
O249	C	96,525.85	8,043.82	46.40666
O249	D	101,352.14	8,446.01	48.72699
O249	E	106,419.75	8,868.31	51.16334
O249	F	111,740.74	9,311.73	53.72151
O249	G	117,327.77	9,777.31	56.40758
O250	A	88,427.31	7,368.94	42.51313
O250	B	92,848.68	7,737.39	44.63879
O250	C	97,491.11	8,124.26	46.87073
O250	D	102,365.66	8,530.47	49.21426
O250	E	107,483.95	8,957.00	51.67497
O250	F	112,858.14	9,404.85	54.25872
O250	G	118,501.05	9,875.09	56.97166
O251	A	89,311.58	7,442.63	42.93826
O251	B	93,777.16	7,814.76	45.08517
O251	C	98,466.02	8,205.50	47.33943
O251	D	103,389.32	8,615.78	49.70640
O251	E	108,558.79	9,046.57	52.19172
O251	F	113,986.73	9,498.89	54.80131
O251	G	119,686.06	9,973.84	57.54138
O252	A	90,204.70	7,517.06	43.36764
O252	B	94,714.93	7,892.91	45.53603
O252	C	99,450.68	8,287.56	47.81283
O252	D	104,423.21	8,701.93	50.20347
O252	E	109,644.37	9,137.03	52.71364
O252	F	115,126.59	9,593.88	55.34932
O252	G	120,882.92	10,073.58	58.11679

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O253	A	91,106.75	7,592.23	43.80132
O253	B	95,662.08	7,971.84	45.99139
O253	C	100,445.19	8,370.43	48.29096
O253	D	105,467.45	8,788.95	50.70550
O253	E	110,740.82	9,228.40	53.24078
O253	F	116,277.86	9,689.82	55.90282
O253	G	122,091.75	10,174.31	58.69796
O254	A	92,017.81	7,668.15	44.23933
O254	B	96,618.70	8,051.56	46.45130
O254	C	101,449.64	8,454.14	48.77386
O254	D	106,522.12	8,876.84	51.21256
O254	E	111,848.23	9,320.69	53.77319
O254	F	117,440.64	9,786.72	56.46185
O254	G	123,312.67	10,276.06	59.28494
O255	A	92,937.99	7,744.83	44.68173
O255	B	97,584.89	8,132.07	46.91581
O255	C	102,464.14	8,538.68	49.26160
O255	D	107,587.34	8,965.61	51.72468
O255	E	112,966.71	9,413.89	54.31092
O255	F	118,615.04	9,884.59	57.02646
O255	G	124,545.80	10,378.82	59.87779
O256	A	93,867.37	7,822.28	45.12854
O256	B	98,560.74	8,213.39	47.38497
O256	C	103,488.78	8,624.06	49.75422
O256	D	108,663.22	9,055.27	52.24193
O256	E	114,096.38	9,508.03	54.85403
O256	F	119,801.19	9,983.43	57.59673
O256	G	125,791.25	10,482.60	60.47656
O257	A	94,806.04	7,900.50	45.57983
O257	B	99,546.35	8,295.53	47.85882
O257	C	104,523.66	8,710.31	50.25176
O257	D	109,749.85	9,145.82	52.76435
O257	E	115,237.34	9,603.11	55.40257
O257	F	120,999.21	10,083.27	58.17270
O257	G	127,049.17	10,587.43	61.08133
O258	A	95,754.11	7,979.51	46.03563
O258	B	100,541.81	8,378.48	48.33741
O258	C	105,568.90	8,797.41	50.75428
O258	D	110,847.35	9,237.28	53.29199
O258	E	116,389.71	9,699.14	55.95659
O258	F	122,209.20	10,184.10	58.75442
O258	G	128,319.66	10,693.30	61.69214

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O259	A	96,711.65	8,059.30	46.49598
O259	B	101,547.23	8,462.27	48.82078
O259	C	106,624.59	8,885.38	51.26182
O259	D	111,955.82	9,329.65	53.82491
O259	E	117,553.61	9,796.13	56.51616
O259	F	123,431.29	10,285.94	59.34197
O259	G	129,602.86	10,800.24	62.30907
O260	A	97,678.76	8,139.90	46.96094
O260	B	102,562.70	8,546.89	49.30899
O260	C	107,690.84	8,974.24	51.77444
O260	D	113,075.38	9,422.95	54.36316
O260	E	118,729.15	9,894.10	57.08132
O260	F	124,665.60	10,388.80	59.93539
O260	G	130,898.88	10,908.24	62.93216
O261	A	98,655.55	8,221.30	47.43055
O261	B	103,588.33	8,632.36	49.80208
O261	C	108,767.74	9,063.98	52.29218
O261	D	114,206.13	9,517.18	54.90679
O261	E	119,916.44	9,993.04	57.65213
O261	F	125,912.26	10,492.69	60.53474
O261	G	132,207.87	11,017.32	63.56148
O262	A	99,642.11	8,303.51	47.90486
O262	B	104,624.21	8,718.68	50.30010
O262	C	109,855.42	9,154.62	52.81511
O262	D	115,348.19	9,612.35	55.45586
O262	E	121,115.60	10,092.97	58.22865
O262	F	127,171.38	10,597.61	61.14009
O262	G	133,529.95	11,127.50	64.19709
O263	A	100,638.53	8,386.54	48.38391
O263	B	105,670.45	8,805.87	50.80310
O263	C	110,953.98	9,246.16	53.34326
O263	D	116,501.67	9,708.47	56.01042
O263	E	122,326.76	10,193.90	58.81094
O263	F	128,443.10	10,703.59	61.75149
O263	G	134,865.25	11,238.77	64.83906
O264	A	101,644.91	8,470.41	48.86775
O264	B	106,727.16	8,893.93	51.31113
O264	C	112,063.52	9,338.63	53.87669
O264	D	117,666.69	9,805.56	56.57052
O264	E	123,550.03	10,295.84	59.39905
O264	F	129,727.53	10,810.63	62.36900
O264	G	136,213.90	11,351.16	65.48745

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O265	A	102,661.36	8,555.11	49.35642
O265	B	107,794.43	8,982.87	51.82424
O265	C	113,184.15	9,432.01	54.41546
O265	D	118,843.36	9,903.61	57.13623
O265	E	124,785.53	10,398.79	59.99304
O265	F	131,024.80	10,918.73	62.99269
O265	G	137,576.04	11,464.67	66.14233
O266	A	103,687.97	8,640.66	49.84999
O266	B	108,872.37	9,072.70	52.34249
O266	C	114,315.99	9,526.33	54.95961
O266	D	120,031.79	10,002.65	57.70759
O266	E	126,033.38	10,502.78	60.59297
O266	F	132,335.05	11,027.92	63.62262
O266	G	138,951.80	11,579.32	66.80375
O267	A	104,724.85	8,727.07	50.34849
O267	B	109,961.10	9,163.42	52.86591
O267	C	115,459.15	9,621.60	55.50921
O267	D	121,232.11	10,102.68	58.28467
O267	E	127,293.72	10,607.81	61.19890
O267	F	133,658.40	11,138.20	64.25885
O267	G	140,341.32	11,695.11	67.47179
O268	A	105,772.10	8,814.34	50.85197
O268	B	111,060.71	9,255.06	53.39457
O268	C	116,613.74	9,717.81	56.06430
O268	D	122,444.43	10,203.70	58.86751
O268	E	128,566.65	10,713.89	61.81089
O268	F	134,994.99	11,249.58	64.90144
O268	G	141,744.73	11,812.06	68.14651
O269	A	106,829.82	8,902.49	51.36049
O269	B	112,171.32	9,347.61	53.92852
O269	C	117,779.88	9,814.99	56.62494
O269	D	123,668.88	10,305.74	59.45619
O269	E	129,852.32	10,821.03	62.42900
O269	F	136,344.93	11,362.08	65.55045
O269	G	143,162.18	11,930.18	68.82797
O270	A	107,898.12	8,991.51	51.87410
O270	B	113,293.03	9,441.09	54.46780
O270	C	118,957.68	9,913.14	57.19119
O270	D	124,905.56	10,408.80	60.05075
O270	E	131,150.84	10,929.24	63.05329
O270	F	137,708.38	11,475.70	66.20595
O270	G	144,593.80	12,049.48	69.51625

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O271	A	108,977.10	9,081.43	52.39284
O271	B	114,425.96	9,535.50	55.01248
O271	C	120,147.26	10,012.27	57.76310
O271	D	126,154.62	10,512.88	60.65126
O271	E	132,462.35	11,038.53	63.68382
O271	F	139,085.47	11,590.46	66.86801
O271	G	146,039.74	12,169.98	70.21141
O272	A	110,066.87	9,172.24	52.91677
O272	B	115,570.22	9,630.85	55.56260
O272	C	121,348.73	10,112.39	58.34074
O272	D	127,416.17	10,618.01	61.25777
O272	E	133,786.97	11,148.91	64.32066
O272	F	140,476.32	11,706.36	67.53669
O272	G	147,500.14	12,291.68	70.91353
O273	A	111,167.54	9,263.96	53.44593
O273	B	116,725.92	9,727.16	56.11823
O273	C	122,562.22	10,213.52	58.92414
O273	D	128,690.33	10,724.19	61.87035
O273	E	135,124.84	11,260.40	64.96387
O273	F	141,881.09	11,823.42	68.21206
O273	G	148,975.14	12,414.59	71.62266
O274	A	112,279.22	9,356.60	53.98039
O274	B	117,893.18	9,824.43	56.67941
O274	C	123,787.84	10,315.65	59.51338
O274	D	129,977.23	10,831.44	62.48905
O274	E	136,476.09	11,373.01	65.61351
O274	F	143,299.90	11,941.66	68.89418
O274	G	150,464.89	12,538.74	72.33889
O275	A	113,402.01	9,450.17	54.52020
O275	B	119,072.11	9,922.68	57.24621
O275	C	125,025.72	10,418.81	60.10852
O275	D	131,277.00	10,939.75	63.11394
O275	E	137,840.85	11,486.74	66.26964
O275	F	144,732.90	12,061.07	69.58312
O275	G	151,969.54	12,664.13	73.06228
O276	A	114,536.03	9,544.67	55.06540
O276	B	120,262.83	10,021.90	57.81867
O276	C	126,275.97	10,523.00	60.70960
O276	D	132,589.77	11,049.15	63.74508
O276	E	139,219.26	11,601.60	66.93234
O276	F	146,180.22	12,181.69	70.27895
O276	G	153,489.24	12,790.77	73.79290

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O277	A	115,681.39	9,640.12	55.61605
O277	B	121,465.46	10,122.12	58.39686
O277	C	127,538.73	10,628.23	61.31670
O277	D	133,915.67	11,159.64	64.38253
O277	E	140,611.45	11,717.62	67.60166
O277	F	147,642.03	12,303.50	70.98174
O277	G	155,024.13	12,918.68	74.53083
O278	A	116,838.21	9,736.52	56.17221
O278	B	122,680.12	10,223.34	58.98082
O278	C	128,814.12	10,734.51	61.92987
O278	D	135,254.83	11,271.24	65.02636
O278	E	142,017.57	11,834.80	68.27768
O278	F	149,118.45	12,426.54	71.69156
O278	G	156,574.37	13,047.86	75.27614
O279	A	118,006.59	9,833.88	56.73394
O279	B	123,906.92	10,325.58	59.57063
O279	C	130,102.26	10,841.86	62.54916
O279	D	136,607.38	11,383.95	65.67662
O279	E	143,437.74	11,953.15	68.96045
O279	F	150,609.63	12,550.80	72.40848
O279	G	158,140.11	13,178.34	76.02890
O280	A	119,186.65	9,932.22	57.30128
O280	B	125,145.99	10,428.83	60.16634
O280	C	131,403.29	10,950.27	63.17466
O280	D	137,973.45	11,497.79	66.33339
O280	E	144,872.12	12,072.68	69.65006
O280	F	152,115.73	12,676.31	73.13256
O280	G	159,721.51	13,310.13	76.78919
O281	A	120,378.52	10,031.54	57.87429
O281	B	126,397.45	10,533.12	60.76800
O281	C	132,717.32	11,059.78	63.80640
O281	D	139,353.18	11,612.77	66.99672
O281	E	146,320.84	12,193.40	70.34656
O281	F	153,636.89	12,803.07	73.86389
O281	G	161,318.73	13,443.23	77.55708
O282	A	121,582.30	10,131.86	58.45303
O282	B	127,661.42	10,638.45	61.37568
O282	C	134,044.49	11,170.37	64.44447
O282	D	140,746.72	11,728.89	67.66669
O282	E	147,784.05	12,315.34	71.05002
O282	F	155,173.25	12,931.10	74.60253
O282	G	162,931.92	13,577.66	78.33265

*Last Updated 7/1/23***Probation Peace Officers Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O283	A	122,798.13	10,233.18	59.03756
O283	B	128,938.03	10,744.84	61.98944
O283	C	135,384.94	11,282.08	65.08891
O283	D	142,154.18	11,846.18	68.34336
O283	E	149,261.89	12,438.49	71.76053
O283	F	156,724.99	13,060.42	75.34855
O283	G	164,561.24	13,713.44	79.11598
O284	A	124,026.11	10,335.51	59.62794
O284	B	130,227.41	10,852.28	62.60933
O284	C	136,738.79	11,394.90	65.73980
O284	D	143,575.72	11,964.64	69.02679
O284	E	150,754.51	12,562.88	72.47813
O284	F	158,292.24	13,191.02	76.10204
O284	G	166,206.85	13,850.57	79.90714
O285	A	125,266.37	10,438.86	60.22422
O285	B	131,529.69	10,960.81	63.23543
O285	C	138,106.17	11,508.85	66.39720
O285	D	145,011.48	12,084.29	69.71706
O285	E	152,262.06	12,688.50	73.20291
O285	F	159,875.16	13,322.93	76.86306
O285	G	167,868.92	13,989.08	80.70621
O286	A	126,519.03	10,543.25	60.82646
O286	B	132,844.99	11,070.42	63.86778
O286	C	139,487.24	11,623.94	67.06117
O286	D	146,461.60	12,205.13	70.41423
O286	E	153,784.68	12,815.39	73.93494
O286	F	161,473.91	13,456.16	77.63169
O286	G	169,547.61	14,128.97	81.51327
O287	A	127,784.22	10,648.69	61.43472
O287	B	134,173.44	11,181.12	64.50646
O287	C	140,882.11	11,740.18	67.73178
O287	D	147,926.21	12,327.18	71.11837
O287	E	155,322.52	12,943.54	74.67429
O287	F	163,088.65	13,590.72	78.40800
O287	G	171,243.08	14,270.26	82.32840
O288	A	129,062.07	10,755.17	62.04907
O288	B	135,515.17	11,292.93	65.15152
O288	C	142,290.93	11,857.58	68.40910
O288	D	149,405.47	12,450.46	71.82956
O288	E	156,875.75	13,072.98	75.42103
O288	F	164,719.54	13,726.63	79.19208
O288	G	172,955.51	14,412.96	83.15169

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O289	A	130,352.69	10,862.72	62.66956
O289	B	136,870.32	11,405.86	65.80304
O289	C	143,713.84	11,976.15	69.09319
O289	D	150,899.53	12,574.96	72.54785
O289	E	158,444.51	13,203.71	76.17524
O289	F	166,366.73	13,863.89	79.98401
O289	G	174,685.07	14,557.09	83.98321
O290	A	131,656.21	10,971.35	63.29626
O290	B	138,239.02	11,519.92	66.46107
O290	C	145,150.98	12,095.91	69.78412
O290	D	152,408.53	12,700.71	73.27333
O290	E	160,028.95	13,335.75	76.93700
O290	F	168,030.40	14,002.53	80.78385
O290	G	176,431.92	14,702.66	84.82304
O291	A	132,972.78	11,081.06	63.92922
O291	B	139,621.42	11,635.12	67.12568
O291	C	146,602.49	12,216.87	70.48196
O291	D	153,932.61	12,827.72	74.00606
O291	E	161,629.24	13,469.10	77.70637
O291	F	169,710.70	14,142.56	81.59168
O291	G	178,196.24	14,849.69	85.67127
O292	A	134,302.50	11,191.88	64.56851
O292	B	141,017.63	11,751.47	67.79694
O292	C	148,068.51	12,339.04	71.18678
O292	D	155,471.94	12,955.99	74.74612
O292	E	163,245.53	13,603.79	78.48343
O292	F	171,407.81	14,283.98	82.40760
O292	G	179,978.20	14,998.18	86.52798
O293	A	135,645.53	11,303.79	65.21420
O293	B	142,427.81	11,868.98	68.47491
O293	C	149,549.20	12,462.43	71.89865
O293	D	157,026.66	13,085.55	75.49358
O293	E	164,877.99	13,739.83	79.26826
O293	F	173,121.89	14,426.82	83.23168
O293	G	181,777.98	15,148.16	87.39326
O294	A	137,001.98	11,416.83	65.86634
O294	B	143,852.08	11,987.67	69.15966
O294	C	151,044.69	12,587.06	72.61764
O294	D	158,596.92	13,216.41	76.24852
O294	E	166,526.77	13,877.23	80.06095
O294	F	174,853.11	14,571.09	84.06399
O294	G	183,595.76	15,299.65	88.26719

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O295	A	138,372.00	11,531.00	66.52500
O295	B	145,290.60	12,107.55	69.85125
O295	C	152,555.13	12,712.93	73.34381
O295	D	160,182.89	13,348.57	77.01101
O295	E	168,192.04	14,016.00	80.86156
O295	F	176,601.64	14,716.80	84.90463
O295	G	185,431.72	15,452.64	89.14987
O296	A	139,755.72	11,646.31	67.19025
O296	B	146,743.51	12,228.63	70.54976
O296	C	154,080.69	12,840.06	74.07725
O296	D	161,784.72	13,482.06	77.78112
O296	E	169,873.96	14,156.16	81.67017
O296	F	178,367.65	14,863.97	85.75368
O296	G	187,286.04	15,607.17	90.04136
O297	A	141,153.28	11,762.77	67.86215
O297	B	148,210.95	12,350.91	71.25526
O297	C	155,621.49	12,968.46	74.81803
O297	D	163,402.57	13,616.88	78.55893
O297	E	171,572.70	14,297.72	82.48687
O297	F	180,151.33	15,012.61	86.61122
O297	G	189,158.90	15,763.24	90.94178
O298	A	142,564.81	11,880.40	68.54078
O298	B	149,693.06	12,474.42	71.96781
O298	C	157,177.71	13,098.14	75.56621
O298	D	165,036.59	13,753.05	79.34452
O298	E	173,288.42	14,440.70	83.31174
O298	F	181,952.84	15,162.74	87.47733
O298	G	191,050.49	15,920.87	91.85120
O299	A	143,990.46	11,999.20	69.22618
O299	B	151,189.99	12,599.17	72.68749
O299	C	158,749.48	13,229.12	76.32187
O299	D	166,686.96	13,890.58	80.13796
O299	E	175,021.31	14,585.11	84.14486
O299	F	183,772.37	15,314.36	88.35210
O299	G	192,960.99	16,080.08	92.76971
O300	A	145,430.37	12,119.20	69.91845
O300	B	152,701.89	12,725.16	73.41437
O300	C	160,336.98	13,361.41	77.08509
O300	D	168,353.83	14,029.49	80.93934
O300	E	176,771.52	14,730.96	84.98631
O300	F	185,610.10	15,467.51	89.23562
O300	G	194,890.60	16,240.88	93.69740

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			Annual Salary	Monthly Salary	Hourly Rate
P724	Project Specialist I	A	22,880.00	1,906.67	11.00000
P725	Project Specialist I	A	23,400.00	1,950.00	11.25000
P726	Project Specialist I	A	23,920.00	1,993.33	11.50000
P727	Project Specialist I	A	24,440.00	2,036.67	11.75000
P728	Project Specialist I	A	24,960.00	2,080.00	12.00000
P729	Project Specialist I	A	25,480.00	2,123.33	12.25000
P730	Project Specialist I	A	26,000.00	2,166.67	12.50000
P730	Project Specialist I	B	27,300.00	2,275.00	13.12500
P731	Project Specialist I	A	26,520.00	2,210.00	12.75000
P732	Project Specialist I	A	27,040.00	2,253.33	13.00000
P733	Project Specialist I	A	27,560.00	2,296.67	13.25000
P734	Project Specialist I	A	28,080.00	2,340.00	13.50000
P735	Project Specialist I	A	28,600.00	2,383.33	13.75000
P736	Project Specialist I	A	29,120.00	2,426.67	14.00000
P737	Project Specialist I	A	29,640.00	2,470.00	14.25000
P738	Project Specialist I	A	30,160.00	2,513.33	14.50000
P739	Project Specialist I	A	30,680.00	2,556.67	14.75000
P740	Project Specialist II	A	31,200.00	2,600.00	15.00000
P741	Project Specialist II	A	31,720.00	2,643.33	15.25000
P742	Project Specialist II	A	32,240.00	2,686.67	15.50000
P743	Project Specialist II	A	32,760.00	2,730.00	15.75000
P744	Project Specialist II	A	33,280.00	2,773.33	16.00000
P745	Project Specialist II	A	33,800.00	2,816.67	16.25000
P746	Project Specialist II	A	34,320.00	2,860.00	16.50000
P747	Project Specialist II	A	34,840.00	2,903.33	16.75000
P748	Project Specialist II	A	35,360.00	2,946.67	17.00000
P749	Project Specialist II	A	35,880.00	2,990.00	17.25000
P750	Project Specialist II	A	36,400.00	3,033.33	17.50000

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			Annual Salary	Monthly Salary	Hourly Rate
P751	Project Specialist II	A	36,920.00	3,076.67	17.75000
P752	Project Specialist II	A	37,440.00	3,120.00	18.00000
P753	Project Specialist II	A	37,960.00	3,163.33	18.25000
P754	Project Specialist II	A	38,480.00	3,206.67	18.50000
P755	Project Specialist II	A	39,000.00	3,250.00	18.75000
P756	Project Specialist II	A	39,520.00	3,293.33	19.00000
P757	Project Specialist II	A	40,040.00	3,336.67	19.25000
P758	Project Specialist II	A	40,560.00	3,380.00	19.50000
P759	Project Specialist II	A	41,080.00	3,423.33	19.75000
P760	Project Specialist II	A	41,600.00	3,466.67	20.00000
P761	Project Specialist II	A	42,120.00	3,510.00	20.25000
P762	Project Specialist II	A	42,640.00	3,553.33	20.50000
P763	Project Specialist II	A	43,160.00	3,596.67	20.75000
P764	Project Specialist II	A	43,680.00	3,640.00	21.00000
P765	Project Specialist II	A	44,200.00	3,683.33	21.25000
P766	Project Specialist II	A	44,720.00	3,726.67	21.50000
P767	Project Specialist II	A	45,240.00	3,770.00	21.75000
P768	Project Specialist II	A	45,760.00	3,813.33	22.00000
P769	Project Specialist II	A	46,280.00	3,856.67	22.25000
P770	Project Specialist II	A	46,800.00	3,900.00	22.50000
P771	Project Specialist II	A	47,320.00	3,943.33	22.75000
P772	Project Specialist II	A	47,840.00	3,986.67	23.00000
P773	Project Specialist II	A	48,360.00	4,030.00	23.25000
P774	Project Specialist II	A	48,880.00	4,073.33	23.50000
P775	Project Specialist II	A	49,400.00	4,116.67	23.75000
P776	Project Specialist II	A	49,920.00	4,160.00	24.00000
P777	Project Specialist II	A	50,440.00	4,203.33	24.25000
P778	Project Specialist II	A	50,960.00	4,246.67	24.50000

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			Annual Salary	Monthly Salary	Hourly Rate
P779	Project Specialist II	A	51,480.00	4,290.00	24.75000
P780	Project Specialist II	A	52,000.00	4,333.33	25.00000
P781	Project Specialist II	A	52,520.00	4,376.67	25.25000
P782	Project Specialist II	A	53,040.00	4,420.00	25.50000
P783	Project Specialist II	A	53,560.00	4,463.33	25.75000
P784	Project Specialist II	A	54,080.00	4,506.67	26.00000
P785	Project Specialist II	A	54,600.00	4,550.00	26.25000
P786	Project Specialist II	A	55,120.00	4,593.33	26.50000
P787	Project Specialist II	A	55,640.00	4,636.67	26.75000
P788	Project Specialist II	A	56,160.00	4,680.00	27.00000
P789	Project Specialist II	A	56,680.00	4,723.33	27.25000
P790	Project Specialist II	A	57,200.00	4,766.67	27.50000
P791	Project Specialist II	A	57,720.00	4,810.00	27.75000
P792	Project Specialist II	A	58,240.00	4,853.33	28.00000
P793	Project Specialist II	A	58,760.00	4,896.67	28.25000
P794	Project Specialist II	A	59,280.00	4,940.00	28.50000
P795	Project Specialist II	A	59,800.00	4,983.33	28.75000
P796	Project Specialist II	A	60,320.00	5,026.67	29.00000
P797	Project Specialist II	A	60,840.00	5,070.00	29.25000
P798	Project Specialist II	A	61,360.00	5,113.33	29.50000
P799	Project Specialist II	A	61,880.00	5,156.67	29.75000
P800	Project Specialist III	A	62,400.00	5,200.00	30.00000
P808	Project Specialist III	A	66,560.00	5,546.67	32.00000
P810	Project Specialist III	A	156,000.00	13,000.00	75.00000
P820	Project Specialist III	A	72,798.60	6,066.55	34.99933
P821	Project Specialist III	A	73,320.00	6,110.00	35.25000
P822	Project Specialist III	A	135,200.04	11,266.67	65.00002

*Last Updated 7/1/2020***Project Specialists**

			Annual Salary	Monthly Salary	Hourly Rate
P825	Project Specialist III	A	75,399.96	6,283.33	36.24998
P826	Project Specialist III	A	81,120.00	6,760.00	39.00000
P838	Project Specialist III	A	82,159.92	6,846.66	39.49996
P839	Project Specialist III	A	82,680.00	6,890.00	39.75000
P840	Project Specialist III	A	83,200.00	6,933.33	40.00000
P842	Project Specialist III	A	84,240.00	7,020.00	40.50000
P843	Project Specialist III	A	85,279.92	7,106.66	40.99996

*Last Updated 6/1/22***Deputy Sheriffs' Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S101	A	42,911.01	3,575.92	20.63029
S101	B	45,056.66	3,754.72	21.66186
S101	C	47,314.24	3,942.85	22.74723
S101	D	49,674.77	4,139.56	23.88210
S101	E	52,158.55	4,346.55	25.07622
S101	F	54,766.56	4,563.88	26.33008
S101	G	57,504.79	4,792.07	27.64654
S102	A	43,340.12	3,611.68	20.83660
S102	B	45,507.13	3,792.26	21.87843
S102	C	47,782.48	3,981.87	22.97235
S102	D	50,171.61	4,180.97	24.12097
S102	E	52,680.19	4,390.02	25.32701
S102	F	55,314.20	4,609.52	26.59336
S102	G	58,079.91	4,839.99	27.92303
S103	A	43,773.52	3,647.79	21.04496
S103	B	45,962.20	3,830.18	22.09721
S103	C	48,260.31	4,021.69	23.20207
S103	D	50,673.32	4,222.78	24.36218
S103	E	53,206.99	4,433.92	25.58028
S103	F	55,867.34	4,655.61	26.85930
S103	G	58,660.71	4,888.39	28.20226
S104	A	44,211.26	3,684.27	21.25541
S104	B	46,421.82	3,868.49	22.31818
S104	C	48,742.91	4,061.91	23.43409
S104	D	51,180.06	4,265.00	24.60580
S104	E	53,739.06	4,478.26	25.83609
S104	F	56,426.01	4,702.17	27.12789
S104	G	59,247.31	4,937.28	28.48429
S105	A	44,653.37	3,721.11	21.46797
S105	B	46,886.04	3,907.17	22.54136
S105	C	49,230.34	4,102.53	23.66843
S105	D	51,691.86	4,307.65	24.85185
S105	E	54,276.45	4,523.04	26.09445
S105	F	56,990.27	4,749.19	27.39917
S105	G	59,839.79	4,986.65	28.76913
S106	A	45,099.90	3,758.33	21.68265
S106	B	47,354.90	3,946.24	22.76678
S106	C	49,722.64	4,143.55	23.90512
S106	D	52,208.78	4,350.73	25.10037
S106	E	54,819.22	4,568.27	26.35539
S106	F	57,560.18	4,796.68	27.67316
S106	G	60,438.19	5,036.52	29.05682

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S107	A	45,550.90	3,795.91	21.89947
S107	B	47,828.45	3,985.70	22.99445
S107	C	50,219.87	4,184.99	24.14417
S107	D	52,730.86	4,394.24	25.35138
S107	E	55,367.41	4,613.95	26.61895
S107	F	58,135.78	4,844.65	27.94989
S107	G	61,042.57	5,086.88	29.34739
S108	A	46,006.41	3,833.87	22.11847
S108	B	48,306.73	4,025.56	23.22439
S108	C	50,722.07	4,226.84	24.38561
S108	D	53,258.17	4,438.18	25.60489
S108	E	55,921.08	4,660.09	26.88514
S108	F	58,717.14	4,893.09	28.22939
S108	G	61,652.99	5,137.75	29.64086
S109	A	46,466.48	3,872.21	22.33965
S109	B	48,789.80	4,065.82	23.45663
S109	C	51,229.29	4,269.11	24.62947
S109	D	53,790.75	4,482.56	25.86094
S109	E	56,480.29	4,706.69	27.15399
S109	F	59,304.31	4,942.03	28.51169
S109	G	62,269.52	5,189.13	29.93727
S110	A	46,931.14	3,910.93	22.56305
S110	B	49,277.70	4,106.47	23.69120
S110	C	51,741.58	4,311.80	24.87576
S110	D	54,328.66	4,527.39	26.11955
S110	E	57,045.10	4,753.76	27.42553
S110	F	59,897.35	4,991.45	28.79680
S110	G	62,892.22	5,241.02	30.23664
S111	A	46,931.05	3,910.92	22.56300
S111	B	49,277.60	4,106.47	23.69115
S111	C	51,741.48	4,311.79	24.87571
S111	D	54,328.56	4,527.38	26.11950
S111	E	57,044.98	4,753.75	27.42547
S111	F	59,897.23	4,991.44	28.79675
S111	G	62,892.10	5,241.01	30.23658
S112	A	47,400.36	3,950.03	22.78863
S112	B	49,770.38	4,147.53	23.92807
S112	C	52,258.90	4,354.91	25.12447
S112	D	54,871.84	4,572.65	26.38069
S112	E	57,615.43	4,801.29	27.69973
S112	F	60,496.21	5,041.35	29.08471
S112	G	63,521.02	5,293.42	30.53895

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S113	A	47,874.36	3,989.53	23.01652
S113	B	50,268.08	4,189.01	24.16735
S113	C	52,781.49	4,398.46	25.37571
S113	D	55,420.56	4,618.38	26.64450
S113	E	58,191.59	4,849.30	27.97673
S113	F	61,101.17	5,091.76	29.37556
S113	G	64,156.23	5,346.35	30.84434
S114	A	48,353.11	4,029.43	23.24669
S114	B	50,770.76	4,230.90	24.40902
S114	C	53,309.30	4,442.44	25.62947
S114	D	55,974.77	4,664.56	26.91095
S114	E	58,773.50	4,897.79	28.25649
S114	F	61,712.18	5,142.68	29.66932
S114	G	64,797.79	5,399.82	31.15278
S115	A	48,836.64	4,069.72	23.47915
S115	B	51,278.47	4,273.21	24.65311
S115	C	53,842.39	4,486.87	25.88577
S115	D	56,534.51	4,711.21	27.18005
S115	E	59,361.24	4,946.77	28.53906
S115	F	62,329.30	5,194.11	29.96601
S115	G	65,445.77	5,453.81	31.46431
S116	A	49,325.01	4,110.42	23.71394
S116	B	51,791.26	4,315.94	24.89964
S116	C	54,380.82	4,531.73	26.14462
S116	D	57,099.86	4,758.32	27.45186
S116	E	59,954.85	4,996.24	28.82445
S116	F	62,952.59	5,246.05	30.26567
S116	G	66,100.22	5,508.35	31.77895
S117	A	49,818.26	4,151.52	23.95108
S117	B	52,309.17	4,359.10	25.14864
S117	C	54,924.63	4,577.05	26.40607
S117	D	57,670.86	4,805.90	27.72637
S117	E	60,554.40	5,046.20	29.11269
S117	F	63,582.12	5,298.51	30.56833
S117	G	66,761.23	5,563.44	32.09674
S118	A	50,316.44	4,193.04	24.19060
S118	B	52,832.26	4,402.69	25.40012
S118	C	55,473.87	4,622.82	26.67013
S118	D	58,247.57	4,853.96	28.00364
S118	E	61,159.94	5,096.66	29.40382
S118	F	64,217.94	5,351.50	30.87401
S118	G	67,428.84	5,619.07	32.41771

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S119	A	50,819.60	4,234.97	24.43250
S119	B	53,360.58	4,446.72	25.65413
S119	C	56,028.61	4,669.05	26.93683
S119	D	58,830.04	4,902.50	28.28367
S119	E	61,771.54	5,147.63	29.69786
S119	F	64,860.12	5,405.01	31.18275
S119	G	68,103.13	5,675.26	32.74189
S120	A	51,327.80	4,277.32	24.67683
S120	B	53,894.19	4,491.18	25.91067
S120	C	56,588.90	4,715.74	27.20620
S120	D	59,418.34	4,951.53	28.56651
S120	E	62,389.26	5,199.10	29.99484
S120	F	65,508.72	5,459.06	31.49458
S120	G	68,784.16	5,732.01	33.06931
S121	A	54,485.48	4,540.46	26.19494
S121	B	57,209.76	4,767.48	27.50469
S121	C	60,070.24	5,005.85	28.87993
S121	D	63,073.76	5,256.15	30.32392
S121	E	66,227.44	5,518.95	31.84012
S121	F	69,538.82	5,794.90	33.43212
S121	G	73,015.76	6,084.65	35.10373
S122	A	55,030.34	4,585.86	26.45689
S122	B	57,781.85	4,815.15	27.77974
S122	C	60,670.95	5,055.91	29.16872
S122	D	63,704.49	5,308.71	30.62716
S122	E	66,889.72	5,574.14	32.15852
S122	F	70,234.20	5,852.85	33.76644
S122	G	73,745.91	6,145.49	35.45477
S123	A	55,580.64	4,631.72	26.72146
S123	B	58,359.67	4,863.31	28.05753
S123	C	61,277.66	5,106.47	29.46041
S123	D	64,341.54	5,361.79	30.93343
S123	E	67,558.62	5,629.88	32.48010
S123	F	70,936.55	5,911.38	34.10411
S123	G	74,483.37	6,206.95	35.80931
S124	A	56,136.45	4,678.04	26.98868
S124	B	58,943.27	4,911.94	28.33811
S124	C	61,890.43	5,157.54	29.75502
S124	D	64,984.95	5,415.41	31.24277
S124	E	68,234.20	5,686.18	32.80490
S124	F	71,645.91	5,970.49	34.44515
S124	G	75,228.21	6,269.02	36.16741

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S125	A	56,697.81	4,724.82	27.25856
S125	B	59,532.70	4,961.06	28.62149
S125	C	62,509.34	5,209.11	30.05257
S125	D	65,634.80	5,469.57	31.55519
S125	E	68,916.54	5,743.05	33.13295
S125	F	72,362.37	6,030.20	34.78960
S125	G	75,980.49	6,331.71	36.52908
S126	A	57,264.79	4,772.07	27.53115
S126	B	60,128.03	5,010.67	28.90771
S126	C	63,134.43	5,261.20	30.35309
S126	D	66,291.15	5,524.26	31.87075
S126	E	69,605.71	5,800.48	33.46428
S126	F	73,085.99	6,090.50	35.13750
S126	G	76,740.29	6,395.02	36.89437
S127	A	57,837.44	4,819.79	27.80646
S127	B	60,729.31	5,060.78	29.19678
S127	C	63,765.77	5,313.81	30.65662
S127	D	66,954.06	5,579.51	32.18945
S127	E	70,301.77	5,858.48	33.79893
S127	F	73,816.85	6,151.40	35.48887
S127	G	77,507.70	6,458.97	37.26332
S128	A	58,415.81	4,867.98	28.08452
S128	B	61,336.60	5,111.38	29.48875
S128	C	64,403.43	5,366.95	30.96319
S128	D	67,623.60	5,635.30	32.51135
S128	E	71,004.78	5,917.07	34.13692
S128	F	74,555.02	6,212.92	35.84376
S128	G	78,282.77	6,523.56	37.63595
S129	A	58,999.97	4,916.66	28.36537
S129	B	61,949.97	5,162.50	29.78364
S129	C	65,047.47	5,420.62	31.27282
S129	D	68,299.84	5,691.65	32.83646
S129	E	71,714.83	5,976.24	34.47828
S129	F	75,300.57	6,275.05	36.20220
S129	G	79,065.60	6,588.80	38.01231
S130	A	59,589.97	4,965.83	28.64902
S130	B	62,569.47	5,214.12	30.08147
S130	C	65,697.94	5,474.83	31.58555
S130	D	68,982.84	5,748.57	33.16483
S130	E	72,431.98	6,036.00	34.82307
S130	F	76,053.58	6,337.80	36.56422
S130	G	79,856.26	6,654.69	38.39243

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S131	A	60,185.87	5,015.49	28.93551
S131	B	63,195.16	5,266.26	30.38229
S131	C	66,354.92	5,529.58	31.90140
S131	D	69,672.67	5,806.06	33.49647
S131	E	73,156.30	6,096.36	35.17130
S131	F	76,814.12	6,401.18	36.92986
S131	G	80,654.82	6,721.24	38.77636
S132	A	60,787.73	5,065.64	29.22487
S132	B	63,827.11	5,318.93	30.68611
S132	C	67,018.47	5,584.87	32.22042
S132	D	70,369.39	5,864.12	33.83144
S132	E	73,887.86	6,157.32	35.52301
S132	F	77,582.26	6,465.19	37.29916
S132	G	81,461.37	6,788.45	39.16412
S133	A	61,395.61	5,116.30	29.51712
S133	B	64,465.39	5,372.12	30.99297
S133	C	67,688.65	5,640.72	32.54262
S133	D	71,073.09	5,922.76	34.16975
S133	E	74,626.74	6,218.90	35.87824
S133	F	78,358.08	6,529.84	37.67215
S133	G	82,275.98	6,856.33	39.55576
S134	A	62,009.56	5,167.46	29.81229
S134	B	65,110.04	5,425.84	31.30290
S134	C	68,365.54	5,697.13	32.86805
S134	D	71,783.82	5,981.98	34.51145
S134	E	75,373.01	6,281.08	36.23702
S134	F	79,141.66	6,595.14	38.04887
S134	G	83,098.74	6,924.90	39.95132
S135	A	53,422.43	4,451.87	25.68386
S135	B	56,093.52	4,674.46	26.96804
S135	C	58,898.20	4,908.18	28.31644
S135	D	61,843.11	5,153.59	29.73226
S135	E	64,935.28	5,411.27	31.21889
S135	F	68,181.94	5,681.83	32.77978
S135	G	71,591.07	5,965.92	34.41878
S136	A	53,956.57	4,496.38	25.94066
S136	B	56,654.46	4,721.20	27.23772
S136	C	59,487.07	4,957.26	28.59955
S136	D	62,461.43	5,205.12	30.02953
S136	E	65,584.58	5,465.38	31.53105
S136	F	68,863.73	5,738.64	33.10756
S136	G	72,306.87	6,025.57	34.76292

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S137	A	54,496.22	4,541.35	26.20011
S137	B	57,220.90	4,768.41	27.51005
S137	C	60,082.01	5,006.83	28.88558
S137	D	63,086.02	5,257.17	30.32982
S137	E	66,240.33	5,520.03	31.84631
S137	F	69,552.36	5,796.03	33.43863
S137	G	73,030.08	6,085.84	35.11061
S138	A	55,041.01	4,586.75	26.46202
S138	B	57,793.24	4,816.10	27.78521
S138	C	60,682.85	5,056.90	29.17445
S138	D	63,716.88	5,309.74	30.63312
S138	E	66,902.93	5,575.24	32.16487
S138	F	70,248.01	5,854.00	33.77308
S138	G	73,760.32	6,146.69	35.46169
S139	A	55,591.49	4,632.62	26.72668
S139	B	58,371.09	4,864.26	28.06302
S139	C	61,289.58	5,107.47	29.46615
S139	D	64,354.20	5,362.85	30.93952
S139	E	67,571.79	5,630.98	32.48644
S139	F	70,950.51	5,912.54	34.11082
S139	G	74,497.97	6,208.16	35.81633
S140	A	56,147.49	4,678.96	26.99398
S140	B	58,954.82	4,912.90	28.34366
S140	C	61,902.58	5,158.55	29.76086
S140	D	64,997.61	5,416.47	31.24885
S140	E	68,247.69	5,687.31	32.81139
S140	F	71,660.04	5,971.67	34.45194
S140	G	75,243.04	6,270.25	36.17454
S141	A	56,708.80	4,725.73	27.26385
S141	B	59,544.26	4,962.02	28.62705
S141	C	62,521.47	5,210.12	30.05840
S141	D	65,647.66	5,470.64	31.56138
S141	E	68,930.04	5,744.17	33.13944
S141	F	72,376.41	6,031.37	34.79635
S141	G	75,995.32	6,332.94	36.53621
S142	A	57,276.01	4,773.00	27.53654
S142	B	60,139.78	5,011.65	28.91336
S142	C	63,146.83	5,262.24	30.35905
S142	D	66,304.18	5,525.35	31.87701
S142	E	69,619.24	5,801.60	33.47079
S142	F	73,100.20	6,091.68	35.14432
S142	G	76,755.39	6,396.28	36.90163

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S143	A	57,848.72	4,820.73	27.81189
S143	B	60,741.19	5,061.77	29.20249
S143	C	63,778.26	5,314.85	30.66262
S143	D	66,967.15	5,580.60	32.19575
S143	E	70,315.47	5,859.62	33.80551
S143	F	73,831.20	6,152.60	35.49577
S143	G	77,522.88	6,460.24	37.27062
S144	A	58,427.14	4,868.93	28.08997
S144	B	61,348.68	5,112.39	29.49456
S144	C	64,415.96	5,368.00	30.96921
S144	D	67,636.78	5,636.40	32.51768
S144	E	71,018.73	5,918.23	34.14362
S144	F	74,569.61	6,214.13	35.85077
S144	G	78,298.16	6,524.85	37.64334
S145	A	59,011.45	4,917.62	28.37089
S145	B	61,962.06	5,163.50	29.78945
S145	C	65,060.12	5,421.68	31.27891
S145	D	68,313.24	5,692.77	32.84291
S145	E	71,728.83	5,977.40	34.48501
S145	F	75,315.24	6,276.27	36.20925
S145	G	79,081.03	6,590.09	38.01973
S146	A	59,601.65	4,966.80	28.65464
S146	B	62,581.71	5,215.14	30.08736
S146	C	65,710.75	5,475.90	31.59171
S146	D	68,996.36	5,749.70	33.17133
S146	E	72,446.15	6,037.18	34.82988
S146	F	76,068.48	6,339.04	36.57138
S146	G	79,871.89	6,655.99	38.39995
S147	A	60,197.55	5,016.46	28.94113
S147	B	63,207.44	5,267.29	30.38819
S147	C	66,367.83	5,530.65	31.90761
S147	D	69,686.32	5,807.19	33.50304
S147	E	73,170.69	6,097.56	35.17822
S147	F	76,829.12	6,402.43	36.93708
S147	G	80,670.54	6,722.55	38.78391
S148	A	60,799.52	5,066.63	29.23054
S148	B	63,839.63	5,319.97	30.69213
S148	C	67,031.57	5,585.96	32.22672
S148	D	70,383.12	5,865.26	33.83804
S148	E	73,902.45	6,158.54	35.53003
S148	F	77,597.56	6,466.46	37.30652
S148	G	81,477.36	6,789.78	39.17181

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S149	A	61,407.58	5,117.30	29.52288
S149	B	64,477.91	5,373.16	30.99899
S149	C	67,701.76	5,641.81	32.54892
S149	D	71,086.95	5,923.91	34.17642
S149	E	74,641.25	6,220.10	35.88521
S149	F	78,373.40	6,531.12	37.67952
S149	G	82,291.97	6,857.66	39.56345
S150	A	62,021.72	5,168.48	29.81814
S150	B	65,122.83	5,426.90	31.30905
S150	C	68,378.99	5,698.25	32.87451
S150	D	71,797.81	5,983.15	34.51818
S150	E	75,387.83	6,282.32	36.24415
S150	F	79,157.23	6,596.44	38.05636
S150	G	83,115.13	6,926.26	39.95920
S151	A	62,641.95	5,220.16	30.11632
S151	B	65,774.02	5,481.17	31.62213
S151	C	69,062.68	5,755.22	33.20321
S151	D	72,515.89	6,042.99	34.86341
S151	E	76,141.63	6,345.14	36.60656
S151	F	79,948.66	6,662.39	38.43686
S151	G	83,946.08	6,995.51	40.35869
S152	A	63,268.25	5,272.35	30.41743
S152	B	66,431.68	5,535.97	31.93831
S152	C	69,753.40	5,812.78	33.53529
S152	D	73,241.00	6,103.42	35.21202
S152	E	76,903.04	6,408.59	36.97262
S152	F	80,748.26	6,729.02	38.82128
S152	G	84,785.59	7,065.47	40.76230
S153	A	63,901.01	5,325.08	30.72164
S153	B	67,096.17	5,591.35	32.25778
S153	C	70,450.95	5,870.91	33.87065
S153	D	73,973.52	6,164.46	35.56419
S153	E	77,672.05	6,472.67	37.34233
S153	F	81,555.65	6,796.30	39.20945
S153	G	85,633.45	7,136.12	41.16993
S154	A	64,540.04	5,378.34	31.02887
S154	B	67,766.94	5,647.25	32.58026
S154	C	71,155.35	5,929.61	34.20930
S154	D	74,713.07	6,226.09	35.91975
S154	E	78,448.84	6,537.40	37.71579
S154	F	82,371.21	6,864.27	39.60154
S154	G	86,489.67	7,207.47	41.58157

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S155	A	65,185.35	5,432.11	31.33911
S155	B	68,444.74	5,703.73	32.90612
S155	C	71,866.97	5,988.91	34.55143
S155	D	75,460.42	6,288.37	36.27905
S155	E	79,233.43	6,602.79	38.09299
S155	F	83,194.94	6,932.91	39.99757
S155	G	87,354.83	7,279.57	41.99751
S156	A	65,837.30	5,486.44	31.65255
S156	B	69,129.18	5,760.77	33.23518
S156	C	72,585.62	6,048.80	34.89693
S156	D	76,214.79	6,351.23	36.64173
S156	E	80,025.62	6,668.80	38.47385
S156	F	84,026.84	7,002.24	40.39752
S156	G	88,228.34	7,352.36	42.41747
S157	A	66,495.52	5,541.29	31.96900
S157	B	69,820.47	5,818.37	33.56753
S157	C	73,311.50	6,109.29	35.24591
S157	D	76,976.96	6,414.75	37.00815
S157	E	80,825.98	6,735.50	38.85864
S157	F	84,867.29	7,072.27	40.80158
S157	G	89,110.60	7,425.88	42.84164
S158	A	67,160.59	5,596.72	32.28875
S158	B	70,518.60	5,876.55	33.90317
S158	C	74,044.59	6,170.38	35.59836
S158	D	77,746.72	6,478.89	37.37823
S158	E	81,634.13	6,802.84	39.24718
S158	F	85,715.73	7,142.98	41.20948
S158	G	90,001.60	7,500.13	43.27000
S159	A	67,832.12	5,652.68	32.61159
S159	B	71,223.76	5,935.31	34.24219
S159	C	74,785.09	6,232.09	35.95437
S159	D	78,524.28	6,543.69	37.75206
S159	E	82,450.45	6,870.87	39.63964
S159	F	86,572.90	7,214.41	41.62159
S159	G	90,901.72	7,575.14	43.70275
S160	A	68,510.48	5,709.21	32.93773
S160	B	71,936.14	5,994.68	34.58468
S160	C	75,532.81	6,294.40	36.31385
S160	D	79,309.44	6,609.12	38.12954
S160	E	83,274.94	6,939.58	40.03603
S160	F	87,438.82	7,286.57	42.03789
S160	G	91,810.58	7,650.88	44.13970

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S161	A	69,195.69	5,766.31	33.26716
S161	B	72,655.36	6,054.61	34.93046
S161	C	76,288.14	6,357.34	36.67699
S161	D	80,102.57	6,675.21	38.51085
S161	E	84,107.79	7,008.98	40.43644
S161	F	88,313.09	7,359.42	42.45822
S161	G	92,728.75	7,727.40	44.58113
S162	A	69,887.55	5,823.96	33.59978
S162	B	73,381.99	6,115.17	35.27980
S162	C	77,051.06	6,420.92	37.04378
S162	D	80,903.69	6,741.97	38.89601
S162	E	84,948.81	7,079.07	40.84077
S162	F	89,196.30	7,433.02	42.88284
S162	G	93,656.23	7,804.69	45.02703
S163	A	70,586.44	5,882.20	33.93579
S163	B	74,115.85	6,176.32	35.63262
S163	C	77,821.59	6,485.13	37.41423
S163	D	81,712.60	6,809.38	39.28491
S163	E	85,798.38	7,149.87	41.24922
S163	F	90,088.25	7,507.35	43.31166
S163	G	94,592.64	7,882.72	45.47723
S164	A	71,292.36	5,941.03	34.27517
S164	B	74,856.92	6,238.08	35.98890
S164	C	78,599.72	6,549.98	37.78833
S164	D	82,529.68	6,877.47	39.67773
S164	E	86,656.32	7,221.36	41.66169
S164	F	90,989.13	7,582.43	43.74477
S164	G	95,538.55	7,961.55	45.93200
S165	A	72,005.31	6,000.44	34.61794
S165	B	75,605.59	6,300.47	36.34884
S165	C	79,385.82	6,615.49	38.16626
S165	D	83,355.12	6,946.26	40.07458
S165	E	87,522.80	7,293.57	42.07827
S165	F	91,899.13	7,658.26	44.18227
S165	G	96,493.97	8,041.16	46.39133
S166	A	72,725.29	6,060.44	34.96408
S166	B	76,361.68	6,363.47	36.71234
S166	C	80,179.72	6,681.64	38.54794
S166	D	84,188.74	7,015.73	40.47535
S166	E	88,398.22	7,366.52	42.49914
S166	F	92,818.06	7,734.84	44.62407
S166	G	97,458.88	8,121.57	46.85523

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S167	A	73,452.49	6,121.04	35.31370
S167	B	77,125.17	6,427.10	37.07941
S167	C	80,981.41	6,748.45	38.93337
S167	D	85,030.52	7,085.88	40.88006
S167	E	89,282.19	7,440.18	42.92413
S167	F	93,746.11	7,812.18	45.07024
S167	G	98,433.49	8,202.79	47.32379
S168	A	74,187.10	6,182.26	35.66688
S168	B	77,896.46	6,491.37	37.45022
S168	C	81,791.27	6,815.94	39.32273
S168	D	85,880.85	7,156.74	41.28887
S168	E	90,174.90	7,514.57	43.35332
S168	F	94,683.66	7,890.30	45.52099
S168	G	99,417.79	8,284.82	47.79701
S169	A	74,928.94	6,244.08	36.02353
S169	B	78,675.34	6,556.28	37.82468
S169	C	82,609.30	6,884.11	39.71601
S169	D	86,739.74	7,228.31	41.70180
S169	E	91,076.72	7,589.73	43.78689
S169	F	95,630.52	7,969.21	45.97621
S169	G	100,411.96	8,367.66	48.27498
S170	A	75,678.37	6,306.53	36.38383
S170	B	79,462.21	6,621.85	38.20299
S170	C	83,435.31	6,952.94	40.11313
S170	D	87,607.17	7,300.60	42.11883
S170	E	91,987.48	7,665.62	44.22475
S170	F	96,586.70	8,048.89	46.43591
S170	G	101,416.21	8,451.35	48.75779
S171	A	76,435.02	6,369.59	36.74761
S171	B	80,256.87	6,688.07	38.58503
S171	C	84,269.68	7,022.47	40.51427
S171	D	88,483.16	7,373.60	42.53998
S171	E	92,907.36	7,742.28	44.66700
S171	F	97,552.75	8,129.40	46.90036
S171	G	102,430.34	8,535.86	49.24536
S172	A	77,199.47	6,433.29	37.11513
S172	B	81,059.32	6,754.94	38.97083
S172	C	85,112.42	7,092.70	40.91943
S172	D	89,368.08	7,447.34	42.96542
S172	E	93,836.37	7,819.70	45.11364
S172	F	98,528.31	8,210.69	47.36938
S172	G	103,454.73	8,621.23	49.73785

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S173	A	77,971.32	6,497.61	37.48621
S173	B	81,869.94	6,822.49	39.36055
S173	C	85,963.51	7,163.63	41.32861
S173	D	90,261.73	7,521.81	43.39506
S173	E	94,774.68	7,897.89	45.56475
S173	F	99,513.36	8,292.78	47.84296
S173	G	104,489.19	8,707.43	50.23519
S174	A	78,751.16	6,562.60	37.86114
S174	B	82,688.73	6,890.73	39.75420
S174	C	86,823.16	7,235.26	41.74190
S174	D	91,164.32	7,597.03	43.82900
S174	E	95,722.49	7,976.87	46.02043
S174	F	100,508.68	8,375.72	48.32148
S174	G	105,534.11	8,794.51	50.73755
S175	A	79,538.60	6,628.22	38.23971
S175	B	83,515.50	6,959.63	40.15168
S175	C	87,691.35	7,307.61	42.15930
S175	D	92,075.84	7,672.99	44.26723
S175	E	96,679.81	8,056.65	46.48068
S175	F	101,513.69	8,459.47	48.80466
S175	G	106,589.28	8,882.44	51.24485
S176	A	80,334.02	6,694.50	38.62212
S176	B	84,350.82	7,029.24	40.55328
S176	C	88,568.29	7,380.69	42.58091
S176	D	92,996.67	7,749.72	44.70994
S176	E	97,646.62	8,137.22	46.94549
S176	F	102,528.77	8,544.06	49.29268
S176	G	107,655.29	8,971.27	51.75735
S177	A	81,137.42	6,761.45	39.00837
S177	B	85,194.32	7,099.53	40.95881
S177	C	89,453.96	7,454.50	43.00671
S177	D	93,926.62	7,827.22	45.15703
S177	E	98,622.94	8,218.58	47.41487
S177	F	103,554.11	8,629.51	49.78563
S177	G	108,731.74	9,060.98	52.27488
S178	A	81,948.80	6,829.07	39.39846
S178	B	86,046.17	7,170.51	41.36835
S178	C	90,348.57	7,529.05	43.43681
S178	D	94,865.89	7,905.49	45.60860
S178	E	99,609.13	8,300.76	47.88901
S178	F	104,589.71	8,715.81	50.28352
S178	G	109,819.22	9,151.60	52.79770

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S179	A	82,768.16	6,897.35	39.79238
S179	B	86,906.57	7,242.21	41.78201
S179	C	91,251.92	7,604.33	43.87112
S179	D	95,814.65	7,984.55	46.06474
S179	E	100,605.21	8,383.77	48.36789
S179	F	105,635.58	8,802.96	50.78634
S179	G	110,917.34	9,243.11	53.32564
S180	A	83,595.88	6,966.32	40.19033
S180	B	87,775.72	7,314.64	42.19987
S180	C	92,164.58	7,680.38	44.30989
S180	D	96,772.73	8,064.39	46.52535
S180	E	101,611.36	8,467.61	48.85162
S180	F	106,691.89	8,890.99	51.29418
S180	G	112,026.48	9,335.54	53.85888
S181	A	84,431.77	7,035.98	40.59220
S181	B	88,653.42	7,387.78	42.62183
S181	C	93,086.17	7,757.18	44.75297
S181	D	97,740.49	8,145.04	46.99062
S181	E	102,627.39	8,552.28	49.34009
S181	F	107,758.85	8,979.90	51.80714
S181	G	113,146.83	9,428.90	54.39751
S182	A	85,276.21	7,106.35	40.99818
S182	B	89,540.04	7,461.67	43.04810
S182	C	94,017.07	7,834.76	45.20052
S182	D	98,717.76	8,226.48	47.46046
S182	E	103,653.68	8,637.81	49.83350
S182	F	108,836.44	9,069.70	52.32521
S182	G	114,278.20	9,523.18	54.94144
S183	A	86,128.83	7,177.40	41.40809
S183	B	90,435.41	7,536.28	43.47856
S183	C	94,957.10	7,913.09	45.65245
S183	D	99,705.09	8,308.76	47.93514
S183	E	104,690.23	8,724.19	50.33184
S183	F	109,924.68	9,160.39	52.84840
S183	G	115,420.97	9,618.41	55.49085
S184	A	86,990.18	7,249.18	41.82220
S184	B	91,339.71	7,611.64	43.91332
S184	C	95,906.62	7,992.22	46.10895
S184	D	100,702.12	8,391.84	48.41448
S184	E	105,737.05	8,811.42	50.83512
S184	F	111,023.94	9,251.99	53.37689
S184	G	116,575.14	9,714.60	56.04574

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S185	A	87,860.09	7,321.67	42.24043
S185	B	92,253.13	7,687.76	44.35247
S185	C	96,865.64	8,072.14	46.57002
S185	D	101,709.03	8,475.75	48.89857
S185	E	106,794.50	8,899.54	51.34351
S185	F	112,134.22	9,344.52	53.91068
S185	G	117,740.91	9,811.74	56.60621
S186	A	88,738.73	7,394.89	42.66285
S186	B	93,175.67	7,764.64	44.79600
S186	C	97,834.36	8,152.86	47.03575
S186	D	102,726.20	8,560.52	49.38760
S186	E	107,862.41	8,988.53	51.85693
S186	F	113,255.52	9,437.96	54.44977
S186	G	118,918.26	9,909.86	57.17224
S187	A	89,626.12	7,468.84	43.08948
S187	B	94,107.33	7,842.28	45.24391
S187	C	98,812.77	8,234.40	47.50614
S187	D	103,753.44	8,646.12	49.88146
S187	E	108,941.14	9,078.43	52.37555
S187	F	114,388.22	9,532.35	54.99434
S187	G	120,107.59	10,008.97	57.74403
S188	A	90,522.44	7,543.54	43.52040
S188	B	95,048.50	7,920.71	45.69639
S188	C	99,800.86	8,316.74	47.98118
S188	D	104,790.94	8,732.58	50.38026
S188	E	110,030.52	9,169.21	52.89929
S188	F	115,532.13	9,627.68	55.54429
S188	G	121,308.70	10,109.06	58.32149
S189	A	91,427.50	7,618.96	43.95553
S189	B	95,998.97	7,999.91	46.15335
S189	C	100,798.84	8,399.90	48.46098
S189	D	105,838.90	8,819.91	50.88409
S189	E	111,130.92	9,260.91	53.42833
S189	F	116,687.45	9,723.95	56.09973
S189	G	122,521.78	10,210.15	58.90470
S190	A	92,341.87	7,695.16	44.39513
S190	B	96,958.94	8,079.91	46.61488
S190	C	101,806.89	8,483.91	48.94562
S190	D	106,897.30	8,908.11	51.39293
S190	E	112,242.15	9,353.51	53.96257
S190	F	117,854.16	9,821.18	56.66065
S190	G	123,746.83	10,312.24	59.49367

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S191	A	93,265.17	7,772.10	44.83902
S191	B	97,928.61	8,160.72	47.08106
S191	C	102,825.01	8,568.75	49.43510
S191	D	107,966.16	8,997.18	51.90681
S191	E	113,364.59	9,447.05	54.50221
S191	F	119,032.85	9,919.40	57.22733
S191	G	124,984.42	10,415.37	60.08866
S192	A	94,197.97	7,849.83	45.28749
S192	B	98,907.78	8,242.31	47.55182
S192	C	103,853.20	8,654.43	49.92942
S192	D	109,045.84	9,087.15	52.42589
S192	E	114,498.24	9,541.52	55.04723
S192	F	120,223.12	10,018.59	57.79958
S192	G	126,234.17	10,519.51	60.68951
S193	A	95,139.89	7,928.32	45.74033
S193	B	99,896.82	8,324.74	48.02732
S193	C	104,891.65	8,740.97	50.42868
S193	D	110,136.17	9,178.01	52.95008
S193	E	115,643.10	9,636.93	55.59765
S193	F	121,425.18	10,118.77	58.37749
S193	G	127,496.47	10,624.71	61.29638
S194	A	101,884.49	8,490.37	48.98293
S194	B	106,978.57	8,914.88	51.43201
S194	C	112,327.52	9,360.63	54.00362
S194	D	117,944.03	9,828.67	56.70386
S194	E	123,841.19	10,320.10	59.53903
S194	F	130,033.31	10,836.11	62.51602
S194	G	136,534.90	11,377.91	65.64178
S195	A	102,903.26	8,575.27	49.47272
S195	B	108,048.44	9,004.04	51.94636
S195	C	113,450.88	9,454.24	54.54369
S195	D	119,123.43	9,926.95	57.27088
S195	E	125,079.64	10,423.30	60.13444
S195	F	131,333.58	10,944.46	63.14114
S195	G	137,900.26	11,491.69	66.29820
S196	A	103,932.31	8,661.03	49.96746
S196	B	109,128.90	9,094.07	52.46582
S196	C	114,585.35	9,548.78	55.08911
S196	D	120,314.63	10,026.22	57.84357
S196	E	126,330.34	10,527.53	60.73574
S196	F	132,646.84	11,053.90	63.77252
S196	G	139,279.17	11,606.60	66.96114

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S197	A	104,971.64	8,747.64	50.46713
S197	B	110,220.18	9,185.02	52.99047
S197	C	115,731.22	9,644.27	55.64001
S197	D	121,517.77	10,126.48	58.42200
S197	E	127,593.62	10,632.80	61.34309
S197	F	133,973.28	11,164.44	64.41023
S197	G	140,672.01	11,722.67	67.63077
S198	A	106,021.30	8,835.11	50.97178
S198	B	111,322.43	9,276.87	53.52040
S198	C	116,888.56	9,740.71	56.19642
S198	D	122,733.00	10,227.75	59.00625
S198	E	128,869.65	10,739.14	61.95656
S198	F	135,313.16	11,276.10	65.05440
S198	G	142,078.77	11,839.90	68.30710
S199	A	107,081.58	8,923.46	51.48153
S199	B	112,435.65	9,369.64	54.05560
S199	C	118,057.43	9,838.12	56.75838
S199	D	123,960.31	10,330.03	59.59630
S199	E	130,158.31	10,846.53	62.57611
S199	F	136,666.24	11,388.85	65.70492
S199	G	143,499.55	11,958.30	68.99017
S200	A	108,152.40	9,012.70	51.99635
S200	B	113,560.01	9,463.33	54.59616
S200	C	119,238.05	9,936.50	57.32599
S200	D	125,199.94	10,433.33	60.19228
S200	E	131,459.94	10,954.99	63.20189
S200	F	138,032.93	11,502.74	66.36198
S200	G	144,934.57	12,077.88	69.68008
S201	A	109,233.90	9,102.82	52.51630
S201	B	114,695.61	9,557.97	55.14212
S201	C	120,430.40	10,035.87	57.89923
S201	D	126,451.90	10,537.66	60.79418
S201	E	132,774.51	11,064.54	63.83390
S201	F	139,413.23	11,617.77	67.02559
S201	G	146,383.90	12,198.66	70.37687
S202	A	110,326.24	9,193.85	53.04146
S202	B	115,842.55	9,653.55	55.69353
S202	C	121,634.73	10,136.23	58.47823
S202	D	127,716.44	10,643.04	61.40213
S202	E	134,102.29	11,175.19	64.47226
S202	F	140,807.40	11,733.95	67.69587
S202	G	147,847.76	12,320.65	71.08066

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S203	A	111,429.50	9,285.79	53.57188
S203	B	117,001.00	9,750.08	56.25048
S203	C	122,851.03	10,237.59	59.06299
S203	D	128,993.59	10,749.47	62.01615
S203	E	135,443.24	11,286.94	65.11694
S203	F	142,215.42	11,851.29	68.37280
S203	G	149,326.20	12,443.85	71.79144
S204	A	112,543.81	9,378.65	54.10760
S204	B	118,171.03	9,847.59	56.81299
S204	C	124,079.57	10,339.96	59.65364
S204	D	130,283.54	10,856.96	62.63632
S204	E	136,797.69	11,399.81	65.76812
S204	F	143,637.56	11,969.80	69.05652
S204	G	150,819.45	12,568.29	72.50935
S205	A	113,669.24	9,472.44	54.64867
S205	B	119,352.69	9,946.06	57.38110
S205	C	125,320.32	10,443.36	60.25015
S205	D	131,586.35	10,965.53	63.26267
S205	E	138,165.67	11,513.81	66.42580
S205	F	145,073.99	12,089.50	69.74711
S205	G	152,327.67	12,693.97	73.23446
S206	A	114,805.93	9,567.16	55.19516
S206	B	120,546.24	10,045.52	57.95492
S206	C	126,573.54	10,547.80	60.85266
S206	D	132,902.23	11,075.19	63.89530
S206	E	139,547.33	11,628.94	67.09006
S206	F	146,524.73	12,210.39	70.44458
S206	G	153,850.97	12,820.91	73.96681
S207	A	115,954.00	9,662.83	55.74711
S207	B	121,751.68	10,145.97	58.53446
S207	C	127,839.25	10,653.27	61.46118
S207	D	134,231.22	11,185.93	64.53424
S207	E	140,942.83	11,745.24	67.76097
S207	F	147,989.97	12,332.50	71.14902
S207	G	155,389.48	12,949.12	74.70648
S208	A	117,113.55	9,759.46	56.30459
S208	B	122,969.21	10,247.43	59.11981
S208	C	129,117.66	10,759.81	62.07580
S208	D	135,573.53	11,297.79	65.17958
S208	E	142,352.22	11,862.69	68.43857
S208	F	149,469.83	12,455.82	71.86050
S208	G	156,943.30	13,078.61	75.45351

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S209	A	118,284.64	9,857.05	56.86762
S209	B	124,198.89	10,349.91	59.71101
S209	C	130,408.88	10,867.41	62.69658
S209	D	136,929.32	11,410.78	65.83140
S209	E	143,775.76	11,981.31	69.12296
S209	F	150,964.54	12,580.38	72.57911
S209	G	158,512.82	13,209.40	76.20809
S210	A	119,467.51	9,955.63	57.43631
S210	B	125,440.87	10,453.41	60.30811
S210	C	131,712.94	10,976.08	63.32353
S210	D	138,298.62	11,524.89	66.48972
S210	E	145,213.58	12,101.13	69.81422
S210	F	152,474.26	12,706.19	73.30493
S210	G	160,097.97	13,341.50	76.97018
S211	A	120,662.17	10,055.18	58.01066
S211	B	126,695.28	10,557.94	60.91119
S211	C	133,030.05	11,085.84	63.95675
S211	D	139,681.54	11,640.13	67.15459
S211	E	146,665.61	12,222.13	70.51231
S211	F	153,998.87	12,833.24	74.03792
S211	G	161,698.80	13,474.90	77.73981
S212	A	121,868.81	10,155.73	58.59077
S212	B	127,962.25	10,663.52	61.52031
S212	C	134,360.37	11,196.70	64.59633
S212	D	141,078.37	11,756.53	67.82614
S212	E	148,132.28	12,344.36	71.21744
S212	F	155,538.94	12,961.58	74.77834
S212	G	163,315.87	13,609.66	78.51725
S213	A	123,087.46	10,257.29	59.17666
S213	B	129,241.80	10,770.15	62.13548
S213	C	135,703.93	11,308.66	65.24228
S213	D	142,489.11	11,874.09	68.50438
S213	E	149,613.60	12,467.80	71.92962
S213	F	157,094.30	13,091.19	75.52611
S213	G	164,948.99	13,745.75	79.30240
S214	A	124,318.33	10,359.86	59.76843
S214	B	130,534.25	10,877.85	62.75685
S214	C	137,060.90	11,421.74	65.89466
S214	D	143,913.97	11,992.83	69.18941
S214	E	151,109.70	12,592.48	72.64890
S214	F	158,665.19	13,222.10	76.28134
S214	G	166,598.47	13,883.21	80.09542

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S215	A	125,561.53	10,463.46	60.36612
S215	B	131,839.60	10,986.63	63.38442
S215	C	138,431.60	11,535.97	66.55365
S215	D	145,353.15	12,112.76	69.88132
S215	E	152,620.83	12,718.40	73.37540
S215	F	160,251.83	13,354.32	77.04415
S215	G	168,264.48	14,022.04	80.89638
S216	A	126,817.16	10,568.10	60.96979
S216	B	133,158.00	11,096.50	64.01827
S216	C	139,815.89	11,651.32	67.21918
S216	D	146,806.69	12,233.89	70.58014
S216	E	154,147.03	12,845.59	74.10915
S216	F	161,854.38	13,487.86	77.81460
S216	G	169,947.12	14,162.26	81.70535
S217	A	128,085.32	10,673.78	61.57948
S217	B	134,489.58	11,207.46	64.65845
S217	C	141,214.03	11,767.84	67.89136
S217	D	148,274.75	12,356.23	71.28594
S217	E	155,688.52	12,974.04	74.85025
S217	F	163,472.92	13,622.74	78.59275
S217	G	171,646.58	14,303.88	82.52239
S218	A	129,366.16	10,780.51	62.19527
S218	B	135,834.50	11,319.54	65.30505
S218	C	142,626.21	11,885.52	68.57029
S218	D	149,757.52	12,479.79	71.99881
S218	E	157,245.41	13,103.78	75.59876
S218	F	165,107.67	13,758.97	79.37869
S218	G	173,363.01	14,446.92	83.34760
S219	A	130,659.83	10,888.32	62.81723
S219	B	137,192.81	11,432.73	65.95808
S219	C	144,052.48	12,004.37	69.25600
S219	D	151,255.13	12,604.59	72.71881
S219	E	158,817.85	13,234.82	76.35474
S219	F	166,758.76	13,896.56	80.17248
S219	G	175,096.70	14,591.39	84.18110
S220	A	131,966.41	10,997.20	63.44539
S220	B	138,564.75	11,547.06	66.61767
S220	C	145,492.99	12,124.42	69.94856
S220	D	152,767.64	12,730.64	73.44598
S220	E	160,406.06	13,367.17	77.11830
S220	F	168,426.38	14,035.53	80.97422
S220	G	176,847.70	14,737.31	85.02293

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S221	A	133,286.09	11,107.17	64.07985
S221	B	139,950.41	11,662.53	67.28385
S221	C	146,947.96	12,245.66	70.64806
S221	D	154,295.32	12,857.94	74.18044
S221	E	162,010.13	13,500.84	77.88949
S221	F	170,110.64	14,175.89	81.78396
S221	G	178,616.16	14,884.68	85.87315
S222	A	134,619.01	11,218.25	64.72068
S222	B	141,349.96	11,779.16	67.95671
S222	C	148,417.42	12,368.12	71.35453
S222	D	155,838.26	12,986.52	74.92224
S222	E	163,630.17	13,635.85	78.66835
S222	F	171,811.74	14,317.64	82.60180
S222	G	180,402.30	15,033.52	86.73187
S223	A	135,965.18	11,330.43	65.36787
S223	B	142,763.40	11,896.95	68.63625
S223	C	149,901.58	12,491.80	72.06807
S223	D	157,396.63	13,116.39	75.67146
S223	E	165,266.47	13,772.21	79.45503
S223	F	173,529.76	14,460.81	83.42777
S223	G	182,206.23	15,183.85	87.59915
S224	A	137,324.85	11,443.74	66.02156
S224	B	144,191.08	12,015.92	69.32264
S224	C	151,400.62	12,616.72	72.78876
S224	D	158,970.64	13,247.55	76.42819
S224	E	166,919.20	13,909.93	80.24961
S224	F	175,265.16	14,605.43	84.26210
S224	G	184,028.42	15,335.70	88.47520
S225	A	138,698.06	11,558.17	66.68176
S225	B	145,632.95	12,136.08	70.01584
S225	C	152,914.63	12,742.89	73.51665
S225	D	160,560.37	13,380.03	77.19249
S225	E	168,588.38	14,049.03	81.05211
S225	F	177,017.81	14,751.48	85.10472
S225	G	185,868.67	15,489.06	89.35994
S226	A	140,085.03	11,673.75	67.34857
S226	B	147,089.24	12,257.44	70.71598
S226	C	154,443.70	12,870.31	74.25178
S226	D	162,165.92	13,513.83	77.96439
S226	E	170,274.22	14,189.52	81.86260
S226	F	178,787.95	14,899.00	85.95574
S226	G	187,727.34	15,643.95	90.25353

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S227	A	141,485.87	11,790.49	68.02205
S227	B	148,560.18	12,380.01	71.42316
S227	C	155,988.18	12,999.01	74.99432
S227	D	163,787.61	13,648.97	78.74404
S227	E	171,976.98	14,331.42	82.68124
S227	F	180,575.83	15,047.99	86.81530
S227	G	189,604.63	15,800.39	91.15607
S228	A	142,900.74	11,908.39	68.70228
S228	B	150,045.77	12,503.81	72.13739
S228	C	157,548.04	13,129.00	75.74425
S228	D	165,425.43	13,785.45	79.53146
S228	E	173,696.73	14,474.73	83.50805
S228	F	182,381.58	15,198.47	87.68345
S228	G	191,500.66	15,958.39	92.06762
S229	A	144,329.73	12,027.48	69.38929
S229	B	151,546.23	12,628.85	72.85877
S229	C	159,123.54	13,260.29	76.50170
S229	D	167,079.70	13,923.31	80.32678
S229	E	175,433.66	14,619.47	84.34311
S229	F	184,205.36	15,350.45	88.56027
S229	G	193,415.66	16,117.97	92.98830
S230	A	145,773.06	12,147.76	70.08320
S230	B	153,061.69	12,755.14	73.58735
S230	C	160,714.74	13,392.89	77.26670
S230	D	168,750.48	14,062.54	81.13004
S230	E	177,188.02	14,765.67	85.18655
S230	F	186,047.41	15,503.95	89.44587
S230	G	195,349.80	16,279.15	93.91817
S231	A	147,230.76	12,269.23	70.78402
S231	B	154,592.29	12,882.69	74.32322
S231	C	162,321.92	13,526.83	78.03938
S231	D	170,438.00	14,203.17	81.94135
S231	E	178,959.91	14,913.33	86.03842
S231	F	187,907.90	15,658.99	90.34033
S231	G	197,303.28	16,441.94	94.85734
S232	A	148,703.07	12,391.92	71.49186
S232	B	156,138.21	13,011.52	75.06645
S232	C	163,945.15	13,662.10	78.81978
S232	D	172,142.41	14,345.20	82.76077
S232	E	180,749.52	15,062.46	86.89881
S232	F	189,787.03	15,815.59	91.24377
S232	G	199,276.35	16,606.36	95.80594

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S233	A	150,190.14	12,515.84	72.20680
S233	B	157,699.65	13,141.64	75.81714
S233	C	165,584.61	13,798.72	79.60799
S233	D	173,863.84	14,488.65	83.58838
S233	E	182,557.03	15,213.09	87.76780
S233	F	191,684.84	15,973.74	92.15617
S233	G	201,269.12	16,772.43	96.76400
S234	A	151,692.00	12,641.00	72.92885
S234	B	159,276.59	13,273.05	76.57529
S234	C	167,240.41	13,936.70	80.40405
S234	D	175,602.43	14,633.54	84.42425
S234	E	184,382.59	15,365.22	88.64548
S234	F	193,601.68	16,133.47	93.07773
S234	G	203,281.78	16,940.15	97.73163
S235	A	153,208.92	12,767.41	73.65813
S235	B	160,869.37	13,405.78	77.34104
S235	C	168,912.87	14,076.07	81.20811
S235	D	177,358.50	14,779.88	85.26851
S235	E	186,226.46	15,518.87	89.53195
S235	F	195,537.74	16,294.81	94.00853
S235	G	205,314.65	17,109.55	98.70896
S236	A	154,741.00	12,895.08	74.39471
S236	B	162,478.06	13,539.84	78.11445
S236	C	170,601.98	14,216.83	82.02018
S236	D	179,132.07	14,927.67	86.12119
S236	E	188,088.65	15,674.05	90.42724
S236	F	197,493.12	16,457.76	94.94861
S236	G	207,367.72	17,280.64	99.69602
S237	A	156,288.44	13,024.04	75.13867
S237	B	164,102.85	13,675.24	78.89560
S237	C	172,307.99	14,359.00	82.84038
S237	D	180,923.38	15,076.95	86.98239
S237	E	189,969.53	15,830.79	91.33151
S237	F	199,468.04	16,622.34	95.89809
S237	G	209,441.42	17,453.45	100.69299
S238	A	157,851.28	13,154.27	75.89004
S238	B	165,743.84	13,811.99	79.68454
S238	C	174,031.08	14,502.59	83.66879
S238	D	182,732.58	15,227.72	87.85220
S238	E	191,869.22	15,989.10	92.24482
S238	F	201,462.65	16,788.55	96.85704
S238	G	211,535.81	17,627.98	101.69991

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S239	A	159,429.80	13,285.82	76.64894
S239	B	167,401.29	13,950.11	80.48139
S239	C	175,771.32	14,647.61	84.50544
S239	D	184,559.93	15,379.99	88.73073
S239	E	193,787.93	16,148.99	93.16727
S239	F	203,477.35	16,956.45	97.82565
S239	G	213,651.23	17,804.27	102.71694
S240	A	161,024.10	13,418.68	77.41543
S240	B	169,075.29	14,089.61	81.28620
S240	C	177,529.10	14,794.09	85.35053
S240	D	186,405.57	15,533.80	89.61806
S240	E	195,725.87	16,310.49	94.09897
S240	F	205,512.17	17,126.01	98.80393
S240	G	215,787.76	17,982.31	103.74412
S241	A	162,634.37	13,552.86	78.18960
S241	B	170,766.08	14,230.51	82.09908
S241	C	179,304.41	14,942.03	86.20404
S241	D	188,269.61	15,689.13	90.51424
S241	E	197,683.12	16,473.59	95.03996
S241	F	207,567.28	17,297.27	99.79196
S241	G	217,945.64	18,162.14	104.78156
S242	A	164,260.71	13,688.39	78.97149
S242	B	172,473.72	14,372.81	82.92006
S242	C	181,097.42	15,091.45	87.06607
S242	D	190,152.31	15,846.03	91.41938
S242	E	199,659.93	16,638.33	95.99035
S242	F	209,642.91	17,470.24	100.78986
S242	G	220,125.08	18,343.76	105.82936
S243	A	165,903.31	13,825.28	79.76121
S243	B	174,198.46	14,516.54	83.74926
S243	C	182,908.42	15,242.37	87.93674
S243	D	192,053.82	16,004.49	92.33357
S243	E	201,656.50	16,804.71	96.95024
S243	F	211,739.40	17,644.95	101.79779
S243	G	222,326.34	18,527.19	106.88766
S244	A	167,562.35	13,963.53	80.55882
S244	B	175,940.42	14,661.70	84.58674
S244	C	184,737.44	15,394.79	88.81608
S244	D	193,974.31	16,164.53	93.25688
S244	E	203,673.06	16,972.76	97.91974
S244	F	213,856.66	17,821.39	102.81570
S244	G	224,549.56	18,712.46	107.95652

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S245	A	169,237.93	14,103.16	81.36439
S245	B	177,699.87	14,808.32	85.43263
S245	C	186,584.86	15,548.74	89.70426
S245	D	195,914.09	16,326.17	94.18947
S245	E	205,709.84	17,142.49	98.89896
S245	F	215,995.32	17,999.61	103.84390
S245	G	226,795.09	18,899.59	109.03610
S246	A	170,930.37	14,244.20	82.17806
S246	B	179,476.86	14,956.40	86.28695
S246	C	188,450.68	15,704.22	90.60129
S246	D	197,873.23	16,489.44	95.13136
S246	E	207,766.93	17,313.91	99.88795
S246	F	218,155.29	18,179.61	104.88235
S246	G	229,063.04	19,088.59	110.12646
S247	A	172,639.63	14,386.64	82.99982
S247	B	181,271.61	15,105.97	87.14981
S247	C	190,335.19	15,861.27	91.50730
S247	D	199,851.96	16,654.33	96.08268
S247	E	209,844.58	17,487.05	100.88682
S247	F	220,336.84	18,361.40	105.93117
S247	G	231,353.67	19,279.47	111.22773
S248	A	174,366.05	14,530.50	83.82983
S248	B	183,084.33	15,257.03	88.02131
S248	C	192,238.52	16,019.88	92.42237
S248	D	201,850.51	16,820.88	97.04351
S248	E	211,943.01	17,661.92	101.89568
S248	F	222,540.20	18,545.02	106.99048
S248	G	233,667.19	19,472.27	112.34000
S249	A	176,109.68	14,675.81	84.66811
S249	B	184,915.19	15,409.60	88.90153
S249	C	194,160.96	16,180.08	93.34662
S249	D	203,868.98	16,989.08	98.01393
S249	E	214,062.44	17,838.54	102.91463
S249	F	224,765.54	18,730.46	108.06036
S249	G	236,003.81	19,666.98	113.46337
S250	A	177,870.78	14,822.57	85.51480
S250	B	186,764.36	15,563.70	89.79056
S250	C	196,102.54	16,341.88	94.28007
S250	D	205,907.67	17,158.97	98.99407
S250	E	216,203.02	18,016.92	103.94376
S250	F	227,013.17	18,917.76	109.14095
S250	G	238,363.82	19,863.65	114.59799

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S251	A	179,649.52	14,970.79	86.36996
S251	B	188,631.98	15,719.33	90.68845
S251	C	198,063.52	16,505.29	95.22285
S251	D	207,966.72	17,330.56	99.98400
S251	E	218,365.09	18,197.09	104.98322
S251	F	229,283.37	19,106.95	110.23239
S251	G	240,747.51	20,062.29	115.74400
S252	A	181,445.98	15,120.50	87.23365
S252	B	190,518.27	15,876.52	91.59532
S252	C	200,044.19	16,670.35	96.17509
S252	D	210,046.44	17,503.87	100.98387
S252	E	220,548.76	18,379.06	106.03306
S252	F	231,576.19	19,298.02	111.33471
S252	G	243,154.98	20,262.92	116.90143
S253	A	183,260.43	15,271.70	88.10598
S253	B	192,423.44	16,035.29	92.51127
S253	C	202,044.66	16,837.06	97.13686
S253	D	212,146.88	17,678.91	101.99369
S253	E	222,754.27	18,562.86	107.09340
S253	F	233,891.95	19,491.00	112.44805
S253	G	245,586.58	20,465.55	118.07047
S254	A	185,093.06	15,424.42	88.98705
S254	B	194,347.69	16,195.64	93.43639
S254	C	204,065.07	17,005.42	98.10820
S254	D	214,268.33	17,855.69	103.01362
S254	E	224,981.76	18,748.48	108.16431
S254	F	236,230.84	19,685.90	113.57252
S254	G	248,042.39	20,670.20	119.25115
S255	A	186,943.97	15,578.66	89.87691
S255	B	196,291.19	16,357.60	94.37076
S255	C	206,105.75	17,175.48	99.08930
S255	D	216,411.06	18,034.25	104.04378
S255	E	227,231.66	18,935.97	109.24599
S255	F	238,593.23	19,882.77	114.70828
S255	G	250,522.87	20,876.91	120.44369
S256	A	188,813.46	15,734.45	90.77570
S256	B	198,254.10	16,521.18	95.31447
S256	C	208,166.79	17,347.23	100.08019
S256	D	218,575.15	18,214.60	105.08421
S256	E	229,503.90	19,125.33	110.33841
S256	F	240,979.12	20,081.59	115.85535
S256	G	253,028.09	21,085.67	121.64812

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S257	A	190,701.58	15,891.80	91.68345
S257	B	200,236.68	16,686.39	96.26763
S257	C	210,248.51	17,520.71	101.08101
S257	D	220,760.98	18,396.75	106.13509
S257	E	231,799.00	19,316.58	111.44183
S257	F	243,388.96	20,282.41	117.01392
S257	G	255,558.43	21,296.54	122.86463
S258	A	192,608.60	16,050.72	92.60029
S258	B	202,239.02	16,853.25	97.23030
S258	C	212,350.99	17,695.92	102.09182
S258	D	222,968.55	18,580.71	107.19642
S258	E	234,116.97	19,509.75	112.55623
S258	F	245,822.84	20,485.24	118.18406
S258	G	258,113.97	21,509.50	124.09325
S259	A	194,534.66	16,211.22	93.52628
S259	B	204,261.44	17,021.79	98.20261
S259	C	214,474.52	17,872.88	103.11275
S259	D	225,198.24	18,766.52	108.26838
S259	E	236,458.12	19,704.84	113.68179
S259	F	248,280.98	20,690.08	119.36586
S259	G	260,695.04	21,724.59	125.33415
S260	A	196,480.02	16,373.33	94.46155
S260	B	206,304.00	17,192.00	99.18462
S260	C	216,619.17	18,051.60	104.14383
S260	D	227,450.15	18,954.18	109.35104
S260	E	238,822.67	19,901.89	114.81859
S260	F	250,763.80	20,896.98	120.55952
S260	G	263,302.02	21,941.84	126.58751
S261	A	198,444.82	16,537.07	95.40616
S261	B	208,367.07	17,363.92	100.17648
S261	C	218,785.42	18,232.12	105.18530
S261	D	229,724.72	19,143.73	110.44458
S261	E	241,210.97	20,100.91	115.96681
S261	F	253,271.51	21,105.96	121.76515
S261	G	265,935.06	22,161.25	127.85339
S262	A	200,429.31	16,702.44	96.36024
S262	B	210,450.74	17,537.56	101.17824
S262	C	220,973.27	18,414.44	106.23715
S262	D	232,021.93	19,335.16	111.54901
S262	E	243,623.01	20,301.92	117.12645
S262	F	255,804.18	21,317.01	122.98278
S262	G	268,594.36	22,382.86	129.13190

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S263	A	202,433.56	16,869.46	97.32383
S263	B	212,555.26	17,712.94	102.19003
S263	C	223,183.04	18,598.59	107.29954
S263	D	234,342.18	19,528.52	112.66451
S263	E	246,059.25	20,504.94	118.29772
S263	F	258,362.27	21,530.19	124.21263
S263	G	271,280.36	22,606.70	130.42325
S264	A	204,457.94	17,038.16	98.29709
S264	B	214,680.80	17,890.07	103.21192
S264	C	225,414.82	18,784.57	108.37251
S264	D	236,685.53	19,723.79	113.79112
S264	E	248,519.88	20,709.99	119.48071
S264	F	260,945.84	21,745.49	125.45473
S264	G	273,993.12	22,832.76	131.72746
S265	A	206,502.49	17,208.54	99.28004
S265	B	216,827.64	18,068.97	104.24406
S265	C	227,668.99	18,972.42	109.45625
S265	D	239,052.46	19,921.04	114.92907
S265	E	251,005.09	20,917.09	120.67552
S265	F	263,555.38	21,962.95	126.70931
S265	G	276,733.12	23,061.09	133.04477
S266	A	208,567.52	17,380.63	100.27285
S266	B	218,995.89	18,249.66	105.28649
S266	C	229,945.67	19,162.14	110.55080
S266	D	241,442.95	20,120.25	116.07834
S266	E	253,515.12	21,126.26	121.88227
S266	F	266,190.86	22,182.57	127.97638
S266	G	279,500.39	23,291.70	134.37519
S267	A	210,653.22	17,554.43	101.27559
S267	B	221,185.87	18,432.16	106.33936
S267	C	232,245.17	19,353.76	111.65633
S267	D	243,857.44	20,321.45	117.23915
S267	E	256,050.31	21,337.53	123.10111
S267	F	268,852.85	22,404.40	129.25618
S267	G	282,295.47	23,524.62	135.71897
S268	A	212,759.69	17,729.97	102.28831
S268	B	223,397.71	18,616.48	107.40275
S268	C	234,567.60	19,547.30	112.77288
S268	D	246,295.99	20,524.67	118.41153
S268	E	258,610.80	21,550.90	124.33212
S268	F	271,541.34	22,628.45	130.54872
S268	G	285,118.44	23,759.87	137.07618

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S269	A	214,887.29	17,907.27	103.31120
S269	B	225,631.70	18,802.64	108.47678
S269	C	236,913.30	19,742.77	113.90062
S269	D	248,758.96	20,729.91	119.59566
S269	E	261,196.90	21,766.41	125.57543
S269	F	274,256.75	22,854.73	131.85421
S269	G	287,969.56	23,997.46	138.44690
S270	A	217,036.17	18,086.35	104.34431
S270	B	227,887.98	18,990.66	109.56153
S270	C	239,282.39	19,940.20	115.03961
S270	D	251,246.54	20,937.21	120.79160
S270	E	263,808.85	21,984.07	126.83118
S270	F	276,999.30	23,083.28	133.17274
S270	G	290,849.32	24,237.44	139.83141
S271	A	219,206.52	18,267.21	105.38775
S271	B	230,166.87	19,180.57	110.65715
S271	C	241,675.22	20,139.60	116.19001
S271	D	253,758.99	21,146.58	121.99952
S271	E	266,446.94	22,203.91	128.09949
S271	F	279,769.33	23,314.11	134.50448
S271	G	293,757.79	24,479.82	141.22971
S272	A	221,398.61	18,449.88	106.44164
S272	B	232,468.52	19,372.38	111.76371
S272	C	244,091.97	20,341.00	117.35191
S272	D	256,296.58	21,358.05	123.21951
S272	E	269,111.44	22,425.95	129.38050
S272	F	282,566.99	23,547.25	135.84951
S272	G	296,695.31	24,724.61	142.64198
S273	A	223,612.58	18,634.38	107.50605
S273	B	234,793.23	19,566.10	112.88136
S273	C	246,532.87	20,544.41	118.52542
S273	D	258,859.56	21,571.63	124.45171
S273	E	271,802.52	22,650.21	130.67429
S273	F	285,392.69	23,782.72	137.20802
S273	G	299,662.27	24,971.86	144.06840
S274	A	225,848.70	18,820.73	108.58111
S274	B	237,141.12	19,761.76	114.01015
S274	C	248,998.25	20,749.85	119.71070
S274	D	261,448.14	21,787.34	125.69622
S274	E	274,520.55	22,876.71	131.98103
S274	F	288,246.57	24,020.55	138.58008
S274	G	302,658.89	25,221.57	145.50908

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S275	A	228,107.23	19,008.94	109.66694
S275	B	239,512.59	19,959.38	115.15028
S275	C	251,488.21	20,957.35	120.90779
S275	D	264,062.62	22,005.22	126.95318
S275	E	277,265.72	23,105.48	133.30083
S275	F	291,129.02	24,260.75	139.96587
S275	G	305,685.46	25,473.79	146.96416
S276	A	230,388.28	19,199.02	110.76359
S276	B	241,907.74	20,158.98	116.30180
S276	C	254,003.13	21,166.93	122.11689
S276	D	266,703.26	22,225.27	128.22272
S276	E	280,038.45	23,336.54	134.63387
S276	F	294,040.38	24,503.36	141.36557
S276	G	308,742.42	25,728.53	148.43385
S277	A	232,692.20	19,391.02	111.87125
S277	B	244,326.79	20,360.57	117.46480
S277	C	256,543.17	21,378.60	123.33806
S277	D	269,370.32	22,447.53	129.50496
S277	E	282,838.86	23,569.91	135.98022
S277	F	296,980.80	24,748.40	142.77923
S277	G	311,829.86	25,985.82	149.91820
S278	A	235,019.14	19,584.93	112.98997
S278	B	246,770.06	20,564.17	118.63945
S278	C	259,108.55	21,592.38	124.57142
S278	D	272,063.98	22,672.00	130.79999
S278	E	285,667.21	23,805.60	137.34001
S278	F	299,950.52	24,995.88	144.20698
S278	G	314,948.10	26,245.68	151.41736
S279	A	237,369.34	19,780.78	114.11987
S279	B	249,237.77	20,769.81	119.82585
S279	C	261,699.68	21,808.31	125.81715
S279	D	274,784.66	22,898.72	132.10801
S279	E	288,523.89	24,043.66	138.71341
S279	F	302,950.10	25,245.84	145.64909
S279	G	318,097.60	26,508.13	152.93154
S280	A	239,743.01	19,978.58	115.26106
S280	B	251,730.18	20,977.51	121.02412
S280	C	264,316.68	22,026.39	127.07533
S280	D	277,532.49	23,127.71	133.42908
S280	E	291,409.14	24,284.09	140.10055
S280	F	305,979.61	25,498.30	147.10558
S280	G	321,278.53	26,773.21	154.46083

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S281	A	242,140.46	20,178.37	116.41368
S281	B	254,247.48	21,187.29	122.23437
S281	C	266,959.84	22,246.65	128.34608
S281	D	280,307.87	23,358.99	134.76340
S281	E	294,323.25	24,526.94	141.50156
S281	F	309,039.42	25,753.29	148.57665
S281	G	324,491.42	27,040.95	156.00549
S282	A	244,561.83	20,380.15	117.57780
S282	B	256,789.93	21,399.16	123.45669
S282	C	269,629.48	22,469.12	129.62956
S282	D	283,110.97	23,592.58	136.11104
S282	E	297,266.51	24,772.21	142.91659
S282	F	312,129.81	26,010.82	150.06241
S282	G	327,736.31	27,311.36	157.56554
S283	A	247,007.43	20,583.95	118.75357
S283	B	259,357.84	21,613.15	124.69127
S283	C	272,325.68	22,693.81	130.92581
S283	D	285,941.99	23,828.50	137.47211
S283	E	300,239.08	25,019.92	144.34571
S283	F	315,251.05	26,270.92	151.56301
S283	G	331,013.63	27,584.47	159.14117
S284	A	249,477.52	20,789.79	119.94112
S284	B	261,951.44	21,829.29	125.93819
S284	C	275,049.00	22,920.75	132.23509
S284	D	288,801.45	24,066.79	138.84685
S284	E	303,241.52	25,270.13	145.78919
S284	F	318,403.59	26,533.63	153.07865
S284	G	334,323.81	27,860.32	160.73260
S285	A	251,972.30	20,997.69	121.14053
S285	B	264,570.92	22,047.58	127.19756
S285	C	277,799.48	23,149.96	133.55744
S285	D	291,689.45	24,307.45	140.23531
S285	E	306,273.93	25,522.83	147.24708
S285	F	321,587.63	26,798.97	154.60944
S285	G	337,667.01	28,138.92	162.33991
S286	A	254,492.01	21,207.67	122.35193
S286	B	267,216.62	22,268.05	128.46953
S286	C	280,577.48	23,381.46	134.89302
S286	D	294,606.30	24,550.53	141.63765
S286	E	309,336.65	25,778.05	148.71954
S286	F	324,803.43	27,066.95	156.15550
S286	G	341,043.66	28,420.31	163.96330

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Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S287	A	257,036.97	21,419.75	123.57546
S287	B	269,888.81	22,490.73	129.75424
S287	C	283,383.26	23,615.27	136.24195
S287	D	297,552.42	24,796.03	143.05405
S287	E	312,430.07	26,035.84	150.20677
S287	F	328,051.56	27,337.63	157.71709
S287	G	344,454.12	28,704.51	165.60294
S288	A	259,607.35	21,633.95	124.81122
S288	B	272,587.72	22,715.64	131.05179
S288	C	286,217.10	23,851.43	137.60438
S288	D	300,527.96	25,044.00	144.48460
S288	E	315,554.32	26,296.19	151.70881
S288	F	331,332.05	27,611.00	159.29425
S288	G	347,898.68	28,991.56	167.25898
S289	A	262,203.40	21,850.28	126.05933
S289	B	275,313.57	22,942.80	132.36229
S289	C	289,079.25	24,089.94	138.98041
S289	D	303,533.27	25,294.44	145.92946
S289	E	318,709.92	26,559.16	153.22592
S289	F	334,645.45	27,887.12	160.88724
S289	G	351,377.71	29,281.48	168.93159
S290	A	264,825.44	22,068.79	127.31992
S290	B	278,066.67	23,172.22	133.68590
S290	C	291,970.02	24,330.84	140.37020
S290	D	306,568.54	25,547.38	147.38872
S290	E	321,896.96	26,824.75	154.75815
S290	F	337,991.79	28,165.98	162.49605
S290	G	354,891.38	29,574.28	170.62086
S291	A	267,473.69	22,289.47	128.59312
S291	B	280,847.39	23,403.95	135.02278
S291	C	294,889.73	24,574.14	141.77391
S291	D	309,634.23	25,802.85	148.86261
S291	E	325,115.92	27,092.99	156.30573
S291	F	341,371.71	28,447.64	164.12102
S291	G	358,440.29	29,870.02	172.32706
S292	A	270,148.40	22,512.37	129.87904
S292	B	283,655.82	23,637.99	136.37299
S292	C	297,838.63	24,819.89	143.19165
S292	D	312,730.57	26,060.88	150.35124
S292	E	328,367.11	27,363.93	157.86881
S292	F	344,785.46	28,732.12	165.76224
S292	G	362,024.74	30,168.73	174.05035

*Last Updated 6/1/22***Deputy Sheriffs' Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S293	A	272,849.90	22,737.49	131.17784
S293	B	286,492.38	23,874.37	137.73672
S293	C	300,816.98	25,068.08	144.62355
S293	D	315,857.83	26,321.49	151.85472
S293	E	331,650.71	27,637.56	159.44746
S293	F	348,233.25	29,019.44	167.41983
S293	G	365,644.92	30,470.41	175.79083
S294	A	275,578.39	22,964.87	132.48961
S294	B	289,357.27	24,113.11	139.11407
S294	C	303,825.18	25,318.76	146.06980
S294	D	319,016.44	26,584.70	153.37329
S294	E	334,967.25	27,913.94	161.04195
S294	F	351,715.62	29,309.63	169.09405
S294	G	369,301.38	30,775.11	177.54874
S295	A	278,334.21	23,194.52	133.81452
S295	B	292,250.93	24,354.24	140.50526
S295	C	306,863.46	25,571.96	147.53051
S295	D	322,206.66	26,850.55	154.90705
S295	E	338,316.99	28,193.08	162.65240
S295	F	355,232.81	29,602.73	170.78501
S295	G	372,994.46	31,082.87	179.32426
S296	A	281,117.55	23,426.46	135.15267
S296	B	295,173.40	24,597.78	141.91029
S296	C	309,932.07	25,827.67	149.00580
S296	D	325,428.69	27,119.06	156.45610
S296	E	341,700.17	28,475.01	164.27893
S296	F	358,785.18	29,898.76	172.49287
S296	G	376,724.42	31,393.70	181.11751
S297	A	283,928.75	23,660.73	136.50421
S297	B	298,125.17	24,843.76	143.32941
S297	C	313,031.42	26,085.95	150.49588
S297	D	328,683.03	27,390.25	158.02069
S297	E	345,117.19	28,759.77	165.92173
S297	F	362,373.02	30,197.75	174.21780
S297	G	380,491.66	31,707.64	182.92868
S298	A	286,768.03	23,897.34	137.86925
S298	B	301,106.38	25,092.20	144.76268
S298	C	316,161.72	26,346.81	152.00083
S298	D	331,969.80	27,664.15	159.60087
S298	E	348,568.28	29,047.36	167.58091
S298	F	365,996.73	30,499.73	175.95996
S298	G	384,296.51	32,024.71	184.75794

*Last Updated 6/1/22***Deputy Sheriffs' Association**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
S299	A	289,635.64	24,136.30	139.24790
S299	B	304,117.48	25,343.12	146.21033
S299	C	319,323.34	26,610.28	153.52084
S299	D	335,289.51	27,940.79	161.19688
S299	E	352,053.98	29,337.83	169.25672
S299	F	369,656.68	30,804.72	177.71956
S299	G	388,139.57	32,344.96	186.60556
S300	A	292,532.02	24,377.67	140.64039
S300	B	307,158.62	25,596.55	147.67242
S300	C	322,516.56	26,876.38	155.05604
S300	D	338,642.37	28,220.20	162.80883
S300	E	355,574.50	29,631.21	170.94928
S300	F	373,353.20	31,112.77	179.49673
S300	G	392,020.90	32,668.41	188.47158

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T115	A	19,631.39	1,635.95	9.43817
T115	B	20,612.96	1,717.75	9.91008
T115	C	21,643.61	1,803.63	10.40558
T115	D	22,725.79	1,893.82	10.92586
T115	E	23,862.08	1,988.51	11.47215
T115	F	25,055.19	2,087.93	12.04576
T115	G	26,307.94	2,192.33	12.64805
T116	A	19,827.71	1,652.31	9.53255
T116	B	20,819.09	1,734.92	10.00918
T116	C	21,860.05	1,821.67	10.50964
T116	D	22,953.05	1,912.75	11.03512
T116	E	24,100.70	2,008.39	11.58688
T116	F	25,305.74	2,108.81	12.16622
T116	G	26,571.02	2,214.25	12.77453
T117	A	20,025.98	1,668.83	9.62788
T117	B	21,027.28	1,752.27	10.10927
T117	C	22,078.65	1,839.89	10.61473
T117	D	23,182.58	1,931.88	11.14547
T117	E	24,341.71	2,028.48	11.70274
T117	F	25,558.79	2,129.90	12.28788
T117	G	26,836.73	2,236.39	12.90228
T118	A	20,226.24	1,685.52	9.72416
T118	B	21,237.56	1,769.80	10.21036
T118	C	22,299.43	1,858.29	10.72088
T118	D	23,414.41	1,951.20	11.25693
T118	E	24,585.13	2,048.76	11.81977
T118	F	25,814.38	2,151.20	12.41076
T118	G	27,105.10	2,258.76	13.03130
T119	A	20,428.51	1,702.38	9.82140
T119	B	21,449.93	1,787.49	10.31247
T119	C	22,522.43	1,876.87	10.82809
T119	D	23,648.55	1,970.71	11.36950
T119	E	24,830.98	2,069.25	11.93797
T119	F	26,072.53	2,172.71	12.53487
T119	G	27,376.15	2,281.35	13.16161
T120	A	20,632.79	1,719.40	9.91961
T120	B	21,664.43	1,805.37	10.41559
T120	C	22,747.65	1,895.64	10.93637
T120	D	23,885.04	1,990.42	11.48319
T120	E	25,079.29	2,089.94	12.05735
T120	F	26,333.25	2,194.44	12.66022
T120	G	27,649.91	2,304.16	13.29323

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T121	A	20,839.12	1,736.59	10.01881
T121	B	21,881.08	1,823.42	10.51975
T121	C	22,975.13	1,914.59	11.04574
T121	D	24,123.89	2,010.32	11.59802
T121	E	25,330.08	2,110.84	12.17792
T121	F	26,596.58	2,216.38	12.78682
T121	G	27,926.41	2,327.20	13.42616
T122	A	21,047.51	1,753.96	10.11900
T122	B	22,099.89	1,841.66	10.62495
T122	C	23,204.88	1,933.74	11.15619
T122	D	24,365.13	2,030.43	11.71400
T122	E	25,583.38	2,131.95	12.29970
T122	F	26,862.55	2,238.55	12.91469
T122	G	28,205.68	2,350.47	13.56042
T123	A	21,257.99	1,771.50	10.22019
T123	B	22,320.89	1,860.07	10.73119
T123	C	23,436.93	1,953.08	11.26775
T123	D	24,608.78	2,050.73	11.83114
T123	E	25,839.22	2,153.27	12.42270
T123	F	27,131.18	2,260.93	13.04383
T123	G	28,487.73	2,373.98	13.69603
T124	A	21,470.57	1,789.21	10.32239
T124	B	22,544.09	1,878.67	10.83851
T124	C	23,671.30	1,972.61	11.38043
T124	D	24,854.86	2,071.24	11.94945
T124	E	26,097.61	2,174.80	12.54693
T124	F	27,402.49	2,283.54	13.17427
T124	G	28,772.61	2,397.72	13.83299
T125	A	21,685.27	1,807.11	10.42561
T125	B	22,769.54	1,897.46	10.94689
T125	C	23,908.01	1,992.33	11.49424
T125	D	25,103.41	2,091.95	12.06895
T125	E	26,358.58	2,196.55	12.67240
T125	F	27,676.51	2,306.38	13.30602
T125	G	29,060.34	2,421.69	13.97132
T126	A	21,902.12	1,825.18	10.52987
T126	B	22,997.23	1,916.44	11.05636
T126	C	24,147.09	2,012.26	11.60918
T126	D	25,354.45	2,112.87	12.18964
T126	E	26,622.17	2,218.51	12.79912
T126	F	27,953.28	2,329.44	13.43908
T126	G	29,350.94	2,445.91	14.11103

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T127	A	22,121.15	1,843.43	10.63517
T127	B	23,227.20	1,935.60	11.16692
T127	C	24,388.56	2,032.38	11.72527
T127	D	25,607.99	2,134.00	12.31153
T127	E	26,888.39	2,240.70	12.92711
T127	F	28,232.81	2,352.73	13.57347
T127	G	29,644.45	2,470.37	14.25214
T128	A	22,342.36	1,861.86	10.74152
T128	B	23,459.47	1,954.96	11.27859
T128	C	24,632.45	2,052.70	11.84252
T128	D	25,864.07	2,155.34	12.43465
T128	E	27,157.27	2,263.11	13.05638
T128	F	28,515.14	2,376.26	13.70920
T128	G	29,940.90	2,495.07	14.39466
T129	A	22,565.78	1,880.48	10.84893
T129	B	23,694.07	1,974.51	11.39138
T129	C	24,878.77	2,073.23	11.96095
T129	D	26,122.71	2,176.89	12.55900
T129	E	27,428.85	2,285.74	13.18695
T129	F	28,800.29	2,400.02	13.84629
T129	G	30,240.30	2,520.03	14.53861
T130	A	22,791.44	1,899.29	10.95742
T130	B	23,931.01	1,994.25	11.50529
T130	C	25,127.56	2,093.96	12.08056
T130	D	26,383.94	2,198.66	12.68459
T130	E	27,703.14	2,308.59	13.31882
T130	F	29,088.29	2,424.02	13.98476
T130	G	30,542.71	2,545.23	14.68399
T131	A	23,019.35	1,918.28	11.06700
T131	B	24,170.32	2,014.19	11.62035
T131	C	25,378.84	2,114.90	12.20136
T131	D	26,647.78	2,220.65	12.81143
T131	E	27,980.17	2,331.68	13.45200
T131	F	29,379.18	2,448.26	14.12460
T131	G	30,848.13	2,570.68	14.83083
T132	A	23,249.55	1,937.46	11.17767
T132	B	24,412.02	2,034.34	11.73655
T132	C	25,632.62	2,136.05	12.32338
T132	D	26,914.26	2,242.85	12.93955
T132	E	28,259.97	2,355.00	13.58652
T132	F	29,672.97	2,472.75	14.26585
T132	G	31,156.62	2,596.38	14.97914

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T133	A	23,482.04	1,956.84	11.28944
T133	B	24,656.14	2,054.68	11.85392
T133	C	25,888.95	2,157.41	12.44661
T133	D	27,183.40	2,265.28	13.06894
T133	E	28,542.57	2,378.55	13.72239
T133	F	29,969.70	2,497.47	14.40851
T133	G	31,468.18	2,622.35	15.12893
T134	A	23,716.86	1,976.41	11.40234
T134	B	24,902.71	2,075.23	11.97245
T134	C	26,147.84	2,178.99	12.57108
T134	D	27,455.23	2,287.94	13.19963
T134	E	28,827.99	2,402.33	13.85961
T134	F	30,269.39	2,522.45	14.55259
T134	G	31,782.86	2,648.57	15.28022
T135	A	23,954.03	1,996.17	11.51636
T135	B	25,151.73	2,095.98	12.09218
T135	C	26,409.32	2,200.78	12.69679
T135	D	27,729.79	2,310.82	13.33163
T135	E	29,116.27	2,426.36	13.99821
T135	F	30,572.09	2,547.67	14.69812
T135	G	32,100.69	2,675.06	15.43303
T136	A	24,193.57	2,016.13	11.63152
T136	B	25,403.25	2,116.94	12.21310
T136	C	26,673.41	2,222.78	12.82376
T136	D	28,007.08	2,333.92	13.46494
T136	E	29,407.44	2,450.62	14.13819
T136	F	30,877.81	2,573.15	14.84510
T136	G	32,421.70	2,701.81	15.58736
T137	A	24,435.51	2,036.29	11.74784
T137	B	25,657.28	2,138.11	12.33523
T137	C	26,940.15	2,245.01	12.95199
T137	D	28,287.15	2,357.26	13.59959
T137	E	29,701.51	2,475.13	14.27957
T137	F	31,186.59	2,598.88	14.99355
T137	G	32,745.92	2,728.83	15.74323
T138	A	24,679.86	2,056.66	11.86532
T138	B	25,913.86	2,159.49	12.45858
T138	C	27,209.55	2,267.46	13.08151
T138	D	28,570.03	2,380.84	13.73559
T138	E	29,998.53	2,499.88	14.42237
T138	F	31,498.45	2,624.87	15.14349
T138	G	33,073.38	2,756.11	15.90066

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T139	A	24,926.66	2,077.22	11.98397
T139	B	26,172.99	2,181.08	12.58317
T139	C	27,481.64	2,290.14	13.21233
T139	D	28,855.73	2,404.64	13.87294
T139	E	30,298.51	2,524.88	14.56659
T139	F	31,813.44	2,651.12	15.29492
T139	G	33,404.11	2,783.68	16.05967
T140	A	25,175.93	2,097.99	12.10381
T140	B	26,434.72	2,202.89	12.70900
T140	C	27,756.46	2,313.04	13.34445
T140	D	29,144.28	2,428.69	14.01167
T140	E	30,601.50	2,550.12	14.71226
T140	F	32,131.57	2,677.63	15.44787
T140	G	33,738.15	2,811.51	16.22026
T141	A	25,427.69	2,118.97	12.22485
T141	B	26,699.07	2,224.92	12.83609
T141	C	28,034.02	2,336.17	13.47790
T141	D	29,435.73	2,452.98	14.15179
T141	E	30,907.51	2,575.63	14.85938
T141	F	32,452.89	2,704.41	15.60235
T141	G	34,075.53	2,839.63	16.38247
T142	A	25,681.96	2,140.16	12.34710
T142	B	26,966.06	2,247.17	12.96445
T142	C	28,314.36	2,359.53	13.61268
T142	D	29,730.08	2,477.51	14.29331
T142	E	31,216.59	2,601.38	15.00797
T142	F	32,777.42	2,731.45	15.75837
T142	G	34,416.29	2,868.02	16.54629
T143	A	25,938.78	2,161.57	12.47057
T143	B	27,235.72	2,269.64	13.09410
T143	C	28,597.51	2,383.13	13.74880
T143	D	30,027.38	2,502.28	14.43624
T143	E	31,528.75	2,627.40	15.15805
T143	F	33,105.19	2,758.77	15.91596
T143	G	34,760.45	2,896.70	16.71175
T144	A	26,198.17	2,183.18	12.59527
T144	B	27,508.08	2,292.34	13.22504
T144	C	28,883.48	2,406.96	13.88629
T144	D	30,327.66	2,527.30	14.58060
T144	E	31,844.04	2,653.67	15.30963
T144	F	33,436.24	2,786.35	16.07512
T144	G	35,108.05	2,925.67	16.87887

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T145	A	26,460.15	2,205.01	12.72123
T145	B	27,783.16	2,315.26	13.35729
T145	C	29,172.32	2,431.03	14.02515
T145	D	30,630.93	2,552.58	14.72641
T145	E	32,162.48	2,680.21	15.46273
T145	F	33,770.60	2,814.22	16.23587
T145	G	35,459.14	2,954.93	17.04766
T146	A	26,724.75	2,227.06	12.84844
T146	B	28,060.99	2,338.42	13.49086
T146	C	29,464.04	2,455.34	14.16540
T146	D	30,937.24	2,578.10	14.87367
T146	E	32,484.11	2,707.01	15.61736
T146	F	34,108.31	2,842.36	16.39823
T146	G	35,813.73	2,984.48	17.21814
T147	A	26,992.00	2,249.33	12.97692
T147	B	28,341.60	2,361.80	13.62577
T147	C	29,758.68	2,479.89	14.30706
T147	D	31,246.62	2,603.88	15.02241
T147	E	32,808.95	2,734.08	15.77353
T147	F	34,449.39	2,870.78	16.56221
T147	G	36,171.86	3,014.32	17.39032
T148	A	27,261.92	2,271.83	13.10669
T148	B	28,625.02	2,385.42	13.76203
T148	C	30,056.27	2,504.69	14.45013
T148	D	31,559.08	2,629.92	15.17264
T148	E	33,137.04	2,761.42	15.93127
T148	F	34,793.89	2,899.49	16.72783
T148	G	36,533.58	3,044.47	17.56422
T149	A	27,534.54	2,294.55	13.23776
T149	B	28,911.27	2,409.27	13.89965
T149	C	30,356.83	2,529.74	14.59463
T149	D	31,874.67	2,656.22	15.32436
T149	E	33,468.41	2,789.03	16.09058
T149	F	35,141.83	2,928.49	16.89511
T149	G	36,898.92	3,074.91	17.73986
T150	A	27,809.89	2,317.49	13.37014
T150	B	29,200.38	2,433.37	14.03864
T150	C	30,660.40	2,555.03	14.74058
T150	D	32,193.42	2,682.78	15.47761
T150	E	33,803.09	2,816.92	16.25149
T150	F	35,493.25	2,957.77	17.06406
T150	G	37,267.91	3,105.66	17.91726

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T151	A	28,087.99	2,340.67	13.50384
T151	B	29,492.38	2,457.70	14.17903
T151	C	30,967.00	2,580.58	14.88798
T151	D	32,515.35	2,709.61	15.63238
T151	E	34,141.12	2,845.09	16.41400
T151	F	35,848.18	2,987.35	17.23470
T151	G	37,640.59	3,136.72	18.09644
T152	A	28,368.86	2,364.07	13.63888
T152	B	29,787.31	2,482.28	14.32082
T152	C	31,276.67	2,606.39	15.03686
T152	D	32,840.51	2,736.71	15.78871
T152	E	34,482.53	2,873.54	16.57814
T152	F	36,206.66	3,017.22	17.40705
T152	G	38,016.99	3,168.08	18.27740
T153	A	28,652.55	2,387.71	13.77527
T153	B	30,085.18	2,507.10	14.46403
T153	C	31,589.44	2,632.45	15.18723
T153	D	33,168.91	2,764.08	15.94659
T153	E	34,827.36	2,902.28	16.74392
T153	F	36,568.73	3,047.39	17.58112
T153	G	38,397.16	3,199.76	18.46017
T154	A	28,939.08	2,411.59	13.91302
T154	B	30,386.03	2,532.17	14.60867
T154	C	31,905.33	2,658.78	15.33910
T154	D	33,500.60	2,791.72	16.10606
T154	E	35,175.63	2,931.30	16.91136
T154	F	36,934.41	3,077.87	17.75693
T154	G	38,781.13	3,231.76	18.64478
T155	A	29,228.47	2,435.71	14.05215
T155	B	30,689.89	2,557.49	14.75476
T155	C	32,224.39	2,685.37	15.49249
T155	D	33,835.61	2,819.63	16.26712
T155	E	35,527.39	2,960.62	17.08047
T155	F	37,303.76	3,108.65	17.93450
T155	G	39,168.95	3,264.08	18.83122
T156	A	29,520.75	2,460.06	14.19267
T156	B	30,996.79	2,583.07	14.90230
T156	C	32,546.63	2,712.22	15.64742
T156	D	34,173.96	2,847.83	16.42979
T156	E	35,882.66	2,990.22	17.25128
T156	F	37,676.79	3,139.73	18.11384
T156	G	39,560.63	3,296.72	19.01954

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T157	A	29,815.96	2,484.66	14.33460
T157	B	31,306.76	2,608.90	15.05133
T157	C	32,872.10	2,739.34	15.80389
T157	D	34,515.70	2,876.31	16.59409
T157	E	36,241.49	3,020.12	17.42379
T157	F	38,053.56	3,171.13	18.29498
T157	G	39,956.24	3,329.69	19.20973
T158	A	30,114.12	2,509.51	14.47794
T158	B	31,619.83	2,634.99	15.20184
T158	C	33,200.82	2,766.73	15.96193
T158	D	34,860.86	2,905.07	16.76003
T158	E	36,603.90	3,050.33	17.59803
T158	F	38,434.10	3,202.84	18.47793
T158	G	40,355.80	3,362.98	19.40183
T159	A	30,415.26	2,534.61	14.62272
T159	B	31,936.03	2,661.34	15.35386
T159	C	33,532.83	2,794.40	16.12155
T159	D	35,209.47	2,934.12	16.92763
T159	E	36,969.94	3,080.83	17.77401
T159	F	38,818.44	3,234.87	18.66271
T159	G	40,759.36	3,396.61	19.59585
T160	A	30,719.42	2,559.95	14.76895
T160	B	32,255.39	2,687.95	15.50740
T160	C	33,868.16	2,822.35	16.28277
T160	D	35,561.56	2,963.46	17.09691
T160	E	37,339.64	3,111.64	17.95175
T160	F	39,206.62	3,267.22	18.84934
T160	G	41,166.96	3,430.58	19.79181
T161	A	31,026.61	2,585.55	14.91664
T161	B	32,577.94	2,714.83	15.66247
T161	C	34,206.84	2,850.57	16.44559
T161	D	35,917.18	2,993.10	17.26787
T161	E	37,713.04	3,142.75	18.13127
T161	F	39,598.69	3,299.89	19.03783
T161	G	41,578.62	3,464.89	19.98972
T162	A	31,336.88	2,611.41	15.06581
T162	B	32,903.72	2,741.98	15.81910
T162	C	34,548.91	2,879.08	16.61005
T162	D	36,276.35	3,023.03	17.44055
T162	E	38,090.17	3,174.18	18.31258
T162	F	39,994.68	3,332.89	19.22821
T162	G	41,994.41	3,499.53	20.18962

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T163	A	31,650.24	2,637.52	15.21646
T163	B	33,232.76	2,769.40	15.97729
T163	C	34,894.39	2,907.87	16.77615
T163	D	36,639.11	3,053.26	17.61496
T163	E	38,471.07	3,205.92	18.49571
T163	F	40,394.62	3,366.22	19.42049
T163	G	42,414.35	3,534.53	20.39152
T164	A	31,966.75	2,663.90	15.36863
T164	B	33,565.08	2,797.09	16.13706
T164	C	35,243.34	2,936.94	16.94391
T164	D	37,005.51	3,083.79	17.79111
T164	E	38,855.78	3,237.98	18.68066
T164	F	40,798.57	3,399.88	19.61470
T164	G	42,838.50	3,569.87	20.59543
T165	A	32,286.41	2,690.53	15.52231
T165	B	33,900.74	2,825.06	16.29843
T165	C	35,595.77	2,966.31	17.11335
T165	D	37,375.56	3,114.63	17.96902
T165	E	39,244.34	3,270.36	18.86747
T165	F	41,206.56	3,433.88	19.81084
T165	G	43,266.88	3,605.57	20.80139
T166	A	32,609.28	2,717.44	15.67754
T166	B	34,239.74	2,853.31	16.46141
T166	C	35,951.73	2,995.98	17.28449
T166	D	37,749.32	3,145.78	18.14871
T166	E	39,636.78	3,303.07	19.05615
T166	F	41,618.62	3,468.22	20.00895
T166	G	43,699.55	3,641.63	21.00940
T167	A	32,935.37	2,744.61	15.83431
T167	B	34,582.14	2,881.84	16.62603
T167	C	36,311.25	3,025.94	17.45733
T167	D	38,126.81	3,177.23	18.33020
T167	E	40,033.15	3,336.10	19.24671
T167	F	42,034.81	3,502.90	20.20904
T167	G	44,136.55	3,678.05	21.21949
T168	A	33,264.73	2,772.06	15.99266
T168	B	34,927.96	2,910.66	16.79229
T168	C	36,674.36	3,056.20	17.63190
T168	D	38,508.08	3,209.01	18.51350
T168	E	40,433.48	3,369.46	19.43917
T168	F	42,455.16	3,537.93	20.41113
T168	G	44,577.91	3,714.83	21.43169

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T169	A	33,597.37	2,799.78	16.15258
T169	B	35,277.24	2,939.77	16.96021
T169	C	37,041.10	3,086.76	17.80822
T169	D	38,893.16	3,241.10	18.69863
T169	E	40,837.82	3,403.15	19.63357
T169	F	42,879.71	3,573.31	20.61524
T169	G	45,023.69	3,751.97	21.64601
T170	A	33,933.35	2,827.78	16.31411
T170	B	35,630.01	2,969.17	17.12981
T170	C	37,411.51	3,117.63	17.98630
T170	D	39,282.09	3,273.51	18.88562
T170	E	41,246.19	3,437.18	19.82990
T170	F	43,308.50	3,609.04	20.82140
T170	G	45,473.93	3,789.49	21.86247
T171	A	34,272.68	2,856.06	16.47725
T171	B	35,986.31	2,998.86	17.30111
T171	C	37,785.63	3,148.80	18.16617
T171	D	39,674.91	3,306.24	19.07448
T171	E	41,658.66	3,471.55	20.02820
T171	F	43,741.59	3,645.13	21.02961
T171	G	45,928.67	3,827.39	22.08109
T172	A	34,615.41	2,884.62	16.64202
T172	B	36,346.18	3,028.85	17.47412
T172	C	38,163.49	3,180.29	18.34783
T172	D	40,071.66	3,339.30	19.26522
T172	E	42,075.24	3,506.27	20.22848
T172	F	44,179.01	3,681.58	21.23991
T172	G	46,387.96	3,865.66	22.30190
T173	A	34,961.56	2,913.46	16.80844
T173	B	36,709.64	3,059.14	17.64886
T173	C	38,545.12	3,212.09	18.53131
T173	D	40,472.38	3,372.70	19.45787
T173	E	42,496.00	3,541.33	20.43077
T173	F	44,620.80	3,718.40	21.45231
T173	G	46,851.83	3,904.32	22.52492
T174	A	35,311.18	2,942.60	16.97653
T174	B	37,076.73	3,089.73	17.82535
T174	C	38,930.57	3,244.21	18.71662
T174	D	40,877.10	3,406.42	19.65245
T174	E	42,920.96	3,576.75	20.63507
T174	F	45,067.00	3,755.58	21.66683
T174	G	47,320.35	3,943.36	22.75017

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T175	A	35,664.29	2,972.02	17.14629
T175	B	37,447.50	3,120.63	18.00361
T175	C	39,319.88	3,276.66	18.90379
T175	D	41,285.87	3,440.49	19.84898
T175	E	43,350.16	3,612.51	20.84143
T175	F	45,517.67	3,793.14	21.88350
T175	G	47,793.56	3,982.80	22.97767
T176	A	36,020.93	3,001.74	17.31776
T176	B	37,821.98	3,151.83	18.18364
T176	C	39,713.08	3,309.42	19.09283
T176	D	41,698.73	3,474.89	20.04747
T176	E	43,783.67	3,648.64	21.04984
T176	F	45,972.85	3,831.07	22.10233
T176	G	48,271.49	4,022.62	23.20745
T177	A	36,381.14	3,031.76	17.49093
T177	B	38,200.20	3,183.35	18.36548
T177	C	40,110.21	3,342.52	19.28375
T177	D	42,115.72	3,509.64	20.24794
T177	E	44,221.50	3,685.13	21.26034
T177	F	46,432.58	3,869.38	22.32335
T177	G	48,754.21	4,062.85	23.43952
T178	A	36,744.95	3,062.08	17.66584
T178	B	38,582.20	3,215.18	18.54913
T178	C	40,511.31	3,375.94	19.47659
T178	D	42,536.87	3,544.74	20.45042
T178	E	44,663.72	3,721.98	21.47294
T178	F	46,896.90	3,908.08	22.54659
T178	G	49,241.75	4,103.48	23.67392
T179	A	37,112.40	3,092.70	17.84250
T179	B	38,968.02	3,247.34	18.73463
T179	C	40,916.42	3,409.70	19.67136
T179	D	42,962.24	3,580.19	20.65492
T179	E	45,110.36	3,759.20	21.68767
T179	F	47,365.87	3,947.16	22.77205
T179	G	49,734.17	4,144.51	23.91066
T180	A	37,483.53	3,123.63	18.02093
T180	B	39,357.70	3,279.81	18.92197
T180	C	41,325.59	3,443.80	19.86807
T180	D	43,391.87	3,615.99	20.86147
T180	E	45,561.46	3,796.79	21.90455
T180	F	47,839.53	3,986.63	22.99977
T180	G	50,231.51	4,185.96	24.14976

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T181	A	37,858.36	3,154.86	18.20113
T181	B	39,751.28	3,312.61	19.11119
T181	C	41,738.84	3,478.24	20.06675
T181	D	43,825.78	3,652.15	21.07009
T181	E	46,017.07	3,834.76	22.12359
T181	F	48,317.93	4,026.49	23.22977
T181	G	50,733.82	4,227.82	24.39126
T182	A	38,236.94	3,186.41	18.38315
T182	B	40,148.79	3,345.73	19.30230
T182	C	42,156.23	3,513.02	20.26742
T182	D	44,264.04	3,688.67	21.28079
T182	E	46,477.24	3,873.10	22.34483
T182	F	48,801.11	4,066.76	23.46207
T182	G	51,241.16	4,270.10	24.63517
T183	A	38,619.31	3,218.28	18.56698
T183	B	40,550.28	3,379.19	19.49533
T183	C	42,577.79	3,548.15	20.47009
T183	D	44,706.68	3,725.56	21.49360
T183	E	46,942.02	3,911.83	22.56828
T183	F	49,289.12	4,107.43	23.69669
T183	G	51,753.57	4,312.80	24.88153
T184	A	39,005.51	3,250.46	18.75265
T184	B	40,955.78	3,412.98	19.69028
T184	C	43,003.57	3,583.63	20.67479
T184	D	45,153.75	3,762.81	21.70853
T184	E	47,411.44	3,950.95	22.79396
T184	F	49,782.01	4,148.50	23.93366
T184	G	52,271.11	4,355.93	25.13034
T185	A	39,395.56	3,282.96	18.94017
T185	B	41,365.34	3,447.11	19.88718
T185	C	43,433.61	3,619.47	20.88154
T185	D	45,605.29	3,800.44	21.92562
T185	E	47,885.55	3,990.46	23.02190
T185	F	50,279.83	4,189.99	24.17299
T185	G	52,793.82	4,399.48	25.38164
T186	A	39,789.52	3,315.79	19.12958
T186	B	41,778.99	3,481.58	20.08605
T186	C	43,867.94	3,655.66	21.09036
T186	D	46,061.34	3,838.44	22.14487
T186	E	48,364.41	4,030.37	23.25212
T186	F	50,782.63	4,231.89	24.41472
T186	G	53,321.76	4,443.48	25.63546

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T187	A	40,187.41	3,348.95	19.32087
T187	B	42,196.78	3,516.40	20.28691
T187	C	44,306.62	3,692.22	21.30126
T187	D	46,521.95	3,876.83	22.36632
T187	E	48,848.05	4,070.67	23.48464
T187	F	51,290.45	4,274.20	24.65887
T187	G	53,854.98	4,487.91	25.89182
T188	A	40,589.29	3,382.44	19.51408
T188	B	42,618.75	3,551.56	20.48978
T188	C	44,749.69	3,729.14	21.51427
T188	D	46,987.17	3,915.60	22.58999
T188	E	49,336.53	4,111.38	23.71949
T188	F	51,803.36	4,316.95	24.90546
T188	G	54,393.53	4,532.79	26.15073
T189	A	40,995.18	3,416.26	19.70922
T189	B	43,044.94	3,587.08	20.69468
T189	C	45,197.19	3,766.43	21.72942
T189	D	47,457.04	3,954.75	22.81589
T189	E	49,829.90	4,152.49	23.95668
T189	F	52,321.39	4,360.12	25.15452
T189	G	54,937.46	4,578.12	26.41224
T190	A	41,405.13	3,450.43	19.90631
T190	B	43,475.39	3,622.95	20.90163
T190	C	45,649.16	3,804.10	21.94671
T190	D	47,931.61	3,994.30	23.04405
T190	E	50,328.20	4,194.02	24.19625
T190	F	52,844.61	4,403.72	25.40606
T190	G	55,486.84	4,623.90	26.67636
T191	A	41,819.18	3,484.93	20.10538
T191	B	43,910.14	3,659.18	21.11064
T191	C	46,105.65	3,842.14	22.16618
T191	D	48,410.93	4,034.24	23.27449
T191	E	50,831.48	4,235.96	24.43821
T191	F	53,373.05	4,447.75	25.66012
T191	G	56,041.70	4,670.14	26.94313
T192	A	42,237.37	3,519.78	20.30643
T192	B	44,349.24	3,695.77	21.32175
T192	C	46,566.71	3,880.56	22.38784
T192	D	48,895.04	4,074.59	23.50723
T192	E	51,339.79	4,278.32	24.68259
T192	F	53,906.78	4,492.23	25.91672
T192	G	56,602.12	4,716.84	27.21256

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T193	A	42,659.75	3,554.98	20.50949
T193	B	44,792.74	3,732.73	21.53497
T193	C	47,032.37	3,919.36	22.61172
T193	D	49,383.99	4,115.33	23.74230
T193	E	51,853.19	4,321.10	24.92942
T193	F	54,445.85	4,537.15	26.17589
T193	G	57,168.14	4,764.01	27.48468
T194	A	43,086.35	3,590.53	20.71459
T194	B	45,240.66	3,770.06	21.75032
T194	C	47,502.70	3,958.56	22.83783
T194	D	49,877.83	4,156.49	23.97973
T194	E	52,371.72	4,364.31	25.17871
T194	F	54,990.31	4,582.53	26.43765
T194	G	57,739.82	4,811.65	27.75953
T195	A	43,517.21	3,626.43	20.92174
T195	B	45,693.07	3,807.76	21.96782
T195	C	47,977.72	3,998.14	23.06621
T195	D	50,376.61	4,198.05	24.21952
T195	E	52,895.44	4,407.95	25.43050
T195	F	55,540.21	4,628.35	26.70202
T195	G	58,317.22	4,859.77	28.03713
T196	A	43,952.38	3,662.70	21.13095
T196	B	46,150.00	3,845.83	22.18750
T196	C	48,457.50	4,038.12	23.29688
T196	D	50,880.38	4,240.03	24.46172
T196	E	53,424.39	4,452.03	25.68480
T196	F	56,095.61	4,674.63	26.96904
T196	G	58,900.39	4,908.37	28.31750
T197	A	44,391.90	3,699.33	21.34226
T197	B	46,611.50	3,884.29	22.40938
T197	C	48,942.08	4,078.51	23.52984
T197	D	51,389.18	4,282.43	24.70634
T197	E	53,958.64	4,496.55	25.94165
T197	F	56,656.57	4,721.38	27.23874
T197	G	59,489.40	4,957.45	28.60067
T198	A	44,835.82	3,736.32	21.55568
T198	B	47,077.62	3,923.13	22.63347
T198	C	49,431.50	4,119.29	23.76514
T198	D	51,903.07	4,325.26	24.95340
T198	E	54,498.22	4,541.52	26.20107
T198	F	57,223.14	4,768.59	27.51112
T198	G	60,084.29	5,007.02	28.88668

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T199	A	45,284.18	3,773.68	21.77124
T199	B	47,548.39	3,962.37	22.85980
T199	C	49,925.81	4,160.48	24.00279
T199	D	52,422.10	4,368.51	25.20293
T199	E	55,043.21	4,586.93	26.46308
T199	F	57,795.37	4,816.28	27.78623
T199	G	60,685.14	5,057.09	29.17555
T200	A	45,737.02	3,811.42	21.98895
T200	B	48,023.88	4,001.99	23.08840
T200	C	50,425.07	4,202.09	24.24282
T200	D	52,946.32	4,412.19	25.45496
T200	E	55,593.64	4,632.80	26.72771
T200	F	58,373.32	4,864.44	28.06410
T200	G	61,291.99	5,107.67	29.46730
T201	A	46,194.39	3,849.53	22.20884
T201	B	48,504.11	4,042.01	23.31929
T201	C	50,929.32	4,244.11	24.48525
T201	D	53,475.79	4,456.32	25.70951
T201	E	56,149.57	4,679.13	26.99499
T201	F	58,957.05	4,913.09	28.34474
T201	G	61,904.91	5,158.74	29.76197
T202	A	46,656.34	3,888.03	22.43093
T202	B	48,989.16	4,082.43	23.55248
T202	C	51,438.61	4,286.55	24.73010
T202	D	54,010.54	4,500.88	25.96661
T202	E	56,711.07	4,725.92	27.26494
T202	F	59,546.62	4,962.22	28.62818
T202	G	62,523.96	5,210.33	30.05959
T203	A	47,122.90	3,926.91	22.65524
T203	B	49,479.05	4,123.25	23.78800
T203	C	51,953.00	4,329.42	24.97740
T203	D	54,550.65	4,545.89	26.22627
T203	E	57,278.18	4,773.18	27.53759
T203	F	60,142.09	5,011.84	28.91447
T203	G	63,149.19	5,262.43	30.36019
T204	A	47,594.13	3,966.18	22.88179
T204	B	49,973.84	4,164.49	24.02588
T204	C	52,472.53	4,372.71	25.22718
T204	D	55,096.16	4,591.35	26.48854
T204	E	57,850.96	4,820.91	27.81296
T204	F	60,743.51	5,061.96	29.20361
T204	G	63,780.69	5,315.06	30.66379

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T205	A	48,070.07	4,005.84	23.11061
T205	B	50,473.58	4,206.13	24.26614
T205	C	52,997.25	4,416.44	25.47945
T205	D	55,647.12	4,637.26	26.75342
T205	E	58,429.47	4,869.12	28.09109
T205	F	61,350.95	5,112.58	29.49565
T205	G	64,418.49	5,368.21	30.97043
T206	A	48,550.77	4,045.90	23.34172
T206	B	50,978.31	4,248.19	24.50880
T206	C	53,527.23	4,460.60	25.73424
T206	D	56,203.59	4,683.63	27.02096
T206	E	59,013.77	4,917.81	28.37200
T206	F	61,964.46	5,163.70	29.79060
T206	G	65,062.68	5,421.89	31.28013
T207	A	49,036.28	4,086.36	23.57513
T207	B	51,488.09	4,290.67	24.75389
T207	C	54,062.50	4,505.21	25.99159
T207	D	56,765.62	4,730.47	27.29117
T207	E	59,603.91	4,966.99	28.65572
T207	F	62,584.10	5,215.34	30.08851
T207	G	65,713.31	5,476.11	31.59294
T208	A	49,526.64	4,127.22	23.81089
T208	B	52,002.98	4,333.58	25.00143
T208	C	54,603.12	4,550.26	26.25150
T208	D	57,333.28	4,777.77	27.56408
T208	E	60,199.94	5,016.66	28.94228
T208	F	63,209.94	5,267.50	30.38939
T208	G	66,370.44	5,530.87	31.90886
T209	A	50,021.91	4,168.49	24.04899
T209	B	52,523.00	4,376.92	25.25144
T209	C	55,149.16	4,595.76	26.51402
T209	D	57,906.61	4,825.55	27.83972
T209	E	60,801.94	5,066.83	29.23170
T209	F	63,842.04	5,320.17	30.69329
T209	G	67,034.14	5,586.18	32.22795
T210	A	50,522.13	4,210.18	24.28948
T210	B	53,048.24	4,420.69	25.50396
T210	C	55,700.65	4,641.72	26.77916
T210	D	58,485.68	4,873.81	28.11811
T210	E	61,409.96	5,117.50	29.52402
T210	F	64,480.46	5,373.37	31.00022
T210	G	67,704.48	5,642.04	32.55023

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T211	A	51,027.35	4,252.28	24.53238
T211	B	53,578.72	4,464.89	25.75900
T211	C	56,257.65	4,688.14	27.04695
T211	D	59,070.54	4,922.54	28.39930
T211	E	62,024.06	5,168.67	29.81926
T211	F	65,125.27	5,427.11	31.31022
T211	G	68,381.53	5,698.46	32.87574
T212	A	51,537.62	4,294.80	24.77770
T212	B	54,114.50	4,509.54	26.01659
T212	C	56,820.23	4,735.02	27.31742
T212	D	59,661.24	4,971.77	28.68329
T212	E	62,644.30	5,220.36	30.11745
T212	F	65,776.52	5,481.38	31.62333
T212	G	69,065.34	5,755.45	33.20449
T213	A	52,053.00	4,337.75	25.02548
T213	B	54,655.65	4,554.64	26.27675
T213	C	57,388.43	4,782.37	27.59059
T213	D	60,257.85	5,021.49	28.97012
T213	E	63,270.75	5,272.56	30.41863
T213	F	66,434.28	5,536.19	31.93956
T213	G	69,756.00	5,813.00	33.53654
T214	A	52,573.53	4,381.13	25.27574
T214	B	55,202.21	4,600.18	26.53952
T214	C	57,962.32	4,830.19	27.86650
T214	D	60,860.43	5,071.70	29.25982
T214	E	63,903.45	5,325.29	30.72281
T214	F	67,098.63	5,591.55	32.25896
T214	G	70,453.56	5,871.13	33.87190
T215	A	53,099.26	4,424.94	25.52849
T215	B	55,754.23	4,646.19	26.80492
T215	C	58,541.94	4,878.49	28.14516
T215	D	61,469.04	5,122.42	29.55242
T215	E	64,542.49	5,378.54	31.03004
T215	F	67,769.61	5,647.47	32.58154
T215	G	71,158.09	5,929.84	34.21062
T216	A	53,630.26	4,469.19	25.78378
T216	B	56,311.77	4,692.65	27.07297
T216	C	59,127.36	4,927.28	28.42661
T216	D	62,083.73	5,173.64	29.84795
T216	E	65,187.91	5,432.33	31.34034
T216	F	68,447.31	5,703.94	32.90736
T216	G	71,869.67	5,989.14	34.55273

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T217	A	54,166.56	4,513.88	26.04162
T217	B	56,874.89	4,739.57	27.34370
T217	C	59,718.63	4,976.55	28.71088
T217	D	62,704.56	5,225.38	30.14643
T217	E	65,839.79	5,486.65	31.65375
T217	F	69,131.78	5,760.98	33.23643
T217	G	72,588.37	6,049.03	34.89826
T218	A	54,708.23	4,559.02	26.30203
T218	B	57,443.64	4,786.97	27.61713
T218	C	60,315.82	5,026.32	28.99799
T218	D	63,331.61	5,277.63	30.44789
T218	E	66,498.19	5,541.52	31.97028
T218	F	69,823.10	5,818.59	33.56880
T218	G	73,314.25	6,109.52	35.24724
T219	A	55,255.31	4,604.61	26.56505
T219	B	58,018.07	4,834.84	27.89330
T219	C	60,918.98	5,076.58	29.28797
T219	D	63,964.93	5,330.41	30.75237
T219	E	67,163.17	5,596.93	32.28999
T219	F	70,521.33	5,876.78	33.90449
T219	G	74,047.40	6,170.62	35.59971
T220	A	55,807.86	4,650.65	26.83070
T220	B	58,598.25	4,883.19	28.17224
T220	C	61,528.17	5,127.35	29.58085
T220	D	64,604.58	5,383.71	31.05989
T220	E	67,834.80	5,652.90	32.61289
T220	F	71,226.54	5,935.55	34.24353
T220	G	74,787.87	6,232.32	35.95571
T221	A	56,365.94	4,697.16	27.09901
T221	B	59,184.24	4,932.02	28.45396
T221	C	62,143.45	5,178.62	29.87666
T221	D	65,250.62	5,437.55	31.37049
T221	E	68,513.15	5,709.43	32.93902
T221	F	71,938.81	5,994.90	34.58597
T221	G	75,535.75	6,294.65	36.31526
T222	A	56,929.60	4,744.13	27.37000
T222	B	59,776.08	4,981.34	28.73850
T222	C	62,764.88	5,230.41	30.17542
T222	D	65,903.13	5,491.93	31.68420
T222	E	69,198.28	5,766.52	33.26841
T222	F	72,658.20	6,054.85	34.93183
T222	G	76,291.11	6,357.59	36.67842

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T223	A	57,498.90	4,791.57	27.64370
T223	B	60,373.84	5,031.15	29.02588
T223	C	63,392.53	5,282.71	30.47718
T223	D	66,562.16	5,546.85	32.00104
T223	E	69,890.27	5,824.19	33.60109
T223	F	73,384.78	6,115.40	35.28114
T223	G	77,054.02	6,421.17	37.04520
T224	A	58,073.88	4,839.49	27.92014
T224	B	60,977.58	5,081.46	29.31614
T224	C	64,026.46	5,335.54	30.78195
T224	D	67,227.78	5,602.31	32.32105
T224	E	70,589.17	5,882.43	33.93710
T224	F	74,118.63	6,176.55	35.63396
T224	G	77,824.56	6,485.38	37.41565
T225	A	58,654.62	4,887.89	28.19934
T225	B	61,587.35	5,132.28	29.60930
T225	C	64,666.72	5,388.89	31.08977
T225	D	67,900.06	5,658.34	32.64426
T225	E	71,295.06	5,941.25	34.27647
T225	F	74,859.81	6,238.32	35.99030
T225	G	78,602.80	6,550.23	37.78981
T226	A	59,241.17	4,936.76	28.48133
T226	B	62,203.23	5,183.60	29.90540
T226	C	65,313.39	5,442.78	31.40067
T226	D	68,579.06	5,714.92	32.97070
T226	E	72,008.01	6,000.67	34.61924
T226	F	75,608.41	6,300.70	36.35020
T226	G	79,388.83	6,615.74	38.16771
T227	A	59,833.58	4,986.13	28.76614
T227	B	62,825.26	5,235.44	30.20445
T227	C	65,966.52	5,497.21	31.71467
T227	D	69,264.85	5,772.07	33.30041
T227	E	72,728.09	6,060.67	34.96543
T227	F	76,364.50	6,363.71	36.71370
T227	G	80,182.72	6,681.89	38.54938
T228	A	60,431.92	5,035.99	29.05381
T228	B	63,453.51	5,287.79	30.50650
T228	C	66,626.19	5,552.18	32.03182
T228	D	69,957.50	5,829.79	33.63341
T228	E	73,455.37	6,121.28	35.31508
T228	F	77,128.14	6,427.34	37.08084
T228	G	80,984.55	6,748.71	38.93488

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T229	A	61,036.24	5,086.35	29.34434
T229	B	64,088.05	5,340.67	30.81156
T229	C	67,292.45	5,607.70	32.35214
T229	D	70,657.07	5,888.09	33.96975
T229	E	74,189.93	6,182.49	35.66823
T229	F	77,899.42	6,491.62	37.45165
T229	G	81,794.39	6,816.20	39.32423
T230	A	61,646.60	5,137.22	29.63779
T230	B	64,728.93	5,394.08	31.11968
T230	C	67,965.37	5,663.78	32.67566
T230	D	71,363.64	5,946.97	34.30944
T230	E	74,931.83	6,244.32	36.02492
T230	F	78,678.42	6,556.53	37.82616
T230	G	82,612.34	6,884.36	39.71747
T231	A	62,263.06	5,188.59	29.93417
T231	B	65,376.22	5,448.02	31.43087
T231	C	68,645.03	5,720.42	33.00242
T231	D	72,077.28	6,006.44	34.65254
T231	E	75,681.14	6,306.76	36.38517
T231	F	79,465.20	6,622.10	38.20442
T231	G	83,438.46	6,953.20	40.11464
T232	A	62,885.69	5,240.47	30.23351
T232	B	66,029.98	5,502.50	31.74518
T232	C	69,331.48	5,777.62	33.33244
T232	D	72,798.05	6,066.50	34.99906
T232	E	76,437.95	6,369.83	36.74902
T232	F	80,259.85	6,688.32	38.58647
T232	G	84,272.85	7,022.74	40.51579
T233	A	63,514.55	5,292.88	30.53584
T233	B	66,690.28	5,557.52	32.06263
T233	C	70,024.79	5,835.40	33.66577
T233	D	73,526.03	6,127.17	35.34905
T233	E	77,202.33	6,433.53	37.11651
T233	F	81,062.45	6,755.20	38.97233
T233	G	85,115.57	7,092.96	40.92095
T234	A	64,149.70	5,345.81	30.84120
T234	B	67,357.18	5,613.10	32.38326
T234	C	70,725.04	5,893.75	34.00242
T234	D	74,261.29	6,188.44	35.70254
T234	E	77,974.36	6,497.86	37.48767
T234	F	81,873.08	6,822.76	39.36206
T234	G	85,966.73	7,163.89	41.33016

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T235	A	64,791.19	5,399.27	31.14961
T235	B	68,030.75	5,669.23	32.70709
T235	C	71,432.29	5,952.69	34.34245
T235	D	75,003.91	6,250.33	36.05957
T235	E	78,754.10	6,562.84	37.86255
T235	F	82,691.81	6,890.98	39.75568
T235	G	86,826.40	7,235.53	41.74346
T236	A	65,439.11	5,453.26	31.46111
T236	B	68,711.06	5,725.92	33.03416
T236	C	72,146.61	6,012.22	34.68587
T236	D	75,753.95	6,312.83	36.42017
T236	E	79,541.64	6,628.47	38.24117
T236	F	83,518.72	6,959.89	40.15323
T236	G	87,694.66	7,307.89	42.16089
T237	A	66,093.50	5,507.79	31.77572
T237	B	69,398.17	5,783.18	33.36451
T237	C	72,868.08	6,072.34	35.03273
T237	D	76,511.48	6,375.96	36.78437
T237	E	80,337.06	6,694.75	38.62359
T237	F	84,353.91	7,029.49	40.55477
T237	G	88,571.61	7,380.97	42.58250
T238	A	66,754.43	5,562.87	32.09348
T238	B	70,092.15	5,841.01	33.69815
T238	C	73,596.76	6,133.06	35.38306
T238	D	77,276.60	6,439.72	37.15221
T238	E	81,140.43	6,761.70	39.00982
T238	F	85,197.45	7,099.79	40.96031
T238	G	89,457.32	7,454.78	43.00833
T239	A	67,421.98	5,618.50	32.41441
T239	B	70,793.08	5,899.42	34.03513
T239	C	74,332.73	6,194.39	35.73689
T239	D	78,049.37	6,504.11	37.52373
T239	E	81,951.83	6,829.32	39.39992
T239	F	86,049.43	7,170.79	41.36992
T239	G	90,351.90	7,529.32	43.43841
T240	A	68,096.20	5,674.68	32.73856
T240	B	71,501.01	5,958.42	34.37548
T240	C	75,076.06	6,256.34	36.09426
T240	D	78,829.86	6,569.15	37.89897
T240	E	82,771.35	6,897.61	39.79392
T240	F	86,909.92	7,242.49	41.78362
T240	G	91,255.42	7,604.62	43.87280

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T241	A	68,777.16	5,731.43	33.06594
T241	B	72,216.02	6,018.00	34.71924
T241	C	75,826.82	6,318.90	36.45520
T241	D	79,618.16	6,634.85	38.27796
T241	E	83,599.07	6,966.59	40.19186
T241	F	87,779.02	7,314.92	42.20145
T241	G	92,167.97	7,680.66	44.31152
T242	A	69,464.93	5,788.74	33.39660
T242	B	72,938.18	6,078.18	35.06643
T242	C	76,585.09	6,382.09	36.81975
T242	D	80,414.34	6,701.19	38.66074
T242	E	84,435.06	7,036.25	40.59378
T242	F	88,656.81	7,388.07	42.62347
T242	G	93,089.65	7,757.47	44.75464
T243	A	70,159.58	5,846.63	33.73057
T243	B	73,667.56	6,138.96	35.41710
T243	C	77,350.94	6,445.91	37.18795
T243	D	81,218.48	6,768.21	39.04735
T243	E	85,279.41	7,106.62	40.99971
T243	F	89,543.38	7,461.95	43.04970
T243	G	94,020.55	7,835.05	45.20219
T244	A	70,861.17	5,905.10	34.06787
T244	B	74,404.23	6,200.35	35.77127
T244	C	78,124.45	6,510.37	37.55983
T244	D	82,030.67	6,835.89	39.43782
T244	E	86,132.20	7,177.68	41.40971
T244	F	90,438.81	7,536.57	43.48020
T244	G	94,960.75	7,913.40	45.65421
T245	A	71,569.79	5,964.15	34.40855
T245	B	75,148.28	6,262.36	36.12898
T245	C	78,905.69	6,575.47	37.93543
T245	D	82,850.97	6,904.25	39.83220
T245	E	86,993.52	7,249.46	41.82381
T245	F	91,343.20	7,611.93	43.91500
T245	G	95,910.36	7,992.53	46.11075
T246	A	72,285.48	6,023.79	34.75264
T246	B	75,899.76	6,324.98	36.49027
T246	C	79,694.75	6,641.23	38.31478
T246	D	83,679.48	6,973.29	40.23052
T246	E	87,863.46	7,321.95	42.24205
T246	F	92,256.63	7,688.05	44.35415
T246	G	96,869.46	8,072.46	46.57186

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T247	A	73,008.34	6,084.03	35.10016
T247	B	76,658.76	6,388.23	36.85517
T247	C	80,491.69	6,707.64	38.69793
T247	D	84,516.28	7,043.02	40.63283
T247	E	88,742.09	7,395.17	42.66447
T247	F	93,179.20	7,764.93	44.79769
T247	G	97,838.16	8,153.18	47.03758
T248	A	73,738.42	6,144.87	35.45116
T248	B	77,425.34	6,452.11	37.22372
T248	C	81,296.61	6,774.72	39.08491
T248	D	85,361.44	7,113.45	41.03915
T248	E	89,629.51	7,469.13	43.09111
T248	F	94,110.99	7,842.58	45.24567
T248	G	98,816.54	8,234.71	47.50795
T249	A	74,475.81	6,206.32	35.80568
T249	B	78,199.60	6,516.63	37.59596
T249	C	82,109.58	6,842.46	39.47576
T249	D	86,215.06	7,184.59	41.44955
T249	E	90,525.81	7,543.82	43.52202
T249	F	95,052.10	7,921.01	45.69812
T249	G	99,804.70	8,317.06	47.98303
T250	A	75,220.57	6,268.38	36.16373
T250	B	78,981.59	6,581.80	37.97192
T250	C	82,930.67	6,910.89	39.87052
T250	D	87,077.21	7,256.43	41.86404
T250	E	91,431.07	7,619.26	43.95724
T250	F	96,002.62	8,000.22	46.15511
T250	G	100,802.75	8,400.23	48.46286
T251	A	75,972.77	6,331.06	36.52537
T251	B	79,771.41	6,647.62	38.35164
T251	C	83,759.98	6,980.00	40.26922
T251	D	87,947.98	7,329.00	42.28268
T251	E	92,345.38	7,695.45	44.39682
T251	F	96,962.65	8,080.22	46.61666
T251	G	101,810.78	8,484.23	48.94749
T252	A	76,732.50	6,394.37	36.89062
T252	B	80,569.12	6,714.09	38.73516
T252	C	84,597.58	7,049.80	40.67191
T252	D	88,827.46	7,402.29	42.70551
T252	E	93,268.83	7,772.40	44.84078
T252	F	97,932.27	8,161.02	47.08282
T252	G	102,828.89	8,569.07	49.43696

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T253	A	77,499.82	6,458.32	37.25953
T253	B	81,374.81	6,781.23	39.12251
T253	C	85,443.56	7,120.30	41.07863
T253	D	89,715.73	7,476.31	43.13256
T253	E	94,201.52	7,850.13	45.28919
T253	F	98,911.60	8,242.63	47.55365
T253	G	103,857.18	8,654.76	49.93133
T254	A	78,274.82	6,522.90	37.63213
T254	B	82,188.56	6,849.05	39.51373
T254	C	86,297.99	7,191.50	41.48942
T254	D	90,612.89	7,551.07	43.56389
T254	E	95,143.53	7,928.63	45.74208
T254	F	99,900.71	8,325.06	48.02919
T254	G	104,895.75	8,741.31	50.43065
T255	A	79,057.57	6,588.13	38.00845
T255	B	83,010.45	6,917.54	39.90887
T255	C	87,160.97	7,263.41	41.90431
T255	D	91,519.02	7,626.58	43.99953
T255	E	96,094.97	8,007.91	46.19950
T255	F	100,899.72	8,408.31	48.50948
T255	G	105,944.70	8,828.73	50.93495
T256	A	79,848.15	6,654.01	38.38853
T256	B	83,840.55	6,986.71	40.30796
T256	C	88,032.58	7,336.05	42.32336
T256	D	92,434.21	7,702.85	44.43952
T256	E	97,055.92	8,087.99	46.66150
T256	F	101,908.72	8,492.39	48.99457
T256	G	107,004.15	8,917.01	51.44430
T257	A	80,646.63	6,720.55	38.77242
T257	B	84,678.96	7,056.58	40.71104
T257	C	88,912.91	7,409.41	42.74659
T257	D	93,358.55	7,779.88	44.88392
T257	E	98,026.48	8,168.87	47.12811
T257	F	102,927.80	8,577.32	49.48452
T257	G	108,074.19	9,006.18	51.95875
T258	A	81,453.09	6,787.76	39.16014
T258	B	85,525.75	7,127.15	41.11815
T258	C	89,802.04	7,483.50	43.17406
T258	D	94,292.14	7,857.68	45.33276
T258	E	99,006.74	8,250.56	47.59940
T258	F	103,957.08	8,663.09	49.97937
T258	G	109,154.94	9,096.24	52.47833

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T259	A	82,267.62	6,855.64	39.55174
T259	B	86,381.01	7,198.42	41.52933
T259	C	90,700.06	7,558.34	43.60580
T259	D	95,235.06	7,936.25	45.78609
T259	E	99,996.81	8,333.07	48.07539
T259	F	104,996.65	8,749.72	50.47916
T259	G	110,246.48	9,187.21	53.00312
T260	A	83,090.30	6,924.19	39.94726
T260	B	87,244.82	7,270.40	41.94462
T260	C	91,607.06	7,633.92	44.04185
T260	D	96,187.41	8,015.62	46.24395
T260	E	100,996.78	8,416.40	48.55614
T260	F	106,046.62	8,837.22	50.98395
T260	G	111,348.95	9,279.08	53.53315
T261	A	83,921.20	6,993.43	40.34673
T261	B	88,117.26	7,343.11	42.36407
T261	C	92,523.13	7,710.26	44.48227
T261	D	97,149.28	8,095.77	46.70639
T261	E	102,006.75	8,500.56	49.04171
T261	F	107,107.08	8,925.59	51.49379
T261	G	112,462.44	9,371.87	54.06848
T262	A	84,760.42	7,063.37	40.75020
T262	B	88,998.44	7,416.54	42.78771
T262	C	93,448.36	7,787.36	44.92710
T262	D	98,120.78	8,176.73	47.17345
T262	E	103,026.81	8,585.57	49.53212
T262	F	108,178.16	9,014.85	52.00873
T262	G	113,587.06	9,465.59	54.60917
T263	A	85,608.02	7,134.00	41.15770
T263	B	89,888.42	7,490.70	43.21559
T263	C	94,382.84	7,865.24	45.37637
T263	D	99,101.98	8,258.50	47.64518
T263	E	104,057.08	8,671.42	50.02744
T263	F	109,259.94	9,104.99	52.52882
T263	G	114,722.93	9,560.24	55.15526
T264	A	86,464.10	7,205.34	41.56928
T264	B	90,787.30	7,565.61	43.64774
T264	C	95,326.67	7,943.89	45.83013
T264	D	100,093.00	8,341.08	48.12164
T264	E	105,097.65	8,758.14	50.52772
T264	F	110,352.54	9,196.04	53.05410
T264	G	115,870.16	9,655.85	55.70681

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T265	A	87,328.74	7,277.39	41.98497
T265	B	91,695.18	7,641.26	44.08422
T265	C	96,279.94	8,023.33	46.28843
T265	D	101,093.93	8,424.49	48.60285
T265	E	106,148.63	8,845.72	51.03300
T265	F	111,456.06	9,288.00	53.58465
T265	G	117,028.86	9,752.41	56.26388
T266	A	88,202.03	7,350.17	42.40482
T266	B	92,612.13	7,717.68	44.52506
T266	C	97,242.74	8,103.56	46.75132
T266	D	102,104.87	8,508.74	49.08888
T266	E	107,210.12	8,934.18	51.54333
T266	F	112,570.62	9,380.89	54.12049
T266	G	118,199.15	9,849.93	56.82652
T267	A	89,084.05	7,423.67	42.82887
T267	B	93,538.25	7,794.85	44.97031
T267	C	98,215.16	8,184.60	47.21883
T267	D	103,125.92	8,593.83	49.57977
T267	E	108,282.22	9,023.52	52.05876
T267	F	113,696.33	9,474.69	54.66170
T267	G	119,381.14	9,948.43	57.39478
T268	A	89,974.89	7,497.91	43.25716
T268	B	94,473.63	7,872.80	45.42002
T268	C	99,197.32	8,266.44	47.69102
T268	D	104,157.18	8,679.76	50.07557
T268	E	109,365.04	9,113.75	52.57935
T268	F	114,833.29	9,569.44	55.20831
T268	G	120,574.96	10,047.91	57.96873
T269	A	90,874.64	7,572.89	43.68973
T269	B	95,418.37	7,951.53	45.87422
T269	C	100,189.29	8,349.11	48.16793
T269	D	105,198.75	8,766.56	50.57632
T269	E	110,458.69	9,204.89	53.10514
T269	F	115,981.62	9,665.14	55.76040
T269	G	121,780.71	10,148.39	58.54842
T270	A	91,783.38	7,648.62	44.12663
T270	B	96,372.55	8,031.05	46.33296
T270	C	101,191.18	8,432.60	48.64961
T270	D	106,250.74	8,854.23	51.08209
T270	E	111,563.28	9,296.94	53.63619
T270	F	117,141.44	9,761.79	56.31800
T270	G	122,998.51	10,249.88	59.13390

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T271	A	92,701.22	7,725.10	44.56789
T271	B	97,336.28	8,111.36	46.79629
T271	C	102,203.09	8,516.92	49.13610
T271	D	107,313.25	8,942.77	51.59291
T271	E	112,678.91	9,389.91	54.17255
T271	F	118,312.86	9,859.40	56.88118
T271	G	124,228.50	10,352.37	59.72524
T272	A	93,628.23	7,802.35	45.01357
T272	B	98,309.64	8,192.47	47.26425
T272	C	103,225.12	8,602.09	49.62746
T272	D	108,386.38	9,032.20	52.10884
T272	E	113,805.70	9,483.81	54.71428
T272	F	119,495.98	9,958.00	57.44999
T272	G	125,470.78	10,455.90	60.32249
T273	A	94,564.51	7,880.38	45.46371
T273	B	99,292.74	8,274.39	47.73689
T273	C	104,257.38	8,688.11	50.12374
T273	D	109,470.24	9,122.52	52.62992
T273	E	114,943.76	9,578.65	55.26142
T273	F	120,690.94	10,057.58	58.02449
T273	G	126,725.49	10,560.46	60.92572
T274	A	95,510.16	7,959.18	45.91835
T274	B	100,285.67	8,357.14	48.21426
T274	C	105,299.95	8,775.00	50.62498
T274	D	110,564.95	9,213.75	53.15622
T274	E	116,093.19	9,674.43	55.81404
T274	F	121,897.85	10,158.15	58.60474
T274	G	127,992.75	10,666.06	61.53497
T275	A	96,465.26	8,038.77	46.37753
T275	B	101,288.52	8,440.71	48.69640
T275	C	106,352.95	8,862.75	51.13123
T275	D	111,670.60	9,305.88	53.68779
T275	E	117,254.13	9,771.18	56.37218
T275	F	123,116.83	10,259.74	59.19078
T275	G	129,272.67	10,772.72	62.15032
T276	A	97,429.91	8,119.16	46.84130
T276	B	102,301.41	8,525.12	49.18337
T276	C	107,416.48	8,951.37	51.64254
T276	D	112,787.30	9,398.94	54.22466
T276	E	118,426.67	9,868.89	56.93590
T276	F	124,348.00	10,362.33	59.78269
T276	G	130,565.40	10,880.45	62.77183

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T277	A	98,404.21	8,200.35	47.30972
T277	B	103,324.42	8,610.37	49.67520
T277	C	108,490.64	9,040.89	52.15896
T277	D	113,915.17	9,492.93	54.76691
T277	E	119,610.93	9,967.58	57.50526
T277	F	125,591.48	10,465.96	60.38052
T277	G	131,871.05	10,989.25	63.39955
T278	A	99,388.25	8,282.35	47.78281
T278	B	104,357.67	8,696.47	50.17195
T278	C	109,575.55	9,131.30	52.68055
T278	D	115,054.33	9,587.86	55.31458
T278	E	120,807.04	10,067.25	58.08031
T278	F	126,847.39	10,570.62	60.98432
T278	G	133,189.76	11,099.15	64.03354
T279	A	100,382.14	8,365.18	48.26064
T279	B	105,401.24	8,783.44	50.67367
T279	C	110,671.30	9,222.61	53.20736
T279	D	116,204.87	9,683.74	55.86773
T279	E	122,015.11	10,167.93	58.66111
T279	F	128,115.87	10,676.32	61.59417
T279	G	134,521.66	11,210.14	64.67388
T280	A	101,385.96	8,448.83	48.74325
T280	B	106,455.25	8,871.27	51.18041
T280	C	111,778.02	9,314.83	53.73943
T280	D	117,366.92	9,780.58	56.42640
T280	E	123,235.26	10,269.61	59.24772
T280	F	129,397.03	10,783.09	62.21011
T280	G	135,866.88	11,322.24	65.32061
T281	A	102,399.82	8,533.32	49.23068
T281	B	107,519.81	8,959.98	51.69222
T281	C	112,895.80	9,407.98	54.27683
T281	D	118,540.59	9,878.38	56.99067
T281	E	124,467.62	10,372.30	59.84020
T281	F	130,691.00	10,890.92	62.83221
T281	G	137,225.55	11,435.46	65.97382
T282	A	103,423.81	8,618.65	49.72299
T282	B	108,595.01	9,049.58	52.20914
T282	C	114,024.76	9,502.06	54.81959
T282	D	119,725.99	9,977.17	57.56057
T282	E	125,712.29	10,476.02	60.43860
T282	F	131,997.91	10,999.83	63.46053
T282	G	138,597.80	11,549.82	66.63356

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T283	A	104,458.05	8,704.84	50.22022
T283	B	109,680.96	9,140.08	52.73123
T283	C	115,165.00	9,597.08	55.36779
T283	D	120,923.25	10,076.94	58.13618
T283	E	126,969.42	10,580.78	61.04299
T283	F	133,317.89	11,109.82	64.09514
T283	G	139,983.78	11,665.31	67.29989
T284	A	105,502.63	8,791.89	50.72242
T284	B	110,777.77	9,231.48	53.25854
T284	C	116,316.65	9,693.05	55.92147
T284	D	122,132.49	10,177.71	58.71754
T284	E	128,239.11	10,686.59	61.65342
T284	F	134,651.07	11,220.92	64.73609
T284	G	141,383.62	11,781.97	67.97289
T285	A	106,557.66	8,879.80	51.22964
T285	B	111,885.54	9,323.80	53.79113
T285	C	117,479.82	9,789.98	56.48068
T285	D	123,353.81	10,279.48	59.30472
T285	E	129,521.50	10,793.46	62.26995
T285	F	135,997.58	11,333.13	65.38345
T285	G	142,797.46	11,899.79	68.65262
T286	A	107,623.24	8,968.60	51.74194
T286	B	113,004.40	9,417.03	54.32904
T286	C	118,654.62	9,887.88	57.04549
T286	D	124,587.35	10,382.28	59.89776
T286	E	130,816.72	10,901.39	62.89265
T286	F	137,357.55	11,446.46	66.03728
T286	G	144,225.43	12,018.79	69.33915
T287	A	108,699.47	9,058.29	52.25936
T287	B	114,134.44	9,511.20	54.87233
T287	C	119,841.16	9,986.76	57.61594
T287	D	125,833.22	10,486.10	60.49674
T287	E	132,124.88	11,010.41	63.52158
T287	F	138,731.13	11,560.93	66.69766
T287	G	145,667.68	12,138.97	70.03254
T288	A	109,786.46	9,148.87	52.78195
T288	B	115,275.79	9,606.32	55.42105
T288	C	121,039.58	10,086.63	58.19210
T288	D	127,091.55	10,590.96	61.10171
T288	E	133,446.13	11,120.51	64.15679
T288	F	140,118.44	11,676.54	67.36463
T288	G	147,124.36	12,260.36	70.73287

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T289	A	110,884.33	9,240.36	53.30977
T289	B	116,428.54	9,702.38	55.97526
T289	C	122,249.97	10,187.50	58.77402
T289	D	128,362.47	10,696.87	61.71273
T289	E	134,780.59	11,231.72	64.79836
T289	F	141,519.62	11,793.30	68.03828
T289	G	148,595.60	12,382.97	71.44019
T290	A	111,993.17	9,332.76	53.84287
T290	B	117,592.83	9,799.40	56.53501
T290	C	123,472.47	10,289.37	59.36177
T290	D	129,646.09	10,803.84	62.32985
T290	E	136,128.40	11,344.03	65.44635
T290	F	142,934.82	11,911.23	68.71866
T290	G	150,081.56	12,506.80	72.15460
T291	A	113,113.10	9,426.09	54.38130
T291	B	118,768.76	9,897.40	57.10036
T291	C	124,707.20	10,392.27	59.95538
T291	D	130,942.56	10,911.88	62.95315
T291	E	137,489.68	11,457.47	66.10081
T291	F	144,364.17	12,030.35	69.40585
T291	G	151,582.38	12,631.86	72.87614
T292	A	114,244.23	9,520.35	54.92511
T292	B	119,956.45	9,996.37	57.67137
T292	C	125,954.27	10,496.19	60.55494
T292	D	132,251.98	11,021.00	63.58268
T292	E	138,864.58	11,572.05	66.76182
T292	F	145,807.81	12,150.65	70.09991
T292	G	153,098.20	12,758.18	73.60490
T293	A	115,386.68	9,615.56	55.47436
T293	B	121,156.01	10,096.33	58.24808
T293	C	127,213.81	10,601.15	61.16049
T293	D	133,574.50	11,131.21	64.21851
T293	E	140,253.23	11,687.77	67.42944
T293	F	147,265.89	12,272.16	70.80091
T293	G	154,629.18	12,885.76	74.34095
T294	A	116,540.54	9,711.71	56.02911
T294	B	122,367.57	10,197.30	58.83056
T294	C	128,485.95	10,707.16	61.77209
T294	D	134,910.25	11,242.52	64.86070
T294	E	141,655.76	11,804.65	68.10373
T294	F	148,738.55	12,394.88	71.50892
T294	G	156,175.47	13,014.62	75.08436

*Last Updated 7/1/23***Skilled Trades Unit**

Range	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T295	A	117,705.95	9,808.83	56.58940
T295	B	123,591.25	10,299.27	59.41887
T295	C	129,770.81	10,814.23	62.38981
T295	D	136,259.35	11,354.95	65.50930
T295	E	143,072.32	11,922.69	68.78477
T295	F	150,225.93	12,518.83	72.22401
T295	G	157,737.23	13,144.77	75.83521
T296	A	118,883.01	9,906.92	57.15529
T296	B	124,827.16	10,402.26	60.01306
T296	C	131,068.52	10,922.38	63.01371
T296	D	137,621.94	11,468.49	66.16440
T296	E	144,503.04	12,041.92	69.47262
T296	F	151,728.19	12,644.02	72.94625
T296	G	159,314.60	13,276.22	76.59356
T297	A	120,071.84	10,005.99	57.72685
T297	B	126,075.43	10,506.29	60.61319
T297	C	132,379.20	11,031.60	63.64385
T297	D	138,998.16	11,583.18	66.82604
T297	E	145,948.07	12,162.34	70.16734
T297	F	153,245.47	12,770.46	73.67571
T297	G	160,907.75	13,408.98	77.35949
T298	A	121,272.56	10,106.05	58.30411
T298	B	127,336.18	10,611.35	61.21932
T298	C	133,702.99	11,141.92	64.28029
T298	D	140,388.14	11,699.01	67.49430
T298	E	147,407.55	12,283.96	70.86901
T298	F	154,777.93	12,898.16	74.41247
T298	G	162,516.82	13,543.07	78.13309
T299	A	122,485.28	10,207.11	58.88715
T299	B	128,609.55	10,717.46	61.83151
T299	C	135,040.02	11,253.34	64.92309
T299	D	141,792.02	11,816.00	68.16924
T299	E	148,881.63	12,406.80	71.57770
T299	F	156,325.71	13,027.14	75.15659
T299	G	164,141.99	13,678.50	78.91442
T300	A	123,710.13	10,309.18	59.47603
T300	B	129,895.64	10,824.64	62.44983
T300	C	136,390.42	11,365.87	65.57232
T300	D	143,209.94	11,934.16	68.85094
T300	E	150,370.44	12,530.87	72.29348
T300	F	157,888.96	13,157.41	75.90816
T300	G	165,783.41	13,815.28	79.70356

TRINITY COUNTY

Item Report 4.3

Meeting Date: 2/20/2024

Department:
Clerk of the Board

Contact:
Jill Cox

Phone:
530-623-1382

4.3 Grand Jury Report: Board of Supervisors Response

Requested Action:

Approve the Board's response to the Grand Jury Report: 2023 Civil Grand Jury - Mental Health Report.

Fiscal Impact:

No fiscal impact.

ATTACHMENTS:

Description

Penal Code 933.05

Policy 3-90

Civil Jury Report

Civil Jury Response Department Head

Civil Jury Response Board of Supervisors

[Home](#)[Bill Information](#)[California Law](#)[Publications](#)[Other Resources](#)[My Subscriptions](#)[My Favorites](#)Code: Section: [Up^](#)[<< Previous](#)[Next >>](#)[cross-reference chaptered bills](#)[PDF](#)[Add To My Favorites](#)**PENAL CODE - PEN****PART 2. OF CRIMINAL PROCEDURE [681 - 1620]** (Part 2 enacted 1872.)**TITLE 4. GRAND JURY PROCEEDINGS [888 - 939.91]** (Title 4 repealed and added by Stats. 1959, Ch. 501.)**CHAPTER 3. Powers and Duties of Grand Jury [914 - 939.91]** (Chapter 3 added by Stats. 1959, Ch. 501.)**ARTICLE 2. Investigation of County, City, and District Affairs [925 - 933.6]** (Heading of Article 2 amended by Stats. 1973, Ch. 1036.)

933.05. (a) For purposes of subdivision (b) of Section 933, as to each grand jury finding, the responding person or entity shall indicate one of the following:

(1) The respondent agrees with the finding.

(2) The respondent disagrees wholly or partially with the finding, in which case the response shall specify the portion of the finding that is disputed and shall include an explanation of the reasons therefor.

(b) For purposes of subdivision (b) of Section 933, as to each grand jury recommendation, the responding person or entity shall report one of the following actions:

(1) The recommendation has been implemented, with a summary regarding the implemented action.

(2) The recommendation has not yet been implemented, but will be implemented in the future, with a timeframe for implementation.

(3) The recommendation requires further analysis, with an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or head of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the grand jury report.

(4) The recommendation will not be implemented because it is not warranted or is not reasonable, with an explanation therefor.

(c) However, if a finding or recommendation of the grand jury addresses budgetary or personnel matters of a county agency or department headed by an elected officer, both the agency or department head and the board of supervisors shall respond if requested by the grand jury, but the response of the board of supervisors shall address only those budgetary or personnel matters over which it has some decisionmaking authority. The response of the elected agency or department head shall address all aspects of the findings or recommendations affecting his or her agency or department.

(d) A grand jury may request a subject person or entity to come before the grand jury for the purpose of reading and discussing the findings of the grand jury report that relates to that person or entity in order to verify the accuracy of the findings prior to their release.

(e) During an investigation, the grand jury shall meet with the subject of that investigation regarding the investigation, unless the court, either on its own determination or upon request of the foreperson of the grand jury, determines that such a meeting would be detrimental.

(f) A grand jury shall provide to the affected agency a copy of the portion of the grand jury report relating to that person or entity two working days prior to its public release and after the approval of the presiding judge. No officer, agency, department, or governing body of a public agency shall disclose any contents of the report prior to the public release of the final report.

(Amended by Stats. 1997, Ch. 443, Sec. 5. Effective January 1, 1998.)

POLICY STATEMENT NO. 3-90(P)

POLICY STATEMENT RE PROCEDURE FOR COMMENTING
TO GRAND JURY REPORTS AND
THE MANAGEMENT REPORT OF THE ANNUAL COUNTY AUDIT

In order to establish a uniform procedure for the preparation and filing of comments to Grand Jury Reports, and the Management Report of the Annual Audit, it is the policy of the Board of Supervisors that the following steps be followed:

Grand Jury Reports:

1. Upon receipt of a final or interim report as provided in Section 933 of the Penal Code, the County Clerk will distribute copies to the members of the Board of Supervisors, the County Administrative Officer, and all affected departments. The Clerk shall establish a timetable for response to the report to comply with the 90 day limitation for the Board of Supervisors and the 60 day limitation for Elective Officers and appointed Department Heads.
2. The County Administrator shall be responsible for the preparation of the response to the recommendations and findings of the Grand Jury.
3. Comments shall be due from affected department heads within 30 days. Upon receipt, the Clerk shall immediately forward copies to the County Administrative Officer, Grand Jury and the Superior Court Judge.
4. The County Administrative Officer will review all departmental responses for adequacy and completeness and may comment on the responses but shall not alter them.
5. The County Administrator, in coordination with members of the Board of Supervisors, shall prepare a final draft response which shall be scheduled on the Board agenda for discussion and approval in adequate time to meet the 90 day time frame required by Penal Code Section 933.
6. Upon adoption by the Board, the Clerk will file the original and furnish copies of the response, together with all departmental responses, to the Superior Court Judge, the Grand Jury and others specifically requesting copies.

The response shall reflect substantially the following:

1. As to each finding, whether the responding department agrees with or disputes the finding. If the finding is disputed, an explanation of the dispute should be provided.
2. To enable each Grand Jury to track its recommendations, the response shall indicate that the recommendations:
 - A. Have been implemented. Provide a summary of significant detail.
 - B. Will be implemented. A time frame for implementation is required.
 - C. Requires further analysis. Detailed outline required showing the scope and parameters of the study.
 - D. Is not feasible. Explanation required.
3. Responses shall be brief and to the point. Each finding and recommendation shall be replied to separately.

Management Reports, Annual Audit:


1. Upon receipt of the Management Report, the County Clerk will distribute copies to the members of the Board of Supervisors, the County Administrative Officer, the Auditor/Controller, the Foremen of the Grand Jury and all affected departments. The Clerk shall establish a timetable for response to the report.
2. Comments shall be due from affected department heads within 30 days. Upon receipt, the Clerk shall immediately forward copies to the County Administrative Officer, the Auditor/Controller, the Grand Jury and the Board of Supervisors.
3. The Management Report and Responses shall be filed in the Office of the County Clerk.

The response shall reflect substantially the following:

1. As to each finding, whether the responding department agrees with or disputes the finding. If the finding is disputed, an explanation of the dispute should be provided.

2. The response shall indicate that the recommendations:
 - A. Have been implemented. Provide a summary of significant detail.
 - B. Will be implemented. A time frame for implementation is required.
 - C. Requires further analysis. Detailed outline required showing the scope and parameters of the study.
 - D. Is not feasible. Explanation required.
3. Responses shall be brief and to the point. Each finding and recommendation shall be replied to separately.

ADOPTED: July 17, 1990



HOWARD G. MYRICK - CHAIRMAN
Board of Supervisors, County of
Trinity, State of California.



RECEIVED

DEC 19 2023

Trinity County
Board of Supervisors
By: _____

Superior Court of California
County of Trinity

P.O. Box 1258
Weaverville CA 96093

MICHAEL B. HARPER
Presiding Judge

STACI HOLLIDAY
Court Executive Officer

MEMORANDUM

TO: Trinity County Board of Supervisors ✓
Mountain Communities Healthcare District of Board of Directors

FROM: Staci Holliday, Court Executive Officer *SH*

DATE: December 15, 2023

RE: 2023 Civil Grand Jury- *Mental Health Report*

This report is being provided to your department pursuant to Section 933.05 of the Penal Code relative to grand juries. Penal Code § 933.05(f) requires that grand juries, **following review by the Superior Court Judge and at least three working days prior to the public release of the report**, shall furnish each respondent a copy of the report which pertains to the respondent. No respondent shall disclose any contents of the report prior to the public release of the final report.

This report will become a matter of public record on **December 21, 2023**, Sections 933 and 933.05 require you to respond in writing to the findings and recommendations pertaining to matters under the control of you or your department. Your original response should be addressed to Michael B. Harper, Judge of Trinity Superior Court **with a copy to the County Administrative Office "Clerk of the Board"**.

Enclosure

cc: Trinity County Hospital CEO
Trinity County Behavioral Health Services Director
Trinity County Behavioral Health Clinical Services Director

TRINITY COUNTY CIVIL GRAND JURY

2023

Mental Health Report

12/13/23 Reviewed *AmHye*
Judge Michael B. Harger

Mental Health in Trinity County

Introduction

Trinity County health care providers treat approximately 20 people in severe mental health crises each year. Some of these cases result in what is termed a '5150 hold' (a 72 hour involuntary detainment for the person's own safety). California Welfare and Institutions Code § 5150).

The California Welfare and Institutions Code has specific rules for initiating a 72 hour hold on persons displaying some type of mental psychosis or distress, those rules, include but are not limited to the following:

- 1) The individual may present a danger to themselves
- 2) They may present a danger to other people, or
- 3) They may be gravely disabled and unable to care for themselves

During the 72 hour hold, every effort is made to stabilize the individual's mental state, so that they no longer present a threat to themselves or others.

Only specific professionals can initiate a 5150 hold, it must be a police officer, a mental health professional authorized in our county, or a licensed member of a crisis team.

The individual must be taken to an authorized health center that holds certification to provide psychiatric care. Many regular hospitals do not have this certification and/or the capability to treat people in mental health crises. Transportation to a skilled facility is typically necessary.

Background

The 2023 Trinity County Grand Jury researched how capable and equipped our county's healthcare system is to manage cases of mental health crisis, in particular, persons who were subject to section 5150.

Methodology

- Interviews
 - Members of staff at Behavioral Health
 - Members of staff at Trinity Hospital
- Attended Behavioral Health Public Hearing on Funding, June 21 2023
- Online research
 - <https://www.trinitycounty.org/Behavioral-Health>
 - <https://mhsoac.ca.gov/>
- Tour of Trinity Hospital ER facility

Discussion

In Trinity County there are two avenues where people can seek help if they are experiencing a mental health crisis - Behavioral Health and Trinity Hospital ER.

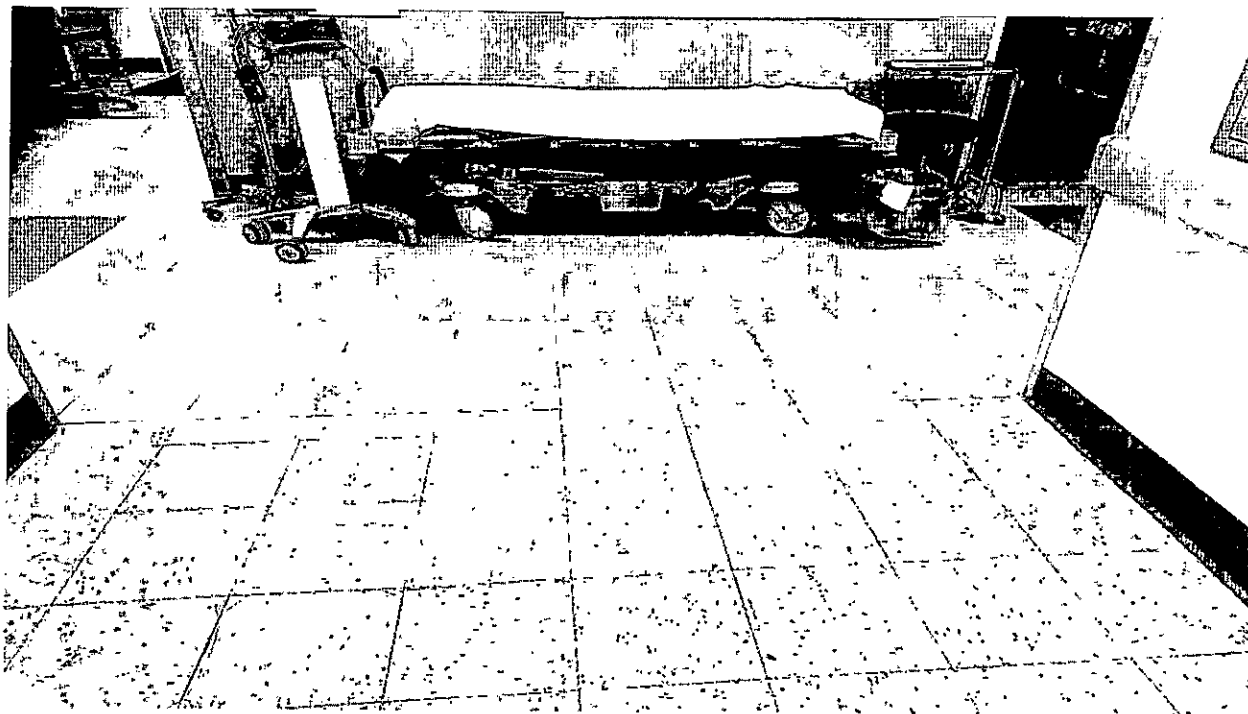
Behavioral Health is situated at 1450 Main Street in Weaverville. They are open Monday through Friday 8:00am to 5:00pm. Individuals can schedule appointments with appropriate qualified staff at their Weaverville or Hayfork clinics. They also offer telehealth and telephone appointments for anyone who prefers or needs. The Behavioral Health Crisis Team is available to assist in crisis management 24 hours a day, 7 days a week. The number to reach them is listed on their website. Information for contacting National Suicide Prevention Lifeline is also listed.

Trinity Hospital is located at 60 Easter Avenue in Weaverville. It's ER department is open 24 hours a day, 7 days a week, with a medical doctor on duty. It has two treatment rooms. The hospital facility and its staff are equipped and qualified to manage physical traumas. They are not a certified psychiatric care unit. Individuals who come into the ER with a need for emergency psychiatric care and/or a 5150 hold, have to be transferred to an appropriate skilled facility. Such facilities exist only out of county. A member of Behavioral Health's 24 hour Crisis Management Team will be contacted to come to the ER and evaluate the patient. Each patient must be assessed by an ER physician to determine they are coherent and cognizant of their circumstances before a Behavioral Health staff member is called in.

The Trinity Hospital ER is not able to accommodate a patient that is subject to section 5150. Currently, there has been difficulty in finding rooms available for the crisis patient to reside until a more permanent placement is found. Oftentimes, these patients will be limited to a gurney in the ER hallway near the nurses station. While this seems reasonable for safety, because the patient is under the watchful eye of the medical team on duty, it gives no privacy for the patient in crisis.



Two different views of the Gurney by the nurses station where crisis patients wait until permanent placement is found.



Members of Behavioral Health's Crisis Management team are available to assist with the patient on hold during the time they are at Trinity Hospital. However there is no designated room with the necessary office equipment to enable Behavioral Health staff to work on the search for transfer to an appropriate skilled facility, while at the same allowing them to monitor the patient, which requires Behavioral Health staff to leave the patient so they can go to the Behavioral Health department to use the office facilities available there. This results in the patient being placed on the hallway gurney so they can remain safe and be watched by staff at the nurses station. The search can sometimes take days as skilled psychiatric facilities are in short supply. Behavioral Health's staff members need access to phone and computer to aid the search for a facility and transportation for the patient to that facility. These types of resources are available at the hospital, however they also need to be available for hospital staff to use.

With further inquiry we learned that Trinity Hospital ER does have a workstation on wheels that contains office equipment that could be used by Behavioral Health staff & a private room is available to them and the patient, when necessary.

Currently, discussions are underway for plans to build a new hospital. If these plans are put in action, the new facility should be completed in approximately 10 years. Hospital staff anticipate the larger building will better accommodate mental health crisis patients with a private room and the resources necessary for Behavioral Health staff to work on transfer on site.

While Trinity County Behavioral Health does provide services for crisis prevention such as Cedar Home and Milestones Wellness Center (both located in Weaverville), they are dependent on the medical services provided at Trinity Hospital ER in order to initiate a 5150 hold on a patient *in* crisis. To a similar degree, Trinity Hospital is dependent upon Trinity County Behavioral Health staff to perform a safety evaluation and determine a care plan for that individual. The two departments should cooperate and work in conjunction to ensure a patient remains safe and receives the best possible care.

Our investigation allowed us to learn that there is a pending MOU (Memorandum of Understanding), that was being drafted between the two entities that may resolve any miscommunication or lack of communication as to the agreed upon policy & procedures, including what is to be available in the processing of a crisis patient. The departure of the former CAO (County Administrative Officer), caused a delay on the finalization of this MOU and the priorities of other county matters that are the responsibility of newly hired CAO is causing further delay.

Commendations

Both Trinity County Behavioral Health and Trinity Hospital seem to have kind and compassionate staff, committed to the health and welfare of their patients.

Findings

F1. Private rooms and a portable 'office on wheels' seem to be available at Trinity Hospital for Behavioral Health staff to use in the care and placement of crisis patients, however these resources are not being utilized and it is unclear why.

F2. Trinity County Behavioral Health and Trinity Hospital are dependent on each others cooperation to ensure the needs of crisis patients are being met. It appears that there is a lack of cooperation or miscommunications on the responsibilities of each partner.

Recommendations

R1. Trinity Hospital ER staff make it known to Behavioral Health staff that they have a private room with 'office on wheels' available when appropriate, on a regular basis.

R2. Prioritize the implementation of the memorandum or understanding (MOU) that is pending between Trinity Hospital and Trinity County for crisis patient processing.

R3. Include a designated, private room with office-like accommodations for crisis patient care in the plans for the new Trinity Hospital facility.

REQUEST FOR RESPONSE

In accordance with Penal Code 933 and 933.05, the Trinity County Civil Grand Jury requires a response from:

1. Trinity County Board of Supervisors
 2. The Mountain Communities Healthcare District of Board of Directors
- within 90 days of receipt of this report.

In addition, the Trinity County Civil Grand Jury invites a response from;

1. The Trinity Hospital CEO
 2. The Trinity County Behavioral Health Services Director
 3. The Trinity County Behavioral Health Clinical Services Director
- within ~~90~~ days of receipt of this report.

60



Trinity County Behavioral Health Services

MENTAL HEALTH · SUBSTANCE USE DISORDERS · PREVENTION

Connie Smith, MPA
Director

RECEIVED
By:

FFB 0 4 2024

Trinity County
Administration and
Board of Supervisors

January 29, 2024

Michael B. Harper, Judge
Trinity Superior Court
PO Box 1258
Weaverville, CA 96093

Re: 2023 Civil Grand Jury Mental Health Report

Dear Judge Harper,

This letter is in response to the 2023 Civil Grand Jury Mental Health Report dated December 15, 2023. This investigation was presented to me as general department head information gathering, so it was not clear to me that the real focus of this investigation was about crisis services and the relationship between the Behavioral Health Department and the Hospital until this report came out. I would like to provide this response to clarify the efforts and intentions of the Behavioral Health Department.

The Behavioral Health Department provides crisis intervention services at the hospital emergency department that include patient crisis evaluation and 5150 determinations. Response time to the hospital is between 15-45 minutes after contact. Crisis staff use standard clinical tools to determine if the patient is a danger to self, others or gravely disabled. If a patient is determined to meet the criteria for a 5150 hold, crisis staff write the hold and then return to the department to begin looking for available acute hospital placements. The patient remains at the hospital until an acute placement can be secured. Unfortunately, this can take longer than desired due to a lack of available beds in the state.

Behavioral Health agrees that this is not an ideal process, however we do not receive funding or reimbursement for staff who are just waiting at the hospital. We are the Medi-Cal provider for the County, and unfortunately, this is not a Medi-Cal recognized service. I have met with the Trinity Hospital CEO, Aaron Rogers, and we mutually agree that we will try to stretch our resources as much as possible, however we will only

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WEAVERVILLE, CA 96093
TEL: (530) 623-1362
FAX: (530) 623-1447

☐ P.O. Box 91
TULE CREEK ROAD
HAYFORK, CA 96041
TEL: (530) 628-4111
FAX: (530) 628-1982

be able to provide patient monitoring to the extent that resources allow. Behavioral Health is working with the Hospital to establish both a crisis room inside the hospital and available staffing to cover patient wait times whenever possible. CEO Rogers and I are developing an agreement to define our partnership at this time.

The Behavioral Health Department and crisis team remain committed to providing the best emergency care for all psychiatric patients, and we look forward to a renewed partnership with the Trinity Hospital to ensure our mutual goals of superior client care.

Sincerely,



Connie Smith, Director
Trinity County Behavioral Health Services
(530) 623-1362
csmith@trinitycounty-ca.gov

cc:

Trent Tuthill, Trinity County Administrative Officer
Trinity County Clerk of the Board
Margaret Long, Trinity County Counsel
Debra Klein, Trinity County Deputy Director, Clinical Services

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TRINITY COUNTY

Board of Supervisors

P.O. BOX 1613, WEAVERVILLE, CALIFORNIA 96093
PHONE (530) 623-1217 FAX (530) 623-8365

TO: The Honorable Michael B. Harper
Judge of the Superior Court

FROM: Trinity County Board of Supervisors

CC: Clerk of the Board of Supervisors

SUBJECT: Response to Trinity County Civil Grand Jury 2023 Mental Health Report

DATE: February 13, 2024

The Grand Jury has requested a written response to their final report on the Trinity County Civil Grand Jury 2023 Mental Health Report. The response of the Trinity County Board of Supervisors is as follows:

Finding #1: Private rooms and a portable 'office on wheels' seem to be available at Trinity Hospital for Behavioral Health staff to use in the care and placement of crisis patients, however these resources are not being utilized and it is unclear why.

Response: Disagree partially. A private room in the ER can be made available, but only as long as a member of the Behavioral Health staff or a deputy is available to monitor the patient. The gurney depicted outside the nurses' station in the MCHD ER is the only space where patients can be monitored by hospital staff in the absence of mental health crisis staff or a deputy as the hospital does not have staff to dedicate to a 5150 patient.

Behavioral Health receives funding through Medi-Cal and 5150 crisis holds are not a Medi-Cal recognized service, therefore reimbursements are not provided. MCHD is willing to enter into an MOU with TCBH to solve the funding problem, but available TCBH staffing is insufficient at present.

With regard to a portable 'office on wheels' ostensibly being available, but devoid of utilization, the mobile carts observed are not equipped with phone connectivity and the EHR (electronic health record) software contained on the workstation computers are specific to MCHD rendering them useless to TCBH staff in their current configuration.

Finding #2: Trinity County Behavioral Health and Trinity Hospital are dependent on each other's cooperation to ensure the needs of crisis patients are being met. It appears that there is a lack of cooperation or miscommunication on the responsibilities of each partner.

Response: Disagree partially. While MCHD and TCBH staff each have component pieces of the process needed to assist 5150 patients, which do need to work in cooperation with the other, neither can do the job of the other and limited resources with regard to budgets, available staff, and specifically trained staff within each entity are not enough to overcome what may, on the face, appear to be a simple lack of communication. Both agencies agree on the common goal of working cooperatively to provide the best possible care for mental health patients and both cooperatively are working to stretch resources as far as possible toward that end.

Recommendation #1: Trinity Hospital ER staff make it known to Behavioral Health staff that they have a private room with ‘office on wheels’ available when appropriate, on a regular basis.

Response: Recommendation has been implemented.

On Tuesday, January 30th, 2024, CAO Tuthill, Connie Smith & CEO Rogers met at Behavioral Health Administration office and clarified space availability, connectivity options, staffing, budgets and the proposed MOU.

Recommendation #2: Prioritize the implementation of the memorandum of understanding (MOU) that is pending between Trinity Hospital and Trinity County for crisis patient processing.

Response: Recommendation has been implemented.

On Tuesday, January 30th, 2024, CAO Tuthill, Connie Smith & CEO Rogers met at Behavioral Health Administration office and clarified space availability, connectivity options, staffing, budgets and the proposed MOU.

Recommendation #3: Include a designated, private room with office-like accommodations for crisis patient care in the plans for the new Trinity hospital facility.

Response: Recommendation requires further analysis.

MCHD can analyze the viability of this recommendation and respond within 6 months.

TRINITY COUNTY
Item Report 4.4

Meeting Date: 2/20/2024

Department:
County Administrative Office

Contact:
Trent Tuthill

Phone:
530-623-1382

4.4 Discussion RE Process Around Commercial Cannabis Opt-Out Areas

Requested Action:

Discuss and receive board direction regarding the ability for communities to establish (or remove) limitations on commercial cannabis operations and potential implications to the overall Cannabis Program.

Fiscal Impact:

Unknown

Summary:

On January 16, 2024, the board heard from representatives of three communities who submitted requests for creation of cannabis opt-out zones in 2021 and 2022. There are both approved and pending cultivation applications in two of the three areas covered by these requests. Public Comment related to these agenda items included various alternatives for the board to consider in response to these requests. The board voted to revisit this subject during the February 20th board meeting - providing the opportunity to discuss potential legal risks and strategies associated with various alternatives for response to this situation. The board met with County Counsel for this purpose in closed session on February 6, 2024.

Discussion:

The board is meeting today to discuss this matter so direction may be given to staff.

Among the alternatives mentioned during Public Comment and/or discussed during Closed Session were the following (in no particular order).

1. Process opt-out requests in the same manner as previous requests.
2. Establish an "overlay zone" process as discussed during Cannabis Ordinance Update Public Workshops.
3. Implement a moratorium on approval of new cultivation applications within areas represented by pending opt-out requests until the General Plan is completed.
4. Implement a moratorium on approval of new cultivation applications and opt-out requests until the General Plan is completed.
5. Establish a new (lower) cap on active cultivation licenses.
6. Implement a moratorium on approval of opt-out requests until the General Plan update is completed.
7. For new applications - expand the distance for noticing nearby property owners and incorporate

the consent/opposition form approach used in the streamlined CCV process.

TRINITY COUNTY
Item Report 5.1

Meeting Date: 2/20/2024

Department:
Clerk of the Board

Contact:

Phone:

5.1 Closed Session 54954.5(c): Anticipated Litigation

Requested Action:

Government Code Section 54954.5(c) - Conference with Legal Counsel - Anticipated Litigation
No of Cases: three

- Inmate Garbutt; incident at jail.
- Inmate Swain; incident at jail.
- Claim TRI23-0017; inmate Lewandowski, incident at jail.

TRINITY COUNTY
Item Report 5.2

Meeting Date: 2/20/2024

Department:
County Counsel

Contact:
Margaret Long

Phone:

5.2 Closed Session: 54954.5(c) - Initiation of Litigation

Requested Action:

Government Code Section 54954.5(c) - Conference with Legal Counsel - Initiation of Litigation
No. of Cases: One (Cannabis Code Enforcement Fine/Fee Settlement Authority)

TRINITY COUNTY
Item Report 5.3

Meeting Date: 2/20/2024

Department:
Human Resources

Contact:

Phone:

5.3 Closed Session 54954.5(f): Labor Negotiations

Requested Action:

Government Code Section 54954.5(f) - Conference with Labor Negotiators
County's Designated Representatives:TBD
Employee Organizations: General Unit

TRINITY COUNTY
Item Report 5.4

Meeting Date: 2/20/2024

Department:
Clerk of the Board

Contact:

Phone:

5.4 Closed Session 54954.5(e): Public Employee Appointment

Requested Action:

Government Code Section 54954.5(e) - Public Employee Appointment: County Counsel.