

RESOLUTION NO. 2023-028

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN BUENAVENTURA PROVIDING FOR A SYSTEMATIC CLASSIFICATION OF POSITIONS AND A STANDARDIZATION OF SALARIES OF MAINTENANCE UNIT EMPLOYEES OF THE CITY OF SAN BUENAVENTURA AS OF APRIL 10, 2023

BE IT RESOLVED by the City Council of the City of San Buenaventura as follows:

SECTION 1.0 - AUTHORITY. In accordance with the Charter of the City of San Buenaventura, Section 1002, the Council hereby provides for a systematic classification of positions and a standardization of salaries of officers and employees of the City of San Buenaventura as of April 10, 2023.

SECTION 2.0 - DESIGNATION AND EXPLANATION OF SALARY SCHEDULES. Salary Schedule "A" is hereby established for the Maintenance Unit for the purpose of salary and benefit administration. Each Maintenance Unit classification is assigned to a specific salary grade or pay rate, and effective date as specified within the schedule.

Maintenance Unit - (Salary Schedule "A") shall apply to classifications of non-supervisory maintenance, operations and laboratory classifications and as specified in Section 4.0 of this Resolution. This salary schedule is subject to change depending on continuing negotiations between the City and this Unit.

SECTION 2.1 - EXPLANATION OF SALARY GRADES, RANGES AND PAY RATES. Each classification listed in Salary Schedule "A" of this Resolution shall be assigned a specific salary grade or pay rate. In the salary tables, the columns labeled "Steps" contain hourly rates, which reflect 5% increments beginning with the "A" Step. The hourly rates for classifications in Salary Schedule "A" shall be set at a specified step within the applicable salary grade.

SECTION 2.2 - SALARY PERIOD, DATE AND METHOD OF SALARY PAYMENT. All employees shall be compensated on a bi-weekly basis using a fixed hourly rate to calculate the pay period salary. The Bi-weekly Pay Schedule shall be published each fiscal year by the Finance Department, Payroll Division. All City employees should provide and maintain an account for direct deposit of all payroll checks issued by the City.

SECTION 2.3 - FRINGE BENEFITS AND ADDITIONAL COMPENSATION. The specific type and amount of fringe benefits or additional compensation provided to employees in the Maintenance Unit, a recognized bargaining unit, shall be as described in the approved Memorandum of Understanding (MOU) between the City and the Ventura Maintenance Employees' Association.

Grant Funded Positions: Only employees (except employees in temporary appointments as listed in the Personnel Rules and Regulations, Rule VI(c)) are entitled to fringe benefits and additional compensation. Employees in Temporary Limited Term or Temporary-Extended Term appointments funded by grants may be eligible for vacation leave, sick leave, holiday leave, City contribution towards medical, dental, life and vision

insurance premiums, and optional benefit accruals if the terms of the grant allow for provision of such benefits and to the extent that funds are available in the grant to cover the full City cost of providing such benefits. The amount of such contribution and accruals shall be determined by the Salary Schedule to which the temporary grant-funded position is assigned. No other terms, conditions or benefits shall accrue to such grant-funded employees and the provision of any benefits shall not change their employment appointment from a temporary status.

SECTION 2.4 - EFFECT OF REGULAR PART-TIME APPOINTMENTS ON WAGES, BENEFITS OR ADDITIONAL COMPENSATION. Regular part-time employees are defined as those with a regular work schedule less than 72 hours per bi-weekly pay period and shall be compensated on an hourly basis at the salary grade of regular full-time employees in the same classification based on hours worked or at the rate recommended by the Human Resources Director if no such classification exists.

Regular part-time employees who are eligible for annual, personal leave, and holiday benefits shall earn at a rate proportionate to their regular work hours. All regular part-time employees hired, or who transitioned to a regular part-time appointment after December 1, 1993, shall receive prorated City contribution towards optional benefit and insurance amounts. If an employee's regular work hours are between 40 and 59 hours per bi-weekly pay period, the City's contribution will be one-half of the full-time contribution. If an employee's regular work hours are between 60 and 71 hours per bi-weekly pay period, the City's contribution will be three-quarters of the full-time contribution.

SECTION 2.5 – AT-WILL APPOINTMENTS. Maintenance Unit classifications are within the Personnel Merit System and are not designated as at-will, unless exempted by ordinance, MOU provision, or resolution creating the position.

SECTION 2.6 - DELEGATION OF AUTHORITY. When the term City Manager is used in the Salary Resolution or the Personnel Rules and Regulations, it includes a delegate thereof, if the delegation is in writing and on file with the Human Resources Department.

SECTION 3.0 - TEMPORARY SUPPORT STAFF APPOINTMENTS AND PAY RATE ADJUSTMENTS. Employees whose appointment is temporary shall be compensated on an hourly basis at the salary grade assigned to their specific classification or at a rate recommended by the Human Resources Director if no such classification exists. Temporary employees shall be paid at any rate within the salary grade. Eligibility for pay rate increases for all temporary support staff employees may be considered after completing each full year of employment. Each increase shall not exceed five (5) percent without written authorization from the Human Resources Director.

Employees whose appointment is temporary-limited term or temporary-extended term shall be enrolled in the California Public Employees' Retirement System (CalPERS) in accordance with the contract provisions between the City and CalPERS. Employees whose appointment is temporary-extra help (support staff) shall be enrolled in a deferred compensation plan established for temporary support staff, in lieu of Social Security, at a rate of 7.5% paid by the employee.

The City will comply with the requirements of the Paid Sick Leave Law in accordance with California Labor Code Sections 245 through 249, enacting the Healthy Workplaces, Healthy Families Act of 2014. Additionally, the City will comply with the requirements of the Affordable Care Act and will offer group health coverage to those who qualify.

SECTION 4.0 - INCENTIVE AWARDS. City employees may be eligible for cash awards and/or plaques or other items of recognition as established by the City Manager and set forth in the Administrative Policy and Procedure on file in City Clerk’s Office and available from the Human Resources Department, in amounts as may be budgeted by the City Council as part of the annual budget adoption. Examples of such awards include retirement and years of service recognition, employee suggestions, and superior performance.

SECTION 4.1 - RECRUITMENT INCENTIVES. City employees may be eligible for a bonus as described in the City’s Recruitment Incentive Program as established by the City Manager and set forth in the Administrative Policy and Procedure on file in the City Clerk’s Office or available from the Human Resources Department.

SECTION 4.2 - PAID ADMINISTRATIVE LEAVE. In an instance where disciplinary action is being investigated or considered, and if it is determined that paid administrative leave is appropriate and in the best interest of the City, the appointing authority may place an employee on paid administrative leave. Notification of the granting of leave shall be made to the City Manager as soon as possible.

These provisions for paid administrative leave are in addition to any other administrative leave authorized.

SECTION 5.0 – MAINTENANCE UNIT – SALARY SCHEDULE “A”

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
A87	9/17/2022	Aquatic Facility Operator	300	28.9239	35.1570
A66	9/17/2022	Electrical-Mechanical Leadworker	340	35.3108	42.9205
A23	9/17/2022	Electrical-Mechanical Maintenance Worker	321	32.1181	39.0402
A30	9/17/2022	Equipment Mechanic I	279	26.0477	31.6612
A32	9/17/2022	Equipment Mechanic II	299	28.7800	34.9823
A08	9/17/2022	Equipment Operator	262	23.9301	29.0874
A84	9/17/2022	Facilities Maintenance Leadworker	283	26.5724	32.2993
A82	9/17/2022	Facilities Maintenance Worker I	244	21.8756	26.5899
A83	9/17/2022	Facilities Maintenance Worker II	263	24.0495	29.2328
A89	11/12/22	Graffiti Abatement Technician	252	22.7660	27.6721
A40	9/17/2022	Groundskeeper I	202	17.7406	21.5641
A41	9/17/2022	Groundskeeper II	238	21.2307	25.8063
A81	9/17/2022	Instrumentation and Electrical Technician	339	35.1349	42.7070
A47	9/17/2022	Irrigation Maintenance Worker II	269	24.7802	30.1205
A28	9/17/2022	Laboratory Analyst I	314	31.0158	37.7000

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
A29	9/17/2022	Laboratory Analyst II	334	34.2697	41.6553
A27	9/17/2022	Laboratory Assistant	255	23.1092	28.0895
A64	9/17/2022	Lead Plant Operator III	364	39.8006	48.3781
A73	9/17/2022	Lead Plant Operator IV	374	41.8364	50.8521
A63	9/17/2022	Lead Water Distribution Operator III	340	35.3108	42.9205
A69	9/17/2022	Lead Water Distribution Operator IV	351	37.3020	45.3408
A01	9/17/2022	Maintenance Worker I	226	19.9974	24.3069
A02	9/17/2022	Maintenance Worker II	252	22.7660	27.6721
A72	9/17/2022	Park Maintenance Leadworker	272	25.1535	30.5746
A07	9/17/2022	Parking Meter Maintenance Worker	226	19.9974	24.3069
A51	9/17/2022	Plant Operator Grade I	317	31.4837	38.2685
A52	9/17/2022	Plant Operator Grade II	326	32.9291	40.0254
A53	9/17/2022	Plant Operator Grade III	345	36.2021	44.0040
A54	9/17/2022	Plant Operator Grade IV	355	38.0535	46.2544
A50	9/17/2022	Plant Operator-in-Training	252	22.7660	27.6721
A33	9/17/2022	Senior Equipment Mechanic	319	31.7995	38.6523
A34	9/17/2022	Senior Laboratory Analyst	354	37.8641	46.0242
A19	9/17/2022	Sign Maintenance Worker	262	23.9301	29.0874
A60	9/17/2022	Street Maintenance Leadworker	281	26.3087	31.9784
A20	9/17/2022	Traffic Signal Leadworker	340	35.3108	42.9205
A16	9/17/2022	Traffic Signal Technician I	309	30.2516	36.7711
A18	9/17/2022	Traffic Signal Technician II	329	33.4257	40.6286
A71	9/17/2022	Tree Maintenance Leadworker	276	25.6608	31.1909
A36	9/17/2022	Tree Maintenance Worker I	238	21.2307	25.8063
A37	9/17/2022	Tree Maintenance Worker II	257	23.3407	28.3712
A92	4/10/2023	Urban Beautification Crew Leadworker	272	25.1535	30.5746
A90	4/10/2023	Urban Beautification Crew Worker I	202	17.7406	21.5641
A91	4/10/2023	Urban Beautification Crew Worker II	238	21.2307	25.8063
A67	9/17/2022	Utilities Mechanic I	283	26.5724	32.2993
A68	9/17/2022	Utilities Mechanic II	303	29.3597	35.6871
A59	9/17/2022	Utilities Service Leadworker	281	26.3087	31.9784
A12	9/17/2022	Utilities Service Representative	262	23.9301	29.0874
A65	9/17/2022	Wastewater Collection Utility Leadworker II	321	32.1181	39.0402
A70	9/17/2022	Wastewater Collection Utility Leadworker III	332	33.9295	41.2418
A03	9/17/2022	Wastewater Collection Utility Worker I	277	25.7891	31.3471
A04	9/17/2022	Wastewater Collection Utility Worker II	292	27.7923	33.7820
A06	9/17/2022	Wastewater Collection Utility Worker III	303	29.3597	35.6871
A85	9/17/2022	Water Distribution Operator I	277	25.7891	31.3471
A86	9/17/2022	Water Distribution Operator II	292	27.7923	33.7820

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
A88	9/17/2022	Water Distribution Operator III	303	29.3597	35.6871
A62	9/17/2022	Water Production Leadworker	340	35.3108	42.9205
A13	9/17/2022	Water Quality Specialist	354	37.8641	46.0242
A48	9/17/2022	Welder-Fabricator	293	27.9315	33.9508

See "Salary Table for Maintenance Employees" for salaries for the above "A" Unit classifications (Exhibit A)

SECTION 6.0 - APPROVAL. By adoption of this Salary Resolution, the Council approves the classifications, titles and compensation schedules set forth in this Resolution and further approves the qualifications, powers and duties for the classifications approved by this Resolution, as set forth in updated classification descriptions on file in the Human Resources Department. Interim changes in positions, classifications, titles, compensation and benefits made by the City Manager, if they are or were within budgeted funds, and if deemed necessary by the City Manager, shall have interim approval until such time as a new Salary Resolution is approved by the City Council.

The City Manager is authorized to make minor adjustments to an employee's benefit accruals to correct an administrative error caused through no fault of the employee when deemed necessary and reasonable by the City Manager. Approval of renewals and amendments to existing benefit contracts shall be delegated to the City Manager if they are within budgeted funds.

SECTION 7.0 - SEVERABILITY. If any portion of this Resolution is declared invalid, the remaining sections or portions are to be considered valid and unaffected by the determination of invalidity.


The foregoing Resolution was adopted by the City Council of San Buenaventura on April 10, 2023, by the following vote:

Ayes: Councilmembers Duran, McReynolds, Johnson, Halter, Campos, Deputy Mayor Sanchez-Palacios, and Mayor Schroeder

Noes: None

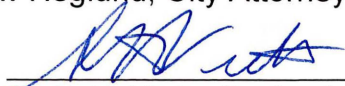
Absent: None


 Joe Schroeder, Mayor

ATTEST:

 Michael B. MacDonald, CMC
 City Clerk



APPROVED AS TO FORM:
Andrew Heglund, City Attorney

By:  3/27/23
Andy H. Viets, Senior Assistant City Attorney







**EXHIBIT A
SALARY TABLE FOR MAINTENANCE UNIT**

EFFECTIVE SEPTEMBER 17, 2022

GRADE	A	B	C	D	E
202	17.7406	18.6276	19.5592	20.5373	21.5641
203	17.8294	18.7209	19.6567	20.6397	21.6719
204	17.9188	18.8144	19.7552	20.7431	21.7806
205	18.0081	18.9086	19.8540	20.8469	21.8890
206	18.0981	19.0033	19.9537	20.9511	21.9986
207	18.1892	19.0982	20.0532	21.0561	22.1088
208	18.2802	19.1937	20.1534	21.1613	22.2195
209	18.3711	19.2899	20.2545	21.2669	22.3305
210	18.4632	19.3865	20.3559	21.3736	22.4422
211	18.5554	19.4834	20.4577	21.4805	22.5545
212	18.6482	19.5810	20.5602	21.5877	22.6672
213	18.7417	19.6787	20.6628	21.6957	22.7809
214	18.8355	19.7771	20.7662	21.8045	22.8946
215	18.9298	19.8762	20.8702	21.9136	23.0094
216	19.0246	19.9756	20.9746	22.0232	23.1244
217	19.1197	20.0755	21.0792	22.1332	23.2399
218	19.2153	20.1759	21.1847	22.2440	23.3562
219	19.3113	20.2767	21.2909	22.3553	23.4732
220	19.4080	20.3783	21.3971	22.4672	23.5907
221	19.5049	20.4801	21.5041	22.5796	23.7082
222	19.6023	20.5824	21.6115	22.6921	23.8268
223	19.7003	20.6853	21.7196	22.8055	23.9458
224	19.7989	20.7890	21.8285	22.9197	24.0657
225	19.8978	20.8926	21.9374	23.0343	24.1862
226	19.9974	20.9972	22.0472	23.1494	24.3069
227	20.0973	21.1022	22.1573	23.2651	24.4284
228	20.1978	21.2078	22.2681	23.3812	24.5505
229	20.2989	21.3137	22.3795	23.4984	24.6733
230	20.4002	21.4204	22.4913	23.6161	24.7967
231	20.5025	21.5273	22.6037	23.7339	24.9208
232	20.6047	21.6351	22.7169	23.8529	25.0455
233	20.7081	21.7433	22.8304	23.9716	25.1705
234	20.8115	21.8518	22.9444	24.0917	25.2961
235	20.9156	21.9614	23.0594	24.2124	25.4231
236	21.0201	22.0711	23.1747	24.3335	25.5502
237	21.1251	22.1814	23.2905	24.4547	25.6779
238	21.2307	22.2921	23.4069	24.5769	25.8063
239	21.3369	22.4036	23.5238	24.6999	25.9350
240	21.4435	22.5158	23.6417	24.8234	26.0645
241	21.5506	22.6282	23.7595	24.9476	26.1951

GRADE	A	B	C	D	E
242	21.6585	22.7413	23.8787	25.0725	26.3260
243	21.7668	22.8552	23.9981	25.1981	26.4580
244	21.8756	22.9695	24.1179	25.3239	26.5899
245	21.9850	23.0843	24.2384	25.4506	26.7228
246	22.0954	23.1998	24.3597	25.5776	26.8565
247	22.2055	23.3158	24.4815	25.7058	26.9908
248	22.3166	23.4325	24.6040	25.8342	27.1258
249	22.4281	23.5493	24.7270	25.9631	27.2614
250	22.5401	23.6672	24.8505	26.0927	27.3975
251	22.6529	23.7855	24.9748	26.2236	27.5347
252	22.7660	23.9046	25.0994	26.3549	27.6721
253	22.8797	24.0240	25.2250	26.4863	27.8106
254	22.9943	24.1442	25.3513	26.6190	27.9497
255	23.1092	24.2648	25.4778	26.7519	28.0895
256	23.2245	24.3858	25.6052	26.8854	28.2298
257	23.3407	24.5079	25.7329	27.0202	28.3712
258	23.4575	24.6307	25.8619	27.1551	28.5126
259	23.5751	24.7534	25.9914	27.2910	28.6551
260	23.6927	24.8773	26.1211	27.4274	28.7988
261	23.8111	25.0016	26.2516	27.5643	28.9426
262	23.9301	25.1267	26.3829	27.7023	29.0874
263	24.0495	25.2524	26.5149	27.8408	29.2328
264	24.1701	25.3788	26.6477	27.9802	29.3794
265	24.2913	25.5056	26.7809	28.1201	29.5261
266	24.4128	25.6331	26.9147	28.2605	29.6736
267	24.5347	25.7611	27.0494	28.4019	29.8219
268	24.6572	25.8900	27.1848	28.5438	29.9710
269	24.7802	26.0195	27.3205	28.6867	30.1205
270	24.9041	26.1496	27.4571	28.8300	30.2712
271	25.0289	26.2803	27.5942	28.9738	30.4227
272	25.1535	26.4114	27.7321	29.1188	30.5746
273	25.2794	26.5434	27.8707	29.2638	30.7269
274	25.4060	26.6762	28.0101	29.4103	30.8813
275	25.5331	26.8098	28.1503	29.5576	31.0357
276	25.6608	26.9439	28.2909	29.7052	31.1909
277	25.7891	27.0787	28.4328	29.8544	31.3471
278	25.9180	27.2138	28.5745	30.0032	31.5038
279	26.0477	27.3500	28.7174	30.1533	31.6612
280	26.1778	27.4869	28.8610	30.3043	31.8194
281	26.3087	27.6241	29.0054	30.4556	31.9784
282	26.4404	27.7622	29.1505	30.6077	32.1380
283	26.5724	27.9012	29.2964	30.7610	32.2993
284	26.7051	28.0404	29.4425	30.9148	32.4603
285	26.8388	28.1805	29.5897	31.0691	32.6226
286	26.9728	28.3212	29.7375	31.2247	32.7859
287	27.1077	28.4633	29.8862	31.3805	32.9494

GRADE	A	B	C	D	E
288	27.2434	28.6054	30.0359	31.5374	33.1145
289	27.3796	28.7485	30.1858	31.6952	33.2798
290	27.5167	28.8922	30.3371	31.8537	33.4466
291	27.6543	29.0367	30.4887	32.0130	33.6133
292	27.7923	29.1820	30.6410	32.1733	33.7820
293	27.9315	29.3280	30.7947	32.3339	33.9508
294	28.0711	29.4746	30.9481	32.4955	34.1203
295	28.2113	29.6221	31.1028	32.6583	34.2911
296	28.3527	29.7701	31.2586	32.8214	34.4628
297	28.4943	29.9190	31.4150	32.9860	34.6353
298	28.6365	30.0689	31.5722	33.1503	34.8080
299	28.7800	30.2187	31.7297	33.3165	34.9823
300	28.9239	30.3700	31.8886	33.4828	35.1570
301	29.0683	30.5218	32.0478	33.6505	35.3330
302	29.2138	30.6745	32.2078	33.8186	35.5095
303	29.3597	30.8278	32.3692	33.9878	35.6871
304	29.5067	30.9819	32.5312	34.1576	35.8655
305	29.6543	31.1370	32.6939	34.3283	36.0448
306	29.8026	31.2923	32.8571	34.4997	36.2254
307	29.9513	31.4490	33.0213	34.6726	36.4063
308	30.1013	31.6062	33.1867	34.8460	36.5886
309	30.2516	31.7641	33.3524	35.0201	36.7711
310	30.4030	31.9232	33.5190	35.1953	36.9550
311	30.5550	32.0832	33.6870	35.3714	37.1397
312	30.7080	32.2433	33.8556	35.5484	37.3256
313	30.8616	32.4046	34.0247	35.7259	37.5122
314	31.0158	32.5666	34.1949	35.9050	37.7000
315	31.1711	32.7297	34.3661	36.0841	37.8885
316	31.3272	32.8930	34.5379	36.2650	38.0780
317	31.4837	33.0580	34.7108	36.4464	38.2685
318	31.6413	33.2235	34.8843	36.6284	38.4600
319	31.7995	33.3894	35.0588	36.8120	38.6523
320	31.9584	33.5564	35.2343	36.9961	38.8458
321	32.1181	33.7243	35.4104	37.1810	39.0402
322	32.2790	33.8931	35.5872	37.3670	39.2355
323	32.4404	34.0619	35.7651	37.5536	39.4314
324	32.6026	34.2322	35.9441	37.7412	39.6282
325	32.7655	34.4035	36.1236	37.9298	39.8263
326	32.9291	34.5758	36.3045	38.1195	40.0254
327	33.0936	34.7488	36.4857	38.3104	40.2258
328	33.2594	34.9222	36.6685	38.5020	40.4271
329	33.4257	35.0966	36.8513	38.6942	40.6286
330	33.5927	35.2724	37.0360	38.8878	40.8322
331	33.7609	35.4485	37.2210	39.0822	41.0361
332	33.9295	35.6260	37.4074	39.2777	41.2418
333	34.0991	35.8043	37.5945	39.4745	41.4480

GRADE	A	B	C	D	E
334	34.2697	35.9833	37.7825	39.6714	41.6553
335	34.4409	36.1631	37.9715	39.8699	41.8634
336	34.6131	36.3440	38.1608	40.0691	42.0727
337	34.7865	36.5256	38.3519	40.2697	42.2830
338	34.9604	36.7082	38.5436	40.4711	42.4947
339	35.1349	36.8916	38.7363	40.6732	42.7070
340	35.3108	37.0763	38.9304	40.8766	42.9205
341	35.4872	37.2617	39.1248	41.0810	43.1351
342	35.6646	37.4477	39.3200	41.2860	43.3505
343	35.8429	37.6350	39.5166	41.4926	43.5675
344	36.0220	37.8233	39.7146	41.7001	43.7851
345	36.2021	38.0123	39.9132	41.9087	44.0040
346	36.3832	38.2029	40.1125	42.1181	44.2241
347	36.5653	38.3936	40.3132	42.3290	44.4451
348	36.7481	38.5854	40.5151	42.5406	44.6678
349	36.9320	38.7785	40.7173	42.7532	44.8908
350	37.1163	38.9720	40.9211	42.9669	45.1151
351	37.3020	39.1672	41.1256	43.1817	45.3408
352	37.4883	39.3630	41.3313	43.3976	45.5672
353	37.6759	39.5596	41.5375	43.6144	45.7951
354	37.8641	39.7574	41.7454	43.8326	46.0242
355	38.0535	39.9562	41.9542	44.0516	46.2544
356	38.2436	40.1559	42.1636	44.2719	46.4857
357	38.4349	40.3569	42.3746	44.4933	46.7180
358	38.6272	40.5587	42.5867	44.7159	46.9516
359	38.8202	40.7614	42.7997	44.9391	47.1864
360	39.0142	40.9651	43.0135	45.1642	47.4225
361	39.2091	41.1699	43.2286	45.3899	47.6594
362	39.4058	41.3756	43.4449	45.6171	47.8981
363	39.6029	41.5833	43.6619	45.8452	48.1373
364	39.8006	41.7906	43.8803	46.0744	48.3781
365	39.9998	41.9997	44.0999	46.3049	48.6199
366	40.1997	42.2100	44.3203	46.5364	48.8630
367	40.4007	42.4208	44.5419	46.7688	49.1072
368	40.6029	42.6328	44.7644	47.0024	49.3528
369	40.8056	42.8460	44.9883	47.2378	49.5996
370	41.0096	43.0603	45.2133	47.4740	49.8478
371	41.2147	43.2759	45.4395	47.7117	50.0973
372	41.4213	43.4919	45.6662	47.9498	50.3473
373	41.6279	43.7093	45.8950	48.1895	50.5993
374	41.8364	43.9282	46.1245	48.4304	50.8521
375	42.0457	44.1476	46.3548	48.6728	51.1063

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