

**RESOLUTION NO. 2016-37-2851**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE  
REPLACING RESOLUTION NO. 2015-32-2761, ESTABLISHING THE  
NUMBER OF POSITIONS, SCHEDULE OF CLASSES, COMPENSATION AND  
BENEFITS FOR CITY EMPLOYEES**

**WHEREAS**, Article III, Section 803 of the City Charter requires the City Council to establish by resolution salaries and other forms of compensation for all City employees;

**WHEREAS**, the City Council of the City of Irwindale desires to provide competitive compensation in order to attract and retain well-qualified employees;

**WHEREAS**, the City Council has already adopted or approved Memoranda of Understanding by and between the City and classified, represented City employees which governs those employment relationships;

**WHEREAS**, the City Council has approved three Memoranda of Understanding covering period July 1, 2013 through June 30, 2016 for the Irwindale City Employees Association (ICEA), the Irwindale Management Employees Association (IMEA), and the Irwindale Police Officers' Association (IPOA) at its regularly scheduled meeting on September 11, 2013;

**WHEREAS**, the three Memoranda of Understanding by and between the City and ICEA, IMEA and IPOA covering period July 1, 2013 through June 30, 2016 shall remain in full force and effect while labor negotiations are ongoing and until new Memoranda of Understanding are adopted by the City Council.

**WHEREAS**, the Memoranda of Understanding for all bargaining units expressly establish compensation and benefits for all classified, represented employees who belong to the respective bargaining units;

**WHEREAS**, the City Council, at duly noticed public hearings, has already adopted or approved various employment contracts with unclassified, unrepresented management employees, which outline the compensation and benefits of said employees;

**WHEREAS**, a number of unaffiliated and/or unrepresented unclassified at-will employees rely on the City Council to provide an appropriate compensation and benefit system;

**WHEREAS**, the City Council, in setting the compensation affirms that under the Irwindale Municipal Code, compensation shall be fixed and determined by resolution of the City Council;

**WHEREAS**, the City Council adopted Resolution No. 2015-32-2761 on June 24, 2015 establishing the number of positions, schedule of classes, compensation and benefits for City employees effective July 1, 2015;

**WHEREAS**, to facilitate administration, it is desirable that any amendments to the City Council's resolution establishing the number of positions, schedule of classes, compensation or benefits be incorporated into the compensation resolution such that the resultant resolution restates the established number of positions, schedule of classes, compensation and benefits in their entirety; and

**WHEREAS**, by this Resolution, the City Council desires to replace Resolution No. 2015-32-2761 with this Resolution.

**NOW, THEREFORE**, the City Council of the City of Irwindale hereby resolves, determines and orders as follows:

**SECTION 1.** Resolution No. 2015-32-2761 is superseded and hereby replaced with this Resolution No. 2016-37-2851.

**SECTION 2.** Classified employees organized in bargaining units represented by Recognized Employee Organizations as defined in the City's Employer-Employee Relations Resolution.

The three Memoranda of Understanding ("MOUs") by and between the City and the Irwindale City Employees Association (ICEA), the Irwindale Management Employees Association (IMEA) and the Irwindale Police Officers' Association (IPOA) govern the employment relationship between the City and the employees represented by these Recognized Employee Organizations. In the event that this resolution conflicts with the benefits granted or the restrictions imposed pursuant to any MOU negotiated with these Recognized Employee Organizations, the applicable MOU shall govern as to that particular employee bargaining unit.

**SECTION 3.** Authorized full-time positions and compensation effective retroactive to July 1, 2016.

Effective retroactive to July 1, 2016, the number of positions, schedule of classes, and compensation for full-time employees of the City of Irwindale shall be as follows:

A. Unclassified Management Positions (Salaried):

<b>Unclassified Management Positions (Salaried)</b>	<b>Authorized Number</b>	<b>Annual Compensation</b>
City Manager	1	By contract
Police Chief	1	By contract
Assistant City Manager	1*	By contract
Public Works Director/ City Engineer	1	By contract
Finance Director	1	By contract
Director of Community Development	1	By contract

\* Currently frozen and unfunded for budgeting purposes.

B. Classified Management (Salaried):

<b>Classified Management (Salaried)</b>	<b>Authorized Number</b>	<b>Salary Range</b>
Police Captain	1	67
Lieutenant	2*	64
Finance Manager	1	59
Human Resources Manager	1	59

<b>Classified Management (Salaried)</b>	<b>Authorized Number</b>	<b>Salary Range</b>
Recreation Manager	1	56
City Librarian	1	54
Engineering and Mining Manager	1	54
Principal Planner	1	54
Project Manager-Mining	1	54
Civil Engineering Associate	1*	48
Deputy City Clerk	1	48
Finance Analyst II	1*	48
Housing Coordinator	1	48
Management Analyst	1 <sup>+</sup>	48
Public Works Maintenance Supervisor	1	48
Recreation Supervisor	1	48
Senior Planner	1*	48
Associate Planner	1	45
Civil Engineering Assistant	1	45
Communication and Records Coordinator	1	42
Executive Assistant	1	42

\* Currently frozen and unfunded for budgeting purposes.

\* Currently frozen and funded for budgeting purposes.

C. Classified Safety Sworn and Non-Sworn Positions:

<b>Safety Sworn and Non-Sworn Positions</b>	<b>Authorized Number</b>	<b>Salary Range</b>
Sergeant	6	52
Corporal	4**	46
Officer	17****	44
Dispatcher	6***	37

\*\* Two of the positions currently frozen and unfunded for budgeting purposes.

\*\*\* One of the positions currently frozen and unfunded for budgeting purposes.

\*\*\*\*One of the positions is 75% funded by COPS program (AB3229) to supplement for front-line municipal police services.

D. Classified Confidential Positions (Non-Salaried):

<b>Confidential Positions (Non-Salaried)</b>	<b>Authorized Number</b>	<b>Salary Range</b>
Administrative Secretary	2	39

E. Classified Miscellaneous Positions:

<b>Classified</b>	<b>Authorized Number</b>	<b>Salary Range</b>
Maintenance Lead Worker	1	43
Maintenance Worker II	2	40
Finance Analyst I	2	39
Code Enforcement Officer	2***	36
Maintenance Worker I	4	36
Public Works Analyst	1	36
Public Works Inspector	1	36
Senior Center Coordinator	1	36
Engineering Technician	1*	32
Finance Technician	1*	32
Human Resources Technician	1	32
Records Technician	1	32
Assistant to Senior Center Coordinator	1	29
Bus Driver	1	28
Senior Center Leader/ Bus Driver	1	28
Building Permit Technician	1*	26
Business License Clerk	1	26
Police Records Clerk	1	24
Receptionist Clerk	1	24
Recreation Clerk	1	24
Senior Center Clerk	1	24
Janitor	1	20
Library Technician	1	20

\* Currently frozen and unfunded for budgeting purposes.

\*\*\* One of the positions currently frozen and unfunded for budgeting purposes.

**SECTION 4. Authorized unaffiliated and/or unrepresented unclassified at-will permanent part-time positions and compensation effective retroactive to July 1, 2016.**

Effective retroactive to July 1, 2016, the number of positions and compensation for all unaffiliated and/or unrepresented unclassified at-will permanent part-time employees of the City of Irwindale shall be as follows:

<b>Unclassified Positions (Permanent Part-Time)</b>	<b>Authorized Number</b>	<b>Hourly Compensation</b>
Civil Engineering Technician	3	\$22.28 - \$27.08

Unclassified Positions (Permanent Part-Time)	Authorized Number	Hourly Compensation
Library Aide	1	\$14.12 - \$17.16
Maintenance Aide	2	\$18.28 - \$22.22
Senior Recreation Leader	2	\$15.52 - \$18.87

**SECTION 5. Provisions applicable to unaffiliated and/or unrepresented unclassified at-will permanent part-time employees:**

**A. JURY DUTY.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees are not eligible for jury duty pay.

**B. SICK LEAVE.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees shall be eligible for sick leave in accordance with the City's Personnel Rule 14.20 beginning on the 90<sup>th</sup> day of employment. This includes sick leave accrual and pay back as follows:

1. **SICK LEAVE ACCRUAL.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees shall be credited with 3.693 hours of sick leave bi-weekly per the City's Personnel Rule 14.20.3.

2. **SICK LEAVE PAY BACK.** The City agrees to provide unaffiliated and/or unrepresented unclassified at-will permanent part-time employees sick leave pay back per the City's Personnel Rule 14.20.4 upon an employee's termination or cash-out request as follows:

25%	over 100 days
50%	61-100 days
75%	1st 60 days

Elective cash-outs of leave accruals may be made anytime by means of a regular payroll check (no separate check will be issued) or by separate check limited to four times a year (first pay period ending in September, December, March, and June) with a cash-out limit of one hundred (100) hours total per fiscal year. Cash-outs will be paid at the employee's basic rate of pay. This section, however, shall not apply to any cash out of vacation or sick leave upon termination of employment or retirement from the City.

**C. EDUCATION INCENTIVE.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees who have at minimum an Associate in Arts Degree ("AA Degree") or Junior year status at a four year college or higher will receive an additional one thousand two hundred dollars (\$1,200) per year maximum as an education incentive bonus in addition to their base compensation. This incentive will be paid out over twenty six (26) bi-weekly pay periods in a calendar year.

**D. TUITION REIMBURSEMENT.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees are not eligible for tuition reimbursement.

- E. BILINGUAL BONUS PAY.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees shall be paid bilingual pay at a rate of fifty cents (\$0.50) per hour upon passing a verbal bilingual exam. The employee may take a bilingual exam when hired or twice a year when the City offers bilingual exams. Bilingual bonus pay will be paid per pay period to those employees who prove proficient in Spanish and/or American Sign Language, and are required to use such languages during the course of City business. The City shall determine qualification requirements and the appropriate exam.
- F. ANNUAL SERVICE AWARD PAY.** Unaffiliated and/or unrepresented unclassified at-will permanent part-time employees shall be entitled on each qualifying employee's fifth (5th) consecutive employment year to "Annual Service Award" pay of ten dollars (\$10.00) for each year worked, which shall be paid in December of the qualifying year at the Annual Employee Service Award Reception. If there is no reception planned for the year, the service award will be paid in conjunction with the first paycheck in December of the qualifying year.
- G. PARS MEMBERSHIP.** Pursuant to Government Code §§ 53216 et seq., the City participates in the Public Agency Retirement Services (PARS) Retirement Enhancement Plan, which affords unaffiliated and/or unrepresented unclassified at-will permanent part-time employees additional retirement benefits commonly referred to as "1% at 55." The City pays on behalf of each eligible employee an amount sufficient to pay the full cost of the PARS retirement enhancement benefit. The City's participation in PARS is in addition to, and not in lieu of, the City's participation in the CalPERS program identified in Section 5.H.

Employees hired before January 1, 2007 shall have their PARS benefits vested after completing three (3) years of continuous employment with the City and service credit shall be given for employment with/by other agencies and/or cities. Employees hired after January 1, 2007 shall have their PARS benefit vested after ten (10) years of continuous employment with the City and no service credit shall be given for employment with/by other agencies and/or cities.

Effective January 1, 2011, Section 4.2(d) and Section 4.2(c) of the PARS plan document were modified to remove the option of lump sum payment and fixed term payments of 5-6 years. Section 2.3 of the PARS plan document was also modified to remove the pre-retirement disability benefit. A "pop-up" provision was added to Option 2 of the PARS plan, whereby if the beneficiary predeceases the retiree, the retiree's monthly benefit will increase.

Effective January 1, 2011, all unaffiliated and/or unrepresented unclassified at-will permanent part-time employees hired before January 1, 2011 shall pay four-tenths of a percent (0.4%) of pensionable salary on a pre-tax basis to maintain the PARS plan design features of fixed term payments of 7-15 years.

All unaffiliated and/or unrepresented unclassified at-will permanent part-time employees hired between January 1, 2011 and December 31, 2012 shall pay, on a pre-tax basis, fifty percent (50%) of the amount sufficient to pay for the cost of the PARS retirement enhancement plan benefit.

All unaffiliated and/or unrepresented unclassified at-will permanent part-time employees hired on or after January 1, 2013 are ineligible to participate in the PARS program.

**H. CalPERS MEMBERSHIP.** The City is a contract member of the California Public Employees' Retirement System (CalPERS). Such membership shall be maintained and employee eligibility, classification, contributions, and benefits are as prescribed in the contract between the City and the California Public Employees' Retirement System heretofore approved by the City Council.

1. The following provisions in this Section H.1 apply to unaffiliated and/or unrepresented unclassified at-will permanent part-time employees as defined by AB 340 (California Public Employees' Pension Reform Act of 2013), as "classic" members of CalPERS:

- (i) Section 21354: 2% @ 55 retirement benefit formula
- (ii) Section 21574: Fourth Level of 1959 Survivors Program
- (iii) Section 21024: Military Service as Public Service
- (iv) Section 20042: One Year Final compensation
- (v) Section 21427: Improved non-industrial disability allowance
- (vi) Section 21624 & 21626: Post retirement survivor allowance
- (vii) Section 20965: Credit for unused sick leave

For all unaffiliated and/or unrepresented unclassified at-will permanent part-time employees hired on or after May 1, 2011, the CalPERS retirement calculation of final compensation was changed from single highest year to average monthly pay rate and special compensation for consecutive thirty-six (36) months of employment.

All unaffiliated and/or unrepresented unclassified at-will permanent part-time employees hired prior to January 1, 2013 shall pay full amount of the CalPERS employee contribution rate (currently at 7% of compensation) on a pre-tax basis. Said member individual funding of the CalPERS normal member contribution shall be undertaken pursuant to Government Code § 20691. The City shall report these payments as being those of the employees so that they will be credited to each employee's individual account with CalPERS. The City pays only the employer portion of the required contribution and not the employee portion.

2. AB 340 (as modified by AB 197) California Public Employees' Pension Reform Act of 2013 (PEPRA)

AB 340, as it may from time to time exist, shall in its entirety be given full force and effect in this resolution. Any provision in this resolution which contradicts any provision of AB 340, shall be deemed null and void, with the contrary AB 340 provision(s) being given full force and effect. Therefore, no provision of AB 340 shall be deemed to impair any provision of this resolution, agreement, rule or regulation predating this resolution.

All unaffiliated and/or unrepresented unclassified at-will permanent part-time miscellaneous (non-safety) employees hired on and after January 1, 2013, deemed to be a "new member" as defined in Government Code § 7522.04, shall be enrolled in CalPERS with a defined benefit formula of 2% @ 62 (Govt. Code § 7522.20), shall have "final compensation" measured by the highest average annual pensionable compensation earned by the member during a period of at least 36 consecutive months (Section 7522.32); and shall be required to pay the CALPERS member contribution rate of 50% of the normal cost rate for the defined benefit plan in which said "new member" is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater. (AB 340 - Government Code section 7522.30).

- I. **RETIREE MEDICAL.** CalPERS eligible retirees, hired before January 1, 2011, and their dependents shall receive one hundred percent (100%) lifetime medical insurance upon retirement from the City. The City shall pay one hundred percent (100%) of the premium for any CalPERS medical plan.

For all new employees, hired on or after January 1, 2011, retiree medical will be implemented in accordance with the vesting resolution with CalPERS which mirrors the state plan for contribution levels. The resolution requires ten (10) years of service, five (5) years of which is with Irwindale, for fifty percent (50%) contribution of the state designated amount towards retiree medical premium and twenty (20) years of service, five (5) years of which is with Irwindale, for one hundred (100%) contribution of the state designated amount towards retiree medical premium for any CalPERS medical plan.

- J. **DIRECT DEPOSIT REQUIREMENT.** The City shall maintain a mandatory requirement for participation in payroll direct deposit for all employees hired after July 8, 2001.
- K. **MEDICAL BENEFITS.** Medical benefits shall be under the CalPERS medical program. The City pays one hundred percent (100%) of the premium for any CalPERS medical plan for unaffiliated and/or unrepresented unclassified at-will permanent part-time employees and their eligible dependents.
- L. **DENTAL BENEFITS.** The City pays one hundred percent (100%) of the premium for one of two dental plans offered by the City for unaffiliated and/or unrepresented unclassified at-will permanent part-time employees and their eligible dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.
- M. **VISION BENEFITS.** The City pays one hundred percent (100%) of the premium for a vision plan for unaffiliated and/or unrepresented unclassified at-will permanent part-time employees and their eligible dependents. The City reserves the right to unilaterally change plans, plan administrators or insurance companies as long as any new plan affords equal or greater benefit coverage.
- N. **MEDICAL, DENTAL, AND VISION INSURANCE PREMIUM INCENTIVE PAY.** The City shall reimburse to any eligible unaffiliated and/or unrepresented unclassified at-will permanent part-time employee covered hereunder one half (½) of the average monthly cost to the City for single employee medical insurance coverage only, provided the employee can demonstrate to the satisfaction of the City, that employee has

substantially equivalent medical, dental and vision coverage through some other group insurance plan, which plan shall remain in full force and effect during the entire term of the employee's employment with the City. The City shall have the sole and unfettered right to determine whether an employee has satisfactorily demonstrated substantially equivalent medical, dental & vision coverage, and any employee seeking reimbursement from the City must, at least annually, provide written proof of such substantially equivalent medical, dental & vision coverage in a form satisfactory to the City. Payment of this incentive pay shall be made bi-weekly through the regular payroll system. This incentive pay does not add to an employee's base pay.

**O. UNIFORM ALLOWANCE.** The position of Senior Recreation Leader shall receive a uniform allowance in the amount of \$50.00 per year.

**SECTION 6. Authorized unaffiliated and/or unrepresented unclassified at-will non-permanent part-time positions and compensation effective retroactive to July 1, 2016.**

Effective retroactive to July 1, 2016, the compensation for all unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees of the City of Irwindale shall be as follows:

<b>Unclassified Positions (Non-Permanent Part-Time)</b>	<b>Hourly Compensation</b>
Reserve I	\$31.11
Engineering Aide	\$22.22
Bus Driver (temp assignment of staff member)	\$20.67
Community Center Worker (temp assignment of staff member)	\$20.15
Assistant Pool Manager	\$18.36
Finance Clerk	\$17.84
Senior Lifeguard	\$16.93
Lifeguard	\$15.53
Maintenance Aide	\$15.15
Community Services Officer	\$15.00
Reserve II	\$14.34
Cadet I	\$13.43
Senior Library Page	\$13.33
Cadet II	\$12.85
Crossing Guard	\$12.00
Library Page	\$12.00
Recreation Aide	\$12.00

Unclassified Positions (Non-Permanent Part-Time)	Hourly Compensation
Senior Center Aide I	\$12.00

**SECTION 7. Provisions applicable to unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees:**

- A. CITY MANAGER AUTHORIZATION.** For unaffiliated and/or unrepresented unclassified at-will non-permanent part-time positions, the City Manager may authorize the number of hires as long as the personnel costs do not exceed the budgeted amounts in approved funds.
- B. JURY DUTY.** Unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees are not eligible for jury duty pay.
- C. SICK LEAVE.** Unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees shall be eligible for sick leave in accordance with the City's Personnel Rule 14.20. This includes sick leave accrual as follows:
  - a. Pursuant to Personnel Rules Section 14.20.07, non-permanent part-time employees are eligible to accrue sick leave beginning with their first day of employment or July 1, 2015, whichever is later.
  - b. Non-permanent part-time employees shall accrue one (1) hour of paid leave for every thirty (30) hours worked, not to exceed a maximum cap of 48 hours per calendar year. Sick leave does not accrue once the cap is reached, but will commence accruing again when accrued sick leave drops below the cap. Any unused accrued sick leave carries over year to year while continuously employed. Sick leave is provided at the non-permanent part-time employee's base hourly wage rate.
  - c. Non-permanent part-time employees are entitled to use accrued Sick Leave for any purpose described in Section 14.20.1 beginning on the 90th day of employment. Non-permanent part-time employees are only permitted to use a maximum of three (3) days or twenty-four (24) hours, whichever is greater, of accrued sick leave per 12-month period. Sick leave must be used in two (2) hour minimum increments.
  - d. Sick leave will not be considered hours worked for purposes of overtime calculation.
  - e. Non-permanent part-time employees are not entitled to sick leave buy-back and shall not receive any pay off or compensation for unused accrued sick leave upon termination, resignation, retirement or other separation from employment.
  - f. If a non-permanent part-time employee separates from City employment and is re-hired by the City within one (1) year of the date of separation, previously accrued and unused sick leave hours shall be reinstated.

g. Non-permanent part-time employees shall provide reasonable advance notification of their need to use accrued paid sick leave to their supervisor if the need for sick leave use is foreseeable. If the need for sick leave use is unforeseeable, the employee shall provide notice of the need for the leave to their supervisor as soon as is practicable.

**D. BILINGUAL BONUS PAY.** Unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees shall be paid bilingual pay at a rate of fifty cents (\$0.50) per hour upon passing a verbal bilingual exam. The employee may take a bilingual exam when hired or twice a year when the City offers bilingual exams. Bilingual bonus pay will be paid per pay period to those employees who prove proficient in Spanish and/or American Sign Language, and are required to use such languages during the course of City business. The City shall determine qualification requirements and the appropriate exam.

**E. EDUCATION INCENTIVE AND TUITION REIMBURSEMENT.** Unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees are not eligible for education incentive or tuition reimbursement.

**F. ANNUAL SERVICE AWARD PAY.** Unaffiliated and/or unrepresented unclassified at-will non-permanent part-time employees shall be entitled on each qualifying employee's fifth (5th) consecutive employment year to "Annual Service Award" pay of ten dollars (\$10.00) for each year worked, which shall be paid in December of the qualifying year at the Annual Employee Service Award Reception. If there is no reception planned for the year, the service award will be paid in conjunction with the first paycheck in December of the qualifying year.

**G. DIRECT DEPOSIT REQUIREMENT.** The City shall maintain a mandatory requirement for participation in payroll direct deposit for all employees hired after July 8, 2001.

**H. UNIFORM ALLOWANCE.** The position of Recreation Aide shall receive a uniform allowance in the amount of \$50.00 per year.

**SECTION 8. Authorized unaffiliated and/or unrepresented unclassified at-will temporary part-time positions and compensation effective retroactive to July 1, 2016.**

Effective retroactive to July 1, 2016, the number of positions, compensation for all unaffiliated and/or unrepresented unclassified at-will temporary part-time employees of the City of Irwindale shall be as follows:

<b>Unclassified Positions (Temporary Part-Time)</b>	<b>Authorized Number</b>	<b>Hourly Compensation</b>
Summer Youth Worker	20	Minimum wage

**SECTION 9. Provisions applicable to unaffiliated and/or unrepresented unclassified at-will temporary part-time employees.**

Unaffiliated and/or unrepresented unclassified at-will temporary part-time employees are not benefitted positions. Other than the minimum wage provided for in Section 7 above,

temporary part-time employees are not provided any additional compensation, reimbursements, leaves, or incentives, except those mandated by state or federal law.

**SECTION 10. Salary schedules**

The salary schedule effective July 1, 2014, applicable to all positions represented by the Irwindale City Employees Association (ICEA) is attached as Exhibit "A".

The salary schedule effective July 1, 2014, applicable to all miscellaneous positions represented by the Irwindale Management Employees' Association (IMEA) is attached as Exhibit "B-1".

The salary schedule effective July 1, 2015, applicable to all safety positions represented by the Irwindale Management Employees' Association (IMEA) is attached as Exhibit "B-2".

The salary schedule effective July 1, 2015, applicable to all safety positions represented by the Irwindale Police Officers' Association (IPOA) is attached as Exhibit "C-1".

The salary schedule effective July 1, 2014, applicable to miscellaneous position represented by the Irwindale Police Officers' Association (IPOA) is attached as Exhibit "C-2".

**SECTION 11. Existing resolutions rescinded and applicability of the City's Personnel Rules or Employment Contracts.**

This resolution shall take the place of all existing resolutions or orders of the City Council as they relate to the subject matter contained herein. However, in no event shall this resolution rescind, supersede, alter or in any way have an effect on any approved or adopted Memorandum of Understanding in accordance with Section 2 of this Resolution.

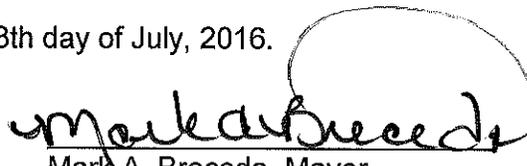
In the event that any provision of this resolution is in conflict with the City's Personnel Rules or other policies, this resolution shall supersede and govern the City's policies and practices with regard to unrepresented and/or unaffiliated employees.

In the event that any provision of this resolution is in conflict with an employment contract of an unrepresented and/or unaffiliated City employee, the applicable employment contract shall supersede and govern the City's policies and practices with regard to that particular employee.

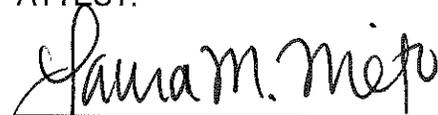
**SECTION 12. Certification.**

The Deputy City Clerk shall certify to the adoption of this resolution.

**PASSED, APPROVED AND ADOPTED** this 13th day of July, 2016.

  
Mark A. Breceda, Mayor

ATTEST:

  
\_\_\_\_\_  
Laura M. Nieto, CMC  
Deputy City Clerk

STATE OF CALIFORNIA            }  
COUNTY OF LOS ANGELES       } ss.  
CITY OF IRWINDALE             }

I, Laura M. Nieto, Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2016-37-2851 was duly and regularly passed and adopted by the City Council of the City of Irwindale at its regular meeting held on the 13th day of July 2016, by the following vote:

AYES:	Councilmembers:	Ambriz, Burrola, Garcia, Ortiz, Mayor Breceda
NOES:	Councilmembers:	None
ABSENT:	Councilmembers:	None
ABSTAIN:	Councilmembers:	None

  
\_\_\_\_\_  
Laura M. Nieto, CMC  
Deputy City Clerk

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,536	2,295	1,059.07	13.9352
	B	28,913	2,409	1,112.03	14.6320
	C	30,358	2,530	1,167.63	15.3636
	D	31,876	2,656	1,226.01	16.1317
	E	33,470	2,789	1,287.31	16.9383
11	A	28,224	2,352	1,085.55	14.2836
	B	29,636	2,470	1,139.83	14.9978
	C	31,117	2,593	1,196.82	15.7476
	D	32,673	2,723	1,256.66	16.5350
	E	34,307	2,859	1,319.49	17.3618
12	A	28,930	2,411	1,112.69	14.6407
	B	30,376	2,531	1,168.33	15.3727
	C	31,895	2,658	1,226.74	16.1413
	D	33,490	2,791	1,288.08	16.9484
	E	35,165	2,930	1,352.48	17.7958
13	A	29,653	2,471	1,140.51	15.0067
	B	31,136	2,595	1,197.53	15.7570
	C	32,693	2,724	1,257.41	16.5449
	D	34,327	2,861	1,320.28	17.3721
	E	36,044	3,004	1,386.29	18.2407
14	A	30,395	2,533	1,169.02	15.3818
	B	31,914	2,660	1,227.47	16.1509
	C	33,510	2,792	1,288.85	16.9585
	D	35,185	2,932	1,353.29	17.8064
	E	36,945	3,079	1,420.95	18.6967
15	A	31,154	2,596	1,198.25	15.7664
	B	32,712	2,726	1,258.16	16.5547
	C	34,348	2,862	1,321.07	17.3824
	D	36,065	3,005	1,387.12	18.2516
	E	37,868	3,156	1,456.48	19.1642
16	A	31,933	2,661	1,228.20	16.1606
	B	33,530	2,794	1,289.61	16.9686
	C	35,206	2,934	1,354.09	17.8170
	D	36,967	3,081	1,421.80	18.7079
	E	38,815	3,235	1,492.89	19.6433
17	A	32,732	2,728	1,258.91	16.5646
	B	34,368	2,864	1,321.85	17.3928
	C	36,087	3,007	1,387.95	18.2624
	D	37,891	3,158	1,457.34	19.1756
	E	39,785	3,315	1,530.21	20.1343
18	A	33,550	2,796	1,290.38	16.9787
	B	35,227	2,936	1,354.90	17.8276
	C	36,989	3,082	1,422.64	18.7190
	D	38,838	3,237	1,493.78	19.6549
	E	40,780	3,398	1,568.46	20.6377

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,389	2,866	1,322.64	17.4031
	B	36,108	3,009	1,388.77	18.2733
	C	37,913	3,159	1,458.21	19.1870
	D	39,809	3,317	1,531.12	20.1463
	E	41,800	3,483	1,607.68	21.1536
20	A	35,248	2,937	1,355.71	17.8382
	B	37,011	3,084	1,423.49	18.7301
	C	38,861	3,238	1,494.67	19.6666
	D	40,804	3,400	1,569.40	20.6500
	E	42,845	3,570	1,647.87	21.6825
21	A	36,130	3,011	1,389.60	18.2842
	B	37,936	3,161	1,459.08	19.1984
	C	39,833	3,319	1,532.03	20.1583
	D	41,824	3,485	1,608.63	21.1662
	E	43,916	3,660	1,689.07	22.2245
22	A	37,033	3,086	1,424.34	18.7413
	B	38,884	3,240	1,495.55	19.6784
	C	40,829	3,402	1,570.33	20.6623
	D	42,870	3,573	1,648.85	21.6954
	E	45,014	3,751	1,731.29	22.7802
23	A	37,959	3,163	1,459.95	19.2098
	B	39,857	3,321	1,532.94	20.1703
	C	41,849	3,487	1,609.59	21.1788
	D	43,942	3,662	1,690.07	22.2378
	E	46,139	3,845	1,774.57	23.3497
24	A	38,908	3,242	1,496.45	19.6901
	B	40,853	3,404	1,571.27	20.6746
	C	42,896	3,575	1,649.83	21.7083
	D	45,040	3,753	1,732.32	22.7937
	E	47,292	3,941	1,818.94	23.9334
25	A	39,880	3,323	1,533.86	20.1823
	B	41,874	3,490	1,610.55	21.1914
	C	43,968	3,664	1,691.08	22.2510
	D	46,166	3,847	1,775.63	23.3636
	E	48,475	4,040	1,864.41	24.5317
26	A	40,877	3,406	1,572.20	20.6869
	B	42,921	3,577	1,650.81	21.7212
	C	45,067	3,756	1,733.35	22.8073
	D	47,321	3,943	1,820.02	23.9476
	E	49,687	4,141	1,911.02	25.1450
27	A	41,899	3,492	1,611.51	21.2040
	B	43,994	3,666	1,692.08	22.2643
	C	46,194	3,849	1,776.69	23.3775
	D	48,504	4,042	1,865.52	24.5463
	E	50,929	4,244	1,958.80	25.7737

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	42,947	3,579	1,651.80	21.7341
	B	45,094	3,758	1,734.39	22.8209
	C	47,349	3,946	1,821.10	23.9619
	D	49,716	4,143	1,912.16	25.1600
	E	52,202	4,350	2,007.77	26.4180
29	A	44,020	3,668	1,693.09	22.2775
	B	46,221	3,852	1,777.74	23.3914
	C	48,532	4,044	1,866.63	24.5609
	D	50,959	4,247	1,959.96	25.7890
	E	53,507	4,459	2,057.96	27.0784
30	A	45,121	3,760	1,735.42	22.8344
	B	47,377	3,948	1,822.19	23.9762
	C	49,746	4,145	1,913.30	25.1750
	D	52,233	4,353	2,008.96	26.4337
	E	54,845	4,570	2,109.41	27.7554
31	A	46,249	3,854	1,778.80	23.4053
	B	48,561	4,047	1,867.74	24.5756
	C	50,989	4,249	1,961.13	25.8043
	D	53,539	4,462	2,059.19	27.0946
	E	56,216	4,685	2,162.15	28.4493
32	A	47,405	3,950	1,823.27	23.9904
	B	49,775	4,148	1,914.44	25.1900
	C	52,264	4,355	2,010.16	26.4495
	D	54,877	4,573	2,110.67	27.7719
	E	57,621	4,802	2,216.20	29.1605
33	A	48,590	4,049	1,868.85	24.5902
	B	51,020	4,252	1,962.30	25.8197
	C	53,571	4,464	2,060.41	27.1107
	D	56,249	4,687	2,163.43	28.4662
	E	59,062	4,922	2,271.60	29.8895
34	A	49,805	4,150	1,915.58	25.2049
	B	52,295	4,358	2,011.35	26.4652
	C	54,910	4,576	2,111.92	27.7885
	D	57,655	4,805	2,217.52	29.1779
	E	60,538	5,045	2,328.39	30.6368
35	A	51,050	4,254	1,963.47	25.8351
	B	53,603	4,467	2,061.64	27.1268
	C	56,283	4,690	2,164.72	28.4832
	D	59,097	4,925	2,272.96	29.9073
	E	62,052	5,171	2,386.60	31.4027
36	A	52,326	4,361	2,012.55	26.4810
	B	54,943	4,579	2,113.18	27.8050
	C	57,690	4,807	2,218.84	29.1952
	D	60,574	5,048	2,329.78	30.6550
	E	63,603	5,300	2,446.27	32.1878

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	53,635	4,470	2,062.87	27.1430
	B	56,316	4,693	2,166.01	28.5001
	C	59,132	4,928	2,274.31	29.9251
	D	62,089	5,174	2,388.03	31.4214
	E	65,193	5,433	2,507.43	32.9925
38	A	54,975	4,581	2,114.44	27.8215
	B	57,724	4,810	2,220.16	29.2126
	C	60,610	5,051	2,331.17	30.6733
	D	63,641	5,303	2,447.73	32.2069
	E	66,823	5,569	2,570.11	33.8173
39	A	56,350	4,696	2,167.30	28.5171
	B	59,167	4,931	2,275.66	29.9429
	C	62,126	5,177	2,389.45	31.4401
	D	65,232	5,436	2,508.92	33.0121
	E	68,493	5,708	2,634.37	34.6627
40	A	57,759	4,813	2,221.48	29.2300
	B	60,646	5,054	2,332.56	30.6915
	C	63,679	5,307	2,449.18	32.2261
	D	66,863	5,572	2,571.64	33.8374
	E	70,206	5,850	2,700.22	35.5293
41	A	59,202	4,934	2,277.02	29.9608
	B	62,163	5,180	2,390.87	31.4588
	C	65,271	5,439	2,510.41	33.0317
	D	68,534	5,711	2,635.93	34.6833
	E	71,961	5,997	2,767.73	36.4175
42	A	60,683	5,057	2,333.94	30.7098
	B	63,717	5,310	2,450.64	32.2453
	C	66,902	5,575	2,573.17	33.8575
	D	70,248	5,854	2,701.83	35.5504
	E	73,760	6,147	2,836.92	37.3279
43	A	62,200	5,183	2,392.29	31.4775
	B	65,310	5,442	2,511.91	33.0514
	C	68,575	5,715	2,637.50	34.7040
	D	72,004	6,000	2,769.38	36.4392
	E	75,604	6,300	2,907.85	38.2611
44	A	63,755	5,313	2,452.10	32.2645
	B	66,942	5,579	2,574.70	33.8777
	C	70,289	5,857	2,703.44	35.5716
	D	73,804	6,150	2,838.61	37.3502
	E	77,494	6,458	2,980.54	39.2177
45	A	65,348	5,446	2,513.40	33.0711
	B	68,616	5,718	2,639.07	34.7246
	C	72,047	6,004	2,771.03	36.4609
	D	75,649	6,304	2,909.58	38.2839
	E	79,431	6,619	3,055.06	40.1981

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	66,982	5,582	2,576.24	33.8979
	B	70,331	5,861	2,705.05	35.5927
	C	73,848	6,154	2,840.30	37.3724
	D	77,540	6,462	2,982.32	39.2410
	E	81,417	6,785	3,131.43	41.2031
47	A	68,657	5,721	2,640.64	34.7453
	B	72,090	6,007	2,772.68	36.4826
	C	75,694	6,308	2,911.31	38.3067
	D	79,479	6,623	3,056.87	40.2220
	E	83,453	6,954	3,209.72	42.2331
48	A	70,373	5,864	2,706.66	35.6139
	B	73,892	6,158	2,841.99	37.3946
	C	77,586	6,466	2,984.09	39.2644
	D	81,466	6,789	3,133.30	41.2276
	E	85,539	7,128	3,289.96	43.2890
49	A	72,132	6,011	2,774.33	36.5043
	B	75,739	6,312	2,913.04	38.3295
	C	79,526	6,627	3,058.69	40.2460
	D	83,502	6,959	3,211.63	42.2583
	E	87,677	7,306	3,372.21	44.3712
50	A	73,936	6,161	2,843.68	37.4169
	B	77,633	6,469	2,985.87	39.2877
	C	81,514	6,793	3,135.16	41.2521
	D	85,590	7,132	3,291.92	43.3147
	E	89,869	7,489	3,456.52	45.4805
51	A	75,784	6,315	2,914.78	38.3523
	B	79,573	6,631	3,060.51	40.2699
	C	83,552	6,963	3,213.54	42.2834
	D	87,730	7,311	3,374.22	44.3976
	E	92,116	7,676	3,542.93	46.6175
52	A	77,679	6,473	2,987.65	39.3111
	B	81,563	6,797	3,137.03	41.2767
	C	85,641	7,137	3,293.88	43.3405
	D	89,923	7,494	3,458.57	45.5075
	E	94,419	7,868	3,631.50	47.7829
53	A	79,621	6,635	3,062.34	40.2939
	B	83,602	6,967	3,215.45	42.3086
	C	87,782	7,315	3,376.23	44.4240
	D	92,171	7,681	3,545.04	46.6452
	E	96,780	8,065	3,722.29	48.9775
54	A	81,611	6,801	3,138.89	41.3012
	B	85,692	7,141	3,295.84	43.3663
	C	89,976	7,498	3,460.63	45.5346
	D	94,475	7,873	3,633.66	47.8114
	E	99,199	8,267	3,815.35	50.2019

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	83,652	6,971	3,217.37	42.3338
	B	87,834	7,320	3,378.24	44.4505
	C	92,226	7,685	3,547.15	46.6730
	D	96,837	8,070	3,724.50	49.0066
	E	101,679	8,473	3,910.73	51.4570
56	A	85,743	7,145	3,297.80	43.3921
	B	90,030	7,502	3,462.69	45.5617
	C	94,531	7,878	3,635.83	47.8398
	D	99,258	8,272	3,817.62	50.2318
	E	104,221	8,685	4,008.50	52.7434
57	A	87,886	7,324	3,380.25	44.4769
	B	92,281	7,690	3,549.26	46.7008
	C	96,895	8,075	3,726.72	49.0358
	D	101,739	8,478	3,913.06	51.4876
	E	106,826	8,902	4,108.71	54.0620
58	A	90,084	7,507	3,464.75	45.5888
	B	94,588	7,882	3,637.99	47.8683
	C	99,317	8,276	3,819.89	50.2617
	D	104,283	8,690	4,010.88	52.7748
	E	109,497	9,125	4,211.43	55.4135
59	A	92,336	7,695	3,551.37	46.7286
	B	96,952	8,079	3,728.94	49.0650
	C	101,800	8,483	3,915.39	51.5182
	D	106,890	8,908	4,111.16	54.0942
	E	112,235	9,353	4,316.71	56.7989
60	A	94,644	7,887	3,640.16	47.8968
	B	99,376	8,281	3,822.16	50.2916
	C	104,345	8,695	4,013.27	52.8062
	D	109,562	9,130	4,213.93	55.4465
	E	115,040	9,587	4,424.63	58.2188
61	A	97,010	8,084	3,731.16	49.0942
	B	101,861	8,488	3,917.72	51.5489
	C	106,954	8,913	4,113.60	54.1264
	D	112,301	9,358	4,319.28	56.8327
	E	117,916	9,826	4,535.25	59.6743
62	A	99,435	8,286	3,824.44	50.3216
	B	104,407	8,701	4,015.66	52.8376
	C	109,628	9,136	4,216.44	55.4795
	D	115,109	9,592	4,427.27	58.2535
	E	120,864	10,072	4,648.63	61.1662
63	A	101,921	8,493	3,920.05	51.5796
	B	107,017	8,918	4,116.05	54.1586
	C	112,368	9,364	4,321.85	56.8665
	D	117,987	9,832	4,537.95	59.7098
	E	123,886	10,324	4,764.84	62.6953

**Salary Schedule Effective July 1, 2014  
ICEA Employees**

Exhibit "A"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	104,469	8,706	4,018.05	52.8691
	B	109,693	9,141	4,218.95	55.5125
	C	115,177	9,598	4,429.90	58.2882
	D	120,936	10,078	4,651.40	61.2026
	E	126,983	10,582	4,883.97	64.2627
65	A	107,081	8,923	4,118.50	54.1908
	B	112,435	9,370	4,324.43	56.9004
	C	118,057	9,838	4,540.65	59.7454
	D	123,960	10,330	4,767.68	62.7326
	E	130,158	10,846	5,006.06	65.8693
66	A	109,758	9,147	4,221.46	55.5456
	B	115,246	9,604	4,432.54	58.3229
	C	121,008	10,084	4,654.16	61.2390
	D	127,059	10,588	4,886.87	64.3010
	E	133,412	11,118	5,131.22	67.5160
67	A	112,502	9,375	4,327.00	56.9342
	B	118,127	9,844	4,543.35	59.7809
	C	124,033	10,336	4,770.52	62.7700
	D	130,235	10,853	5,009.04	65.9085
	E	136,747	11,396	5,259.50	69.2039
68	A	115,315	9,610	4,435.18	58.3576
	B	121,080	10,090	4,656.93	61.2755
	C	127,134	10,595	4,889.78	64.3392
	D	133,491	11,124	5,134.27	67.5562
	E	140,166	11,680	5,390.98	70.9340
69	A	118,197	9,850	4,546.06	59.8165
	B	124,107	10,342	4,773.36	62.8073
	C	130,313	10,859	5,012.03	65.9477
	D	136,828	11,402	5,262.63	69.2451
	E	143,670	11,972	5,525.76	72.7074
70	A	121,152	10,096	4,659.71	61.3119
	B	127,210	10,601	4,892.69	64.3775
	C	133,570	11,131	5,137.33	67.5964
	D	140,249	11,687	5,394.19	70.9762
	E	147,261	12,272	5,663.90	74.5250
71	A	124,181	10,348	4,776.20	62.8447
	B	130,390	10,866	5,015.01	65.9870
	C	136,910	11,409	5,265.76	69.2863
	D	143,755	11,980	5,529.05	72.7506
	E	150,943	12,579	5,805.50	76.3882
72	A	127,286	10,607	4,895.60	64.4158
	B	133,650	11,137	5,140.38	67.6366
	C	140,332	11,694	5,397.40	71.0185
	D	147,349	12,279	5,667.27	74.5694
	E	154,717	12,893	5,950.64	78.2979



**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,536	2,295	1,059.07	13.9352
	B	28,913	2,409	1,112.03	14.6320
	C	30,358	2,530	1,167.63	15.3636
	D	31,876	2,656	1,226.01	16.1317
	E	33,470	2,789	1,287.31	16.9383
11	A	28,224	2,352	1,085.55	14.2836
	B	29,636	2,470	1,139.83	14.9978
	C	31,117	2,593	1,196.82	15.7476
	D	32,673	2,723	1,256.66	16.5350
	E	34,307	2,859	1,319.49	17.3618
12	A	28,930	2,411	1,112.69	14.6407
	B	30,376	2,531	1,168.33	15.3727
	C	31,895	2,658	1,226.74	16.1413
	D	33,490	2,791	1,288.08	16.9484
	E	35,165	2,930	1,352.48	17.7958
13	A	29,653	2,471	1,140.51	15.0067
	B	31,136	2,595	1,197.53	15.7570
	C	32,693	2,724	1,257.41	16.5449
	D	34,327	2,861	1,320.28	17.3721
	E	36,044	3,004	1,386.29	18.2407
14	A	30,395	2,533	1,169.02	15.3818
	B	31,914	2,660	1,227.47	16.1509
	C	33,510	2,792	1,288.85	16.9585
	D	35,185	2,932	1,353.29	17.8064
	E	36,945	3,079	1,420.95	18.6967
15	A	31,154	2,596	1,198.25	15.7664
	B	32,712	2,726	1,258.16	16.5547
	C	34,348	2,862	1,321.07	17.3824
	D	36,065	3,005	1,387.12	18.2516
	E	37,868	3,156	1,456.48	19.1642
16	A	31,933	2,661	1,228.20	16.1606
	B	33,530	2,794	1,289.61	16.9686
	C	35,206	2,934	1,354.09	17.8170
	D	36,967	3,081	1,421.80	18.7079
	E	38,815	3,235	1,492.89	19.6433
17	A	32,732	2,728	1,258.91	16.5646
	B	34,368	2,864	1,321.85	17.3928
	C	36,087	3,007	1,387.95	18.2624
	D	37,891	3,158	1,457.34	19.1756
	E	39,785	3,315	1,530.21	20.1343
18	A	33,550	2,796	1,290.38	16.9787
	B	35,227	2,936	1,354.90	17.8276
	C	36,989	3,082	1,422.64	18.7190
	D	38,838	3,237	1,493.78	19.6549
	E	40,780	3,398	1,568.46	20.6377

**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,389	2,866	1,322.64	17.4031
	B	36,108	3,009	1,388.77	18.2733
	C	37,913	3,159	1,458.21	19.1870
	D	39,809	3,317	1,531.12	20.1463
	E	41,800	3,483	1,607.68	21.1536
20	A	35,248	2,937	1,355.71	17.8382
	B	37,011	3,084	1,423.49	18.7301
	C	38,861	3,238	1,494.67	19.6666
	D	40,804	3,400	1,569.40	20.6500
	E	42,845	3,570	1,647.87	21.6825
21	A	36,130	3,011	1,389.60	18.2842
	B	37,936	3,161	1,459.08	19.1984
	C	39,833	3,319	1,532.03	20.1583
	D	41,824	3,485	1,608.63	21.1662
	E	43,916	3,660	1,689.07	22.2245
22	A	37,033	3,086	1,424.34	18.7413
	B	38,884	3,240	1,495.55	19.6784
	C	40,829	3,402	1,570.33	20.6623
	D	42,870	3,573	1,648.85	21.6954
	E	45,014	3,751	1,731.29	22.7802
23	A	37,959	3,163	1,459.95	19.2098
	B	39,857	3,321	1,532.94	20.1703
	C	41,849	3,487	1,609.59	21.1788
	D	43,942	3,662	1,690.07	22.2378
	E	46,139	3,845	1,774.57	23.3497
24	A	38,908	3,242	1,496.45	19.6901
	B	40,853	3,404	1,571.27	20.6746
	C	42,896	3,575	1,649.83	21.7083
	D	45,040	3,753	1,732.32	22.7937
	E	47,292	3,941	1,818.94	23.9334
25	A	39,880	3,323	1,533.86	20.1823
	B	41,874	3,490	1,610.55	21.1914
	C	43,968	3,664	1,691.08	22.2510
	D	46,166	3,847	1,775.63	23.3636
	E	48,475	4,040	1,864.41	24.5317
26	A	40,877	3,406	1,572.20	20.6869
	B	42,921	3,577	1,650.81	21.7212
	C	45,067	3,756	1,733.35	22.8073
	D	47,321	3,943	1,820.02	23.9476
	E	49,687	4,141	1,911.02	25.1450
27	A	41,899	3,492	1,611.51	21.2040
	B	43,994	3,666	1,692.08	22.2643
	C	46,194	3,849	1,776.69	23.3775
	D	48,504	4,042	1,865.52	24.5463
	E	50,929	4,244	1,958.80	25.7737

**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	42,947	3,579	1,651.80	21.7341
	B	45,094	3,758	1,734.39	22.8209
	C	47,349	3,946	1,821.10	23.9619
	D	49,716	4,143	1,912.16	25.1600
	E	52,202	4,350	2,007.77	26.4180
29	A	44,020	3,668	1,693.09	22.2775
	B	46,221	3,852	1,777.74	23.3914
	C	48,532	4,044	1,866.63	24.5609
	D	50,959	4,247	1,959.96	25.7890
	E	53,507	4,459	2,057.96	27.0784
30	A	45,121	3,760	1,735.42	22.8344
	B	47,377	3,948	1,822.19	23.9762
	C	49,746	4,145	1,913.30	25.1750
	D	52,233	4,353	2,008.96	26.4337
	E	54,845	4,570	2,109.41	27.7554
31	A	46,249	3,854	1,778.80	23.4053
	B	48,561	4,047	1,867.74	24.5756
	C	50,989	4,249	1,961.13	25.8043
	D	53,539	4,462	2,059.19	27.0946
	E	56,216	4,685	2,162.15	28.4493
32	A	47,405	3,950	1,823.27	23.9904
	B	49,775	4,148	1,914.44	25.1900
	C	52,264	4,355	2,010.16	26.4495
	D	54,877	4,573	2,110.67	27.7719
	E	57,621	4,802	2,216.20	29.1605
33	A	48,590	4,049	1,868.85	24.5902
	B	51,020	4,252	1,962.30	25.8197
	C	53,571	4,464	2,060.41	27.1107
	D	56,249	4,687	2,163.43	28.4662
	E	59,062	4,922	2,271.60	29.8895
34	A	49,805	4,150	1,915.58	25.2049
	B	52,295	4,358	2,011.35	26.4652
	C	54,910	4,576	2,111.92	27.7885
	D	57,655	4,805	2,217.52	29.1779
	E	60,538	5,045	2,328.39	30.6368
35	A	51,050	4,254	1,963.47	25.8351
	B	53,603	4,467	2,061.64	27.1268
	C	56,283	4,690	2,164.72	28.4832
	D	59,097	4,925	2,272.96	29.9073
	E	62,052	5,171	2,386.60	31.4027
36	A	52,326	4,361	2,012.55	26.4810
	B	54,943	4,579	2,113.18	27.8050
	C	57,690	4,807	2,218.84	29.1952
	D	60,574	5,048	2,329.78	30.6550
	E	63,603	5,300	2,446.27	32.1878

**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	53,635	4,470	2,062.87	27.1430
	B	56,316	4,693	2,166.01	28.5001
	C	59,132	4,928	2,274.31	29.9251
	D	62,089	5,174	2,388.03	31.4214
	E	65,193	5,433	2,507.43	32.9925
38	A	54,975	4,581	2,114.44	27.8215
	B	57,724	4,810	2,220.16	29.2126
	C	60,610	5,051	2,331.17	30.6733
	D	63,641	5,303	2,447.73	32.2069
	E	66,823	5,569	2,570.11	33.8173
39	A	56,350	4,696	2,167.30	28.5171
	B	59,167	4,931	2,275.66	29.9429
	C	62,126	5,177	2,389.45	31.4401
	D	65,232	5,436	2,508.92	33.0121
	E	68,493	5,708	2,634.37	34.6627
40	A	57,759	4,813	2,221.48	29.2300
	B	60,646	5,054	2,332.56	30.6915
	C	63,679	5,307	2,449.18	32.2261
	D	66,863	5,572	2,571.64	33.8374
	E	70,206	5,850	2,700.22	35.5293
41	A	59,202	4,934	2,277.02	29.9608
	B	62,163	5,180	2,390.87	31.4588
	C	65,271	5,439	2,510.41	33.0317
	D	68,534	5,711	2,635.93	34.6833
	E	71,961	5,997	2,767.73	36.4175
42	A	60,683	5,057	2,333.94	30.7098
	B	63,717	5,310	2,450.64	32.2453
	C	66,902	5,575	2,573.17	33.8575
	D	70,248	5,854	2,701.83	35.5504
	E	73,760	6,147	2,836.92	37.3279
43	A	62,200	5,183	2,392.29	31.4775
	B	65,310	5,442	2,511.91	33.0514
	C	68,575	5,715	2,637.50	34.7040
	D	72,004	6,000	2,769.38	36.4392
	E	75,604	6,300	2,907.85	38.2611
44	A	63,755	5,313	2,452.10	32.2645
	B	66,942	5,579	2,574.70	33.8777
	C	70,289	5,857	2,703.44	35.5716
	D	73,804	6,150	2,838.61	37.3502
	E	77,494	6,458	2,980.54	39.2177
45	A	65,348	5,446	2,513.40	33.0711
	B	68,616	5,718	2,639.07	34.7246
	C	72,047	6,004	2,771.03	36.4609
	D	75,649	6,304	2,909.58	38.2839
	E	79,431	6,619	3,055.06	40.1981

**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	66,982	5,582	2,576.24	33.8979
	B	70,331	5,861	2,705.05	35.5927
	C	73,848	6,154	2,840.30	37.3724
	D	77,540	6,462	2,982.32	39.2410
	E	81,417	6,785	3,131.43	41.2031
47	A	68,657	5,721	2,640.64	34.7453
	B	72,090	6,007	2,772.68	36.4826
	C	75,694	6,308	2,911.31	38.3067
	D	79,479	6,623	3,056.87	40.2220
	E	83,453	6,954	3,209.72	42.2331
48	A	70,373	5,864	2,706.66	35.6139
	B	73,892	6,158	2,841.99	37.3946
	C	77,586	6,466	2,984.09	39.2644
	D	81,466	6,789	3,133.30	41.2276
	E	85,539	7,128	3,289.96	43.2890
49	A	72,132	6,011	2,774.33	36.5043
	B	75,739	6,312	2,913.04	38.3295
	C	79,526	6,627	3,058.69	40.2460
	D	83,502	6,959	3,211.63	42.2583
	E	87,677	7,306	3,372.21	44.3712
50	A	73,936	6,161	2,843.68	37.4169
	B	77,633	6,469	2,985.87	39.2877
	C	81,514	6,793	3,135.16	41.2521
	D	85,590	7,132	3,291.92	43.3147
	E	89,869	7,489	3,456.52	45.4805
51	A	75,784	6,315	2,914.78	38.3523
	B	79,573	6,631	3,060.51	40.2699
	C	83,552	6,963	3,213.54	42.2834
	D	87,730	7,311	3,374.22	44.3976
	E	92,116	7,676	3,542.93	46.6175
52	A	77,679	6,473	2,987.65	39.3111
	B	81,563	6,797	3,137.03	41.2767
	C	85,641	7,137	3,293.88	43.3405
	D	89,923	7,494	3,458.57	45.5075
	E	94,419	7,868	3,631.50	47.7829
53	A	79,621	6,635	3,062.34	40.2939
	B	83,602	6,967	3,215.45	42.3086
	C	87,782	7,315	3,376.23	44.4240
	D	92,171	7,681	3,545.04	46.6452
	E	96,780	8,065	3,722.29	48.9775
54	A	81,611	6,801	3,138.89	41.3012
	B	85,692	7,141	3,295.84	43.3663
	C	89,976	7,498	3,460.63	45.5346
	D	94,475	7,873	3,633.66	47.8114
	E	99,199	8,267	3,815.35	50.2019

**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	83,652	6,971	3,217.37	42.3338
	B	87,834	7,320	3,378.24	44.4505
	C	92,226	7,685	3,547.15	46.6730
	D	96,837	8,070	3,724.50	49.0066
	E	101,679	8,473	3,910.73	51.4570
56	A	85,743	7,145	3,297.80	43.3921
	B	90,030	7,502	3,462.69	45.5617
	C	94,531	7,878	3,635.83	47.8398
	D	99,258	8,272	3,817.62	50.2318
	E	104,221	8,685	4,008.50	52.7434
57	A	87,886	7,324	3,380.25	44.4769
	B	92,281	7,690	3,549.26	46.7008
	C	96,895	8,075	3,726.72	49.0358
	D	101,739	8,478	3,913.06	51.4876
	E	106,826	8,902	4,108.71	54.0620
58	A	90,084	7,507	3,464.75	45.5888
	B	94,588	7,882	3,637.99	47.8683
	C	99,317	8,276	3,819.89	50.2617
	D	104,283	8,690	4,010.88	52.7748
	E	109,497	9,125	4,211.43	55.4135
59	A	92,336	7,695	3,551.37	46.7286
	B	96,952	8,079	3,728.94	49.0650
	C	101,800	8,483	3,915.39	51.5182
	D	106,890	8,908	4,111.16	54.0942
	E	112,235	9,353	4,316.71	56.7989
60	A	94,644	7,887	3,640.16	47.8968
	B	99,376	8,281	3,822.16	50.2916
	C	104,345	8,695	4,013.27	52.8062
	D	109,562	9,130	4,213.93	55.4465
	E	115,040	9,587	4,424.63	58.2188
61	A	97,010	8,084	3,731.16	49.0942
	B	101,861	8,488	3,917.72	51.5489
	C	106,954	8,913	4,113.60	54.1264
	D	112,301	9,358	4,319.28	56.8327
	E	117,916	9,826	4,535.25	59.6743
62	A	99,435	8,286	3,824.44	50.3216
	B	104,407	8,701	4,015.66	52.8376
	C	109,628	9,136	4,216.44	55.4795
	D	115,109	9,592	4,427.27	58.2535
	E	120,864	10,072	4,648.63	61.1662
63	A	101,921	8,493	3,920.05	51.5796
	B	107,017	8,918	4,116.05	54.1586
	C	112,368	9,364	4,321.85	56.8665
	D	117,987	9,832	4,537.95	59.7098
	E	123,886	10,324	4,764.84	62.6953

**Salary Schedule Effective July 1, 2014  
IMEA-Misc Employees**

Exhibit "B-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	104,469	8,706	4,018.05	52.8691
	B	109,693	9,141	4,218.95	55.5125
	C	115,177	9,598	4,429.90	58.2882
	D	120,936	10,078	4,651.40	61.2026
	E	126,983	10,582	4,883.97	64.2627
65	A	107,081	8,923	4,118.50	54.1908
	B	112,435	9,370	4,324.43	56.9004
	C	118,057	9,838	4,540.65	59.7454
	D	123,960	10,330	4,767.68	62.7326
	E	130,158	10,846	5,006.06	65.8693
66	A	109,758	9,147	4,221.46	55.5456
	B	115,246	9,604	4,432.54	58.3229
	C	121,008	10,084	4,654.16	61.2390
	D	127,059	10,588	4,886.87	64.3010
	E	133,412	11,118	5,131.22	67.5160
67	A	112,502	9,375	4,327.00	56.9342
	B	118,127	9,844	4,543.35	59.7809
	C	124,033	10,336	4,770.52	62.7700
	D	130,235	10,853	5,009.04	65.9085
	E	136,747	11,396	5,259.50	69.2039
68	A	115,315	9,610	4,435.18	58.3576
	B	121,080	10,090	4,656.93	61.2755
	C	127,134	10,595	4,889.78	64.3392
	D	133,491	11,124	5,134.27	67.5562
	E	140,166	11,680	5,390.98	70.9340
69	A	118,197	9,850	4,546.06	59.8165
	B	124,107	10,342	4,773.36	62.8073
	C	130,313	10,859	5,012.03	65.9477
	D	136,828	11,402	5,262.63	69.2451
	E	143,670	11,972	5,525.76	72.7074
70	A	121,152	10,096	4,659.71	61.3119
	B	127,210	10,601	4,892.69	64.3775
	C	133,570	11,131	5,137.33	67.5964
	D	140,249	11,687	5,394.19	70.9762
	E	147,261	12,272	5,663.90	74.5250
71	A	124,181	10,348	4,776.20	62.8447
	B	130,390	10,866	5,015.01	65.9870
	C	136,910	11,409	5,265.76	69.2863
	D	143,755	11,980	5,529.05	72.7506
	E	150,943	12,579	5,805.50	76.3882
72	A	127,286	10,607	4,895.60	64.4158
	B	133,650	11,137	5,140.38	67.6366
	C	140,332	11,694	5,397.40	71.0185
	D	147,349	12,279	5,667.27	74.5694
	E	154,717	12,893	5,950.64	78.2979



**Salary Schedule Effective July 1, 2015  
IMEA-Safety Employee (1.0%)**

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	106,559	8,880	4,098.41	53.9265
	B	111,887	9,324	4,303.33	56.6228
	C	117,481	9,790	4,518.50	59.4539
	D	123,355	10,280	4,744.42	62.4266
	E	129,523	10,794	4,981.64	65.5480
65	A	109,223	9,102	4,200.87	55.2746
	B	114,684	9,557	4,410.92	58.0384
	C	120,418	10,035	4,631.46	60.9403
	D	126,439	10,537	4,863.03	63.9873
	E	132,761	11,063	5,106.19	67.1867
66	A	111,953	9,329	4,305.89	56.6565
	B	117,551	9,796	4,521.19	59.4893
	C	123,428	10,286	4,747.25	62.4638
	D	129,600	10,800	4,984.61	65.5870
	E	136,080	11,340	5,233.84	68.8663
67	A	114,752	9,563	4,413.54	58.0729
	B	120,490	10,041	4,634.22	60.9766
	C	126,514	10,543	4,865.93	64.0254
	D	132,840	11,070	5,109.23	67.2266
	E	139,482	11,623	5,364.69	70.5880



**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
10	A	27,952	2,329	1,075.06	13.4383
	B	29,349	2,446	1,128.82	14.1102
	C	30,817	2,568	1,185.26	14.8157
	D	32,358	2,696	1,244.52	15.5565
	E	33,975	2,831	1,306.75	16.3343
11	A	28,650	2,388	1,101.94	13.7742
	B	30,083	2,507	1,157.04	14.4630
	C	31,587	2,632	1,214.89	15.1861
	D	33,166	2,764	1,275.63	15.9454
	E	34,825	2,902	1,339.41	16.7427
12	A	29,367	2,447	1,129.49	14.1186
	B	30,835	2,570	1,185.96	14.8245
	C	32,377	2,698	1,245.26	15.5658
	D	33,996	2,833	1,307.52	16.3440
	E	35,695	2,975	1,372.90	17.1612
13	A	30,101	2,508	1,157.73	14.4716
	B	31,606	2,634	1,215.61	15.1951
	C	33,186	2,766	1,276.39	15.9549
	D	34,845	2,904	1,340.21	16.7526
	E	36,588	3,049	1,407.22	17.5903
14	A	30,853	2,571	1,186.67	14.8334
	B	32,396	2,700	1,246.00	15.5750
	C	34,016	2,835	1,308.30	16.3538
	D	35,717	2,976	1,373.72	17.1715
	E	37,502	3,125	1,442.40	18.0300
15	A	31,625	2,635	1,216.33	15.2042
	B	33,206	2,767	1,277.15	15.9644
	C	34,866	2,906	1,341.01	16.7626
	D	36,610	3,051	1,408.06	17.6007
	E	38,440	3,203	1,478.46	18.4808
16	A	32,415	2,701	1,246.74	15.5843
	B	34,036	2,836	1,309.08	16.3635
	C	35,738	2,978	1,374.53	17.1817
	D	37,525	3,127	1,443.26	18.0408
	E	39,401	3,283	1,515.42	18.9428
17	A	33,226	2,769	1,277.91	15.9739
	B	34,887	2,907	1,341.81	16.7726
	C	36,631	3,053	1,408.90	17.6112
	D	38,463	3,205	1,479.34	18.4918
	E	40,386	3,366	1,553.31	19.4164
18	A	34,056	2,838	1,309.86	16.3732
	B	35,759	2,980	1,375.35	17.1919
	C	37,547	3,129	1,444.12	18.0515
	D	39,424	3,285	1,516.33	18.9541
	E	41,396	3,450	1,592.14	19.9018

**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
19	A	34,908	2,909	1,342.61	16.7826
	B	36,653	3,054	1,409.74	17.6217
	C	38,486	3,207	1,480.22	18.5028
	D	40,410	3,368	1,554.23	19.4279
	E	42,431	3,536	1,631.95	20.3993
20	A	35,780	2,982	1,376.17	17.2021
	B	37,569	3,131	1,444.98	18.0622
	C	39,448	3,287	1,517.23	18.9654
	D	41,420	3,452	1,593.09	19.9136
	E	43,491	3,624	1,672.74	20.9093
21	A	36,675	3,056	1,410.58	17.6322
	B	38,509	3,209	1,481.10	18.5138
	C	40,434	3,370	1,555.16	19.4395
	D	42,456	3,538	1,632.92	20.4115
	E	44,579	3,715	1,714.56	21.4320
22	A	37,592	3,133	1,445.84	18.0730
	B	39,471	3,289	1,518.13	18.9766
	C	41,445	3,454	1,594.04	19.9255
	D	43,517	3,626	1,673.74	20.9218
	E	45,693	3,808	1,757.43	21.9678
23	A	38,532	3,211	1,481.99	18.5248
	B	40,458	3,372	1,556.09	19.4511
	C	42,481	3,540	1,633.89	20.4236
	D	44,605	3,717	1,715.58	21.4448
	E	46,835	3,903	1,801.36	22.5170
24	A	39,495	3,291	1,519.04	18.9879
	B	41,470	3,456	1,594.99	19.9373
	C	43,543	3,629	1,674.74	20.9342
	D	45,720	3,810	1,758.47	21.9809
	E	48,006	4,001	1,846.40	23.0800
25	A	40,482	3,374	1,557.01	19.4626
	B	42,506	3,542	1,634.86	20.4358
	C	44,632	3,719	1,716.61	21.4576
	D	46,863	3,905	1,802.44	22.5304
	E	49,206	4,101	1,892.56	23.6570
26	A	41,494	3,458	1,595.94	19.9492
	B	43,569	3,631	1,675.73	20.9467
	C	45,748	3,812	1,759.52	21.9940
	D	48,035	4,003	1,847.50	23.0937
	E	50,437	4,203	1,939.87	24.2484
27	A	42,532	3,544	1,635.84	20.4479
	B	44,658	3,722	1,717.63	21.4703
	C	46,891	3,908	1,803.51	22.5439
	D	49,236	4,103	1,893.68	23.6710
	E	51,698	4,308	1,988.37	24.8546

**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
28	A	43,595	3,633	1,676.73	20.9591
	B	45,775	3,815	1,760.57	22.0071
	C	48,063	4,005	1,848.60	23.1075
	D	50,467	4,206	1,941.03	24.2628
	E	52,990	4,416	2,038.08	25.4760
29	A	44,685	3,724	1,718.65	21.4831
	B	46,919	3,910	1,804.58	22.5573
	C	49,265	4,105	1,894.81	23.6851
	D	51,728	4,311	1,989.55	24.8694
	E	54,315	4,526	2,089.03	26.1129
30	A	45,802	3,817	1,761.62	22.0202
	B	48,092	4,008	1,849.70	23.1212
	C	50,497	4,208	1,942.18	24.2773
	D	53,022	4,418	2,039.29	25.4911
	E	55,673	4,639	2,141.25	26.7657
31	A	46,947	3,912	1,805.66	22.5707
	B	49,294	4,108	1,895.94	23.6992
	C	51,759	4,313	1,990.74	24.8842
	D	54,347	4,529	2,090.27	26.1284
	E	57,064	4,755	2,194.79	27.4348
32	A	48,121	4,010	1,850.80	23.1350
	B	50,527	4,211	1,943.34	24.2917
	C	53,053	4,421	2,040.50	25.5063
	D	55,706	4,642	2,142.53	26.7816
	E	58,491	4,874	2,249.66	28.1207
33	A	49,324	4,110	1,897.07	23.7133
	B	51,790	4,316	1,991.92	24.8990
	C	54,379	4,532	2,091.52	26.1440
	D	57,098	4,758	2,196.09	27.4512
	E	59,953	4,996	2,305.90	28.8237
34	A	50,557	4,213	1,944.49	24.3062
	B	53,085	4,424	2,041.72	25.5215
	C	55,739	4,645	2,143.80	26.7976
	D	58,526	4,877	2,250.99	28.1374
	E	61,452	5,121	2,363.54	29.5443
35	A	51,821	4,318	1,993.11	24.9138
	B	54,412	4,534	2,092.76	26.1595
	C	57,132	4,761	2,197.40	27.4675
	D	59,989	4,999	2,307.27	28.8409
	E	62,988	5,249	2,422.63	30.2829
36	A	53,116	4,426	2,042.93	25.5367
	B	55,772	4,648	2,145.08	26.8135
	C	58,561	4,880	2,252.33	28.1542
	D	61,489	5,124	2,364.95	29.5619
	E	64,563	5,380	2,483.20	31.0400

**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	54,444	4,537	2,094.01	26.1751
	B	57,166	4,764	2,198.71	27.4838
	C	60,025	5,002	2,308.64	28.8580
	D	63,026	5,252	2,424.08	30.3009
	E	66,177	5,515	2,545.28	31.8160
38	A	55,805	4,650	2,146.36	26.8295
	B	58,596	4,883	2,253.68	28.1709
	C	61,525	5,127	2,366.36	29.5795
	D	64,602	5,383	2,484.68	31.0585
	E	67,832	5,653	2,608.91	32.6114
39	A	57,200	4,767	2,200.02	27.5002
	B	60,060	5,005	2,310.02	28.8752
	C	63,063	5,255	2,425.52	30.3190
	D	66,217	5,518	2,546.79	31.8349
	E	69,527	5,794	2,674.13	33.4267
40	A	58,630	4,886	2,255.02	28.1877
	B	61,562	5,130	2,367.77	29.5971
	C	64,640	5,387	2,486.16	31.0770
	D	67,872	5,656	2,610.46	32.6308
	E	71,266	5,939	2,740.99	34.2623
41	A	60,096	5,008	2,311.39	28.8924
	B	63,101	5,258	2,426.96	30.3370
	C	66,256	5,521	2,548.31	31.8539
	D	69,569	5,797	2,675.73	33.4466
	E	73,047	6,087	2,809.51	35.1189
42	A	61,599	5,133	2,369.18	29.6147
	B	64,679	5,390	2,487.64	31.0954
	C	67,912	5,659	2,612.02	32.6502
	D	71,308	5,942	2,742.62	34.2827
	E	74,873	6,239	2,879.75	35.9969
43	A	63,139	5,262	2,428.41	30.3551
	B	66,295	5,525	2,549.83	31.8728
	C	69,610	5,801	2,677.32	33.4665
	D	73,091	6,091	2,811.18	35.1398
	E	76,745	6,395	2,951.74	36.8968
44	A	64,717	5,393	2,489.12	31.1140
	B	67,953	5,663	2,613.57	32.6697
	C	71,351	5,946	2,744.25	34.3031
	D	74,918	6,243	2,881.46	36.0183
	E	78,664	6,555	3,025.54	37.8192
45	A	66,335	5,528	2,551.34	31.8918
	B	69,652	5,804	2,678.91	33.4864
	C	73,134	6,095	2,812.86	35.1607
	D	76,791	6,399	2,953.50	36.9188
	E	80,631	6,719	3,101.18	38.7647

**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
46	A	67,993	5,666	2,615.13	32.6891
	B	71,393	5,949	2,745.88	34.3236
	C	74,963	6,247	2,883.18	36.0397
	D	78,711	6,559	3,027.34	37.8417
	E	82,646	6,887	3,178.70	39.7338
47	A	69,693	5,808	2,680.51	33.5063
	B	73,178	6,098	2,814.53	35.1816
	C	76,837	6,403	2,955.26	36.9407
	D	80,679	6,723	3,103.02	38.7878
	E	84,712	7,059	3,258.17	40.7272
48	A	71,435	5,953	2,747.52	34.3440
	B	75,007	6,251	2,884.90	36.0612
	C	78,758	6,563	3,029.14	37.8642
	D	82,696	6,891	3,180.60	39.7575
	E	86,830	7,236	3,339.63	41.7453
49	A	73,221	6,102	2,816.21	35.2026
	B	76,882	6,407	2,957.02	36.9627
	C	80,727	6,727	3,104.87	38.8109
	D	84,763	7,064	3,260.11	40.7514
	E	89,001	7,417	3,423.12	42.7890
50	A	75,052	6,254	2,886.61	36.0827
	B	78,805	6,567	3,030.94	37.8868
	C	82,745	6,895	3,182.49	39.7811
	D	86,882	7,240	3,341.61	41.7702
	E	91,226	7,602	3,508.70	43.8587
51	A	76,928	6,411	2,958.78	36.9847
	B	80,775	6,731	3,106.72	38.8340
	C	84,813	7,068	3,262.05	40.7757
	D	89,054	7,421	3,425.15	42.8144
	E	93,507	7,792	3,596.41	44.9552
52	A	78,851	6,571	3,032.75	37.9093
	B	82,794	6,899	3,184.38	39.8048
	C	86,934	7,244	3,343.60	41.7950
	D	91,280	7,607	3,510.78	43.8848
	E	95,844	7,987	3,686.32	46.0790
53	A	80,823	6,735	3,108.57	38.8571
	B	84,864	7,072	3,263.99	40.7999
	C	89,107	7,426	3,427.19	42.8399
	D	93,562	7,797	3,598.55	44.9819
	E	98,241	8,187	3,778.48	47.2310
54	A	82,843	6,904	3,186.28	39.8285
	B	86,985	7,249	3,345.59	41.8199
	C	91,335	7,611	3,512.87	43.9109
	D	95,901	7,992	3,688.52	46.1065
	E	100,697	8,391	3,872.94	48.4118

**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
55	A	84,914	7,076	3,265.94	40.8242
	B	89,160	7,430	3,429.23	42.8654
	C	93,618	7,802	3,600.70	45.0087
	D	98,299	8,192	3,780.73	47.2591
	E	103,214	8,601	3,969.77	49.6221
56	A	87,037	7,253	3,347.59	41.8448
	B	91,389	7,616	3,514.96	43.9371
	C	95,959	7,997	3,690.71	46.1339
	D	100,756	8,396	3,875.25	48.4406
	E	105,794	8,816	4,069.01	50.8626
57	A	89,213	7,434	3,431.27	42.8909
	B	93,674	7,806	3,602.84	45.0355
	C	98,357	8,196	3,782.98	47.2873
	D	103,275	8,606	3,972.13	49.6516
	E	108,439	9,037	4,170.74	52.1342
58	A	91,443	7,620	3,517.06	43.9632
	B	96,016	8,001	3,692.91	46.1614
	C	100,816	8,401	3,877.56	48.4694
	D	105,857	8,821	4,071.43	50.8929
	E	111,150	9,263	4,275.00	53.4376
59	A	93,730	7,811	3,604.98	45.0623
	B	98,416	8,201	3,785.23	47.3154
	C	103,337	8,611	3,974.49	49.6812
	D	108,504	9,042	4,173.22	52.1652
	E	113,929	9,494	4,381.88	54.7735
60	A	96,073	8,006	3,695.11	46.1888
	B	100,876	8,406	3,879.86	48.4983
	C	105,920	8,827	4,073.86	50.9232
	D	111,216	9,268	4,277.55	53.4694
	E	116,777	9,731	4,491.43	56.1428
61	A	98,475	8,206	3,787.49	47.3436
	B	103,398	8,617	3,976.86	49.7107
	C	108,568	9,047	4,175.70	52.1963
	D	113,997	9,500	4,384.49	54.8061
	E	119,697	9,975	4,603.71	57.5464
62	A	100,936	8,411	3,882.17	48.5272
	B	105,983	8,832	4,076.28	50.9535
	C	111,282	9,274	4,280.10	53.5012
	D	116,847	9,737	4,494.10	56.1763
	E	122,689	10,224	4,718.81	58.9851
63	A	103,460	8,622	3,979.23	49.7403
	B	108,633	9,053	4,178.19	52.2274
	C	114,065	9,505	4,387.10	54.8387
	D	119,768	9,981	4,606.45	57.5807
	E	125,756	10,480	4,836.78	60.4597

**Salary Schedule Effective July 1, 2015  
IPOA-Safety Employees (1%)**

Exhibit "C-1"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
64	A	106,046	8,837	4,078.71	50.9838
	B	111,349	9,279	4,282.64	53.5330
	C	116,916	9,743	4,496.78	56.2097
	D	122,762	10,230	4,721.61	59.0202
	E	128,900	10,742	4,957.69	61.9712
65	A	108,698	9,058	4,180.68	52.2584
	B	114,132	9,511	4,389.71	54.8714
	C	119,839	9,987	4,609.19	57.6149
	D	125,831	10,486	4,839.65	60.4957
	E	132,123	11,010	5,081.64	63.5205
66	A	111,415	9,285	4,285.19	53.5649
	B	116,986	9,749	4,499.45	56.2431
	C	122,835	10,236	4,724.42	59.0553
	D	128,977	10,748	4,960.65	62.0081
	E	135,426	11,285	5,208.68	65.1085
67	A	114,200	9,517	4,392.32	54.9040
	B	119,910	9,993	4,611.94	57.6492
	C	125,906	10,492	4,842.53	60.5317
	D	132,201	11,017	5,084.66	63.5583
	E	138,811	11,568	5,338.89	66.7362
68	A	117,055	9,755	4,502.13	56.2766
	B	122,908	10,242	4,727.24	59.0905
	C	129,054	10,754	4,963.60	62.0450
	D	135,506	11,292	5,211.78	65.1472
	E	142,282	11,857	5,472.37	68.4046
69	A	119,982	9,998	4,614.68	57.6835
	B	125,981	10,498	4,845.42	60.5677
	C	132,280	11,023	5,087.69	63.5961
	D	138,894	11,574	5,342.07	66.7759
	E	145,839	12,153	5,609.18	70.1147
70	A	122,981	10,248	4,730.05	59.1256
	B	129,130	10,761	4,966.55	62.0819
	C	135,587	11,299	5,214.88	65.1860
	D	142,366	11,864	5,475.62	68.4453
	E	149,485	12,457	5,749.41	71.8676
71	A	126,056	10,505	4,848.30	60.6038
	B	132,359	11,030	5,090.72	63.6340
	C	138,977	11,581	5,345.25	66.8157
	D	145,925	12,160	5,612.52	70.1564
	E	153,222	12,768	5,893.14	73.6643
72	A	129,207	10,767	4,969.51	62.1189
	B	135,668	11,306	5,217.98	65.2248
	C	142,451	11,871	5,478.88	68.4860
	D	149,574	12,464	5,752.83	71.9103
	E	157,052	13,088	6,040.47	75.5059



**Salary Schedule Effective July 1, 2014  
IPOA-Misc (Dispatchers)**

Exhibit "C-2"

Range	Step	Yearly Salary	Monthly Salary	Bi-weekly Salary	Hourly Salary
37	A	52,859	4,405	2,033.02	25.4127
	B	55,501	4,625	2,134.67	26.6834
	C	58,277	4,856	2,241.40	28.0176
	D	61,190	5,099	2,353.47	29.4184
	E	64,250	5,354	2,471.15	30.8894
38	A	54,180	4,515	2,083.85	26.0481
	B	56,889	4,741	2,188.04	27.3505
	C	59,733	4,978	2,297.44	28.7180
	D	62,720	5,227	2,412.31	30.1539
	E	65,856	5,488	2,532.93	31.6616