

**RESOLUTION NO. 2023-045**

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN BUENAVENTURA PROVIDING FOR A SYSTEMATIC CLASSIFICATION OF POSITIONS AND A STANDARDIZATION OF SALARIES OF GENERAL UNIT EMPLOYEES OF THE CITY OF SAN BUENAVENTURA AS OF JULY 8, 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 July 8, 2023.

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

**General Unit - (Salary Schedule "G")** shall apply to classifications of non-supervisory, clerical, technical, para-professional, inspector, and civilian public safety classifications and as specified in Section 5.0 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 "G" 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 "G" 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 General Unit, a recognized bargaining unit, shall be as described in the approved Memorandum of Understanding (MOU) between the City and the General Unit of Service Employees International Union (SEIU) Local 721, CTW, CLC.

**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 or range 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 vacation, sick leave, personal leave, and holiday benefits shall earn at a rate proportionate to their regular work hours and based upon the salary schedule in which they are covered. 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.** General 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 classification.

**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 or range 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 or range. 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.

**SECTION 5.0 - GENERAL UNIT - SALARY SCHEDULE “G”**

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
B10	7/8/2023	Accounting Assistant	262	24.6480	29.9600
	7/6/2024		263	25.2664	30.7120
	7/5/2025		263	26.0244	31.6334
G36	7/8/2023	Accounting Technician	309	31.1591	37.8742
	7/6/2024		310	31.9414	38.8250
	7/5/2025		310	32.8996	39.9898
G51	7/8/2023	Administrative Assistant	275	26.2991	31.9668
	7/6/2024		278	27.2294	33.0979
	7/5/2025		278	28.0463	34.0908
K35	7/8/2023	Aquatics Coordinator	304	30.3919	36.9415
	7/6/2024		305	31.1548	37.8686
	7/5/2025		305	32.0894	39.0047
J05	7/8/2023	Building Inspector	325	33.7485	41.0211
	7/6/2024		328	34.9423	42.4727
	7/5/2025		328	35.9906	43.7469
B32	7/8/2023	Business Tax Assistant	281	27.0980	32.9378
	7/6/2024		282	27.7783	33.7641
	7/5/2025		282	28.6116	34.7770

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
G54	7/8/2023	City Arborist	340	36.3701	44.2081
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
G55	7/8/2023	Code Enforcement Inspector	325	33.7485	41.0211
	7/6/2024		328	34.9423	42.4727
	7/5/2025		328	35.9906	43.7469
J11	7/8/2023	Construction Inspector	325	33.7485	41.0211
	7/6/2024		328	34.9423	42.4727
	7/5/2025		328	35.9906	43.7469
G39	7/8/2023	Criminal Investigative Technician I	302	30.0902	36.5748
	7/6/2024		308	31.6244	38.4400
	7/5/2025		308	32.5731	39.5932
G38	7/8/2023	Criminal Investigative Technician II	323	33.4136	40.6143
	7/6/2024		327	34.7681	42.2613
	7/5/2025		327	35.8111	43.5291
K11	7/8/2023	Digital Publishing Specialist I	243	22.4198	27.2517
	7/6/2024		244	22.9825	27.9354
	7/5/2025		244	23.6720	28.7735
K12	7/8/2023	Digital Publishing Specialist II	262	24.6480	29.9600
	7/6/2024		263	25.2664	30.7120
	7/5/2025		263	26.0244	31.6334
K21	7/8/2023	Dispatcher Training Coordinator	347	37.6623	45.7785
	7/6/2024		352	39.3852	47.8729
	7/5/2025		352	40.5668	49.3091
J16	7/8/2023	Electrical Inspector	354	39.0000	47.4049
	7/6/2024		357	40.3797	49.0819
	7/5/2025		357	41.5911	50.5544
G09	7/8/2023	Engineering Technician	310	31.3151	38.0637
	7/6/2024		315	32.7483	39.8057
	7/5/2025		315	33.7307	40.9999
J12	7/8/2023	Environmental Compliance Inspector	325	33.7485	41.0211
	7/6/2024		328	34.9423	42.4727
	7/5/2025		328	35.9906	43.7469
K64	7/8/2023	Environmental Services Coordinator	315	32.1062	39.0252
	7/6/2024		318	33.2423	40.4061
	7/5/2025		318	34.2396	41.6183
G56	7/8/2023	Fire Inspector	325	33.7485	41.0211
	7/6/2024		328	34.9423	42.4727
	7/5/2025		328	35.9906	43.7469

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
J04	7/8/2023	Fire Prevention Specialist	354	39.0000	47.4049
	7/6/2024		357	40.3797	49.0819
	7/5/2025		357	41.5911	50.5544
G59	7/8/2023	Forensic Specialist I	302	22.8717	27.8005
	7/6/2024		308	31.6244	38.4400
	7/5/2025		308	32.5731	39.5932
G60	7/8/2023	Forensic Specialist II	323	33.4136	40.6143
	7/6/2024		327	34.7681	42.2613
	7/5/2025		327	35.8111	43.5291
G41	7/8/2023	Graphics Specialist I	296	29.2033	35.4967
	7/6/2024		302	30.6920	37.3063
	7/5/2025		302	31.6128	38.4255
G42	7/8/2023	Graphics Specialist II	315	32.1062	39.0252
	7/6/2024		321	33.7432	41.0156
	7/5/2025		321	34.7555	42.2461
J29	7/8/2023	Hazardous Materials Specialist	354	39.0000	47.4049
	7/6/2024		357	40.3797	49.0819
	7/5/2025		357	41.5911	50.5544
G49	7/8/2023	Information Technology Customer Support Technician I	296	29.2033	35.4967
	7/6/2024		302	30.6920	37.3063
	7/5/2025		302	31.6128	38.4255
G50	7/8/2023	Information Technology Customer Support Technician II	315	32.1062	39.0252
	7/6/2024		321	33.7432	41.0156
	7/5/2025		321	34.7555	42.2461
J02	7/8/2023	Landscape Inspector	325	33.7485	41.0211
	7/6/2024		328	34.9423	42.4727
	7/5/2025		328	35.9906	43.7469
G44	7/8/2023	Management Technician I	294	28.9132	35.1439
	7/6/2024		297	29.9361	36.3879
	7/5/2025		297	30.8342	37.4795
G45	7/8/2023	Management Technician II	313	31.7874	38.6376
	7/6/2024		316	32.9123	40.0047
	7/5/2025		316	33.8997	41.2048
B02	7/8/2023	Office Assistant I	221	20.0900	24.4194
	7/6/2024		225	20.9046	25.4100
	7/5/2025		225	21.5317	26.1723
B03	7/8/2023	Office Assistant II	238	21.8676	26.5805
	7/6/2024		241	22.6410	27.5206
	7/5/2025		241	23.3202	28.3462

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
G46	7/8/2023	Permit Services Technician I	302	30.0902	36.5748
	7/6/2024		302	30.6920	37.3063
	7/5/2025		302	31.6128	38.4255
G47	7/8/2023	Permit Services Technician II	320	32.9172	40.0112
	7/6/2024		321	33.7432	41.0156
	7/5/2025		321	34.7555	42.2461
G21	7/8/2023	Planning Assistant	294	28.9132	35.1439
	7/6/2024		297	29.9361	36.3879
	7/5/2025		297	30.8342	37.4795
G13	7/8/2023	Planning Technician	313	31.7874	38.6376
	7/6/2024		316	32.9123	40.0047
	7/5/2025		316	33.8997	41.2048
J17	7/8/2023	Plumbing/Mechanical Inspector	354	39.0000	47.4049
	7/6/2024		357	40.3797	49.0819
	7/5/2025		357	41.5911	50.5544
B09	7/8/2023	Police Records Specialist I	239	21.9770	26.7131
	7/6/2024		246	23.2135	28.2154
	7/5/2025		246	23.9099	29.0619
B12	7/8/2023	Police Records Specialist II	258	24.1612	29.3680
	7/6/2024		265	25.5204	31.0201
	7/5/2025		265	26.2860	31.9507
K10	7/8/2023	Police Services Officer	284	27.5063	33.4341
	7/6/2024		289	28.7650	34.9638
	7/5/2025		289	29.6280	36.0127
G61	7/8/2023	Preservation Services Technician I	284	27.5063	33.4341
	7/6/2024		284	28.0564	34.1028
	7/5/2025		284	28.8981	35.1259
G62	7/8/2023	Preservation Services Technician II	302	30.0902	36.5748
	7/6/2024		302	30.6920	37.3063
	7/5/2025		302	31.6128	38.4255
K22	7/8/2023	Public Safety Call Taker	290	28.3422	34.4500
	7/6/2024		296	29.7874	36.2066
	7/5/2025		296	30.6810	37.2928
K23	7/8/2023	Public Safety Dispatcher	328	34.2572	41.6399
	7/6/2024		333	35.8245	43.5452
	7/5/2025		333	36.8992	44.8516
K24	7/8/2023	Public Safety Dispatcher Trainee	309	31.1591	37.8742
	7/6/2024		314	32.5852	39.6076
	7/5/2025		314	33.5628	40.7958
K33	7/8/2023	Recreation Coordinator	304	30.3919	36.9415
	7/6/2024		305	31.1548	37.8686

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
	7/5/2025		305	32.0894	39.0047
B11	7/8/2023	Senior Accounting Assistant	281	27.0980	32.9378
	7/6/2024		282	27.7783	33.7641
	7/5/2025		282	28.6116	34.7770
J06	7/8/2023	Senior Building Inspector	344	37.1027	45.0987
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
G57	7/8/2023	Senior Code Enforcement Inspector	344	37.1027	45.0987
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
J20	7/8/2023	Senior Construction Inspector	344	37.1027	45.0987
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
G11	7/8/2023	Senior Engineering Technician	329	34.4285	41.8475
	7/6/2024		334	36.0038	43.7631
	7/5/2025		334	37.0839	45.0760
J13	7/8/2023	Senior Environmental Compliance Inspector	344	37.1027	45.0987
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
G58	7/8/2023	Senior Fire Inspector	344	37.1027	45.0987
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
J28	7/8/2023	Senior Landscape Inspector	344	37.1027	45.0987
	7/6/2024		347	38.4155	46.6941
	7/5/2025		347	39.5680	48.0949
B04	7/8/2023	Senior Office Assistant	256	23.9212	29.0767
	7/6/2024		259	24.7680	30.1051
	7/5/2025		259	25.5110	31.0083
G48	7/8/2023	Senior Permit Services Technician	339	36.1889	43.9882
	7/6/2024		340	37.0975	45.0923
	7/5/2025		340	38.2104	46.4451
B13	7/8/2023	Senior Police Records Specialist	277	26.5628	32.2875
	7/6/2024		284	28.0564	34.1028
	7/5/2025		284	28.8981	35.1259
K14	7/8/2023	Senior Police Services Officer	304	30.3919	36.9415
	7/6/2024		308	31.6244	38.4400
	7/5/2025		308	32.5731	39.5932
K20	7/8/2023	Senior Public Safety Dispatcher	356	39.3909	47.8803
	7/6/2024		361	41.1931	50.0710
	7/5/2025		361	42.4289	51.5731
G53	7/8/2023	Senior Utility Billing Representative	281	27.0980	32.9378



Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
	7/6/2024		282	27.7783	33.7641
	7/5/2025		282	28.6116	34.7770
G35	7/8/2023	Survey Specialist	348	37.8505	46.0078
	7/6/2024		353	39.5823	48.1124
	7/5/2025		353	40.7698	49.5558
G52	7/8/2023	Utility Billing Representative	262	24.6480	29.9600
	7/6/2024		263	25.2664	30.7120
	7/5/2025		263	26.0244	31.6334

See "Salary Table for General Employees" for salaries for the above "G" 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 June 12, 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:

BY:   
Michael B. MacDonald, CMC  
City Clerk





APPROVED AS TO FORM:  
Andrew Heglund, City Attorney

By:  6/1/23  
\_\_\_\_\_  
Andy H. Viets, Senior Assistant City Attorney

**EXHIBIT A**  
**SALARY TABLE FOR GENERAL UNIT**  
**EFFECTIVE JULY 8, 2023**

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>190</b>	17.2115	18.0719	18.9757	19.9246	20.9206
<b>191</b>	17.2976	18.1624	19.0706	20.0240	21.0256
<b>192</b>	17.3838	18.2535	19.1661	20.1243	21.1307
<b>193</b>	17.4711	18.3447	19.2616	20.2249	21.2361
<b>194</b>	17.5585	18.4365	19.3582	20.3261	21.3427
<b>195</b>	17.6459	18.5286	19.4548	20.4276	21.4489
<b>196</b>	17.7344	18.6213	19.5521	20.5299	21.5560
<b>197</b>	17.8232	18.7143	19.6496	20.6325	21.6641
<b>198</b>	17.9119	18.8079	19.7482	20.7357	21.7727
<b>199</b>	18.0018	18.9017	19.8467	20.8391	21.8812
<b>200</b>	18.0916	18.9962	19.9458	20.9436	21.9905
<b>201</b>	18.1821	19.0913	20.0460	21.0479	22.1006
<b>202</b>	18.2728	19.1864	20.1460	21.1534	22.2110
<b>203</b>	18.3643	19.2825	20.2464	21.2589	22.3221
<b>204</b>	18.4564	19.3788	20.3479	21.3654	22.4340
<b>205</b>	18.5483	19.4759	20.4496	21.4723	22.5457
<b>206</b>	18.6410	19.5734	20.5523	21.5796	22.6586
<b>207</b>	18.7349	19.6711	20.6548	21.6878	22.7721
<b>208</b>	18.8286	19.7695	20.7580	21.7961	22.8861
<b>209</b>	18.9222	19.8686	20.8621	21.9049	23.0004
<b>210</b>	19.0171	19.9681	20.9666	22.0148	23.1155
<b>211</b>	19.1121	20.0679	21.0714	22.1249	23.2311
<b>212</b>	19.2076	20.1684	21.1770	22.2353	23.3472
<b>213</b>	19.3040	20.2691	21.2827	22.3466	23.4643
<b>214</b>	19.4006	20.3704	21.3892	22.4586	23.5814
<b>215</b>	19.4977	20.4725	21.4963	22.5710	23.6997
<b>216</b>	19.5953	20.5749	21.6038	22.6839	23.8181
<b>217</b>	19.6933	20.6778	21.7116	22.7972	23.9371
<b>218</b>	19.7918	20.7812	21.8202	22.9113	24.0569
<b>219</b>	19.8906	20.8850	21.9296	23.0260	24.1774
<b>220</b>	19.9902	20.9896	22.0390	23.1412	24.2984
<b>221</b>	20.0900	21.0945	22.1492	23.2570	24.4194
<b>222</b>	20.1904	21.1999	22.2598	23.3729	24.5416
<b>223</b>	20.2913	21.3059	22.3712	23.4897	24.6642
<b>224</b>	20.3929	21.4127	22.4834	23.6073	24.7877

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>225</b>	20.4947	21.5194	22.5955	23.7253	24.9118
<b>226</b>	20.5973	21.6271	22.7086	23.8439	25.0361
<b>227</b>	20.7002	21.7353	22.8220	23.9631	25.1613
<b>228</b>	20.8037	21.8440	22.9361	24.0826	25.2870
<b>229</b>	20.9079	21.9531	23.0509	24.2034	25.4135
<b>230</b>	21.0122	22.0630	23.1660	24.3246	25.5406
<b>231</b>	21.1176	22.1731	23.2818	24.4459	25.6684
<b>232</b>	21.2228	22.2842	23.3984	24.5685	25.7969
<b>233</b>	21.3293	22.3956	23.5153	24.6907	25.9256
<b>234</b>	21.4358	22.5074	23.6327	24.8145	26.0550
<b>235</b>	21.5431	22.6202	23.7512	24.9388	26.1858
<b>236</b>	21.6507	22.7332	23.8699	25.0635	26.3167
<b>237</b>	21.7589	22.8468	23.9892	25.1883	26.4482
<b>238</b>	21.8676	22.9609	24.1091	25.3142	26.5805
<b>239</b>	21.9770	23.0757	24.2295	25.4409	26.7131
<b>240</b>	22.0868	23.1913	24.3510	25.5681	26.8464
<b>241</b>	22.1971	23.3070	24.4723	25.6960	26.9810
<b>242</b>	22.3083	23.4235	24.5951	25.8247	27.1158
<b>243</b>	22.4198	23.5409	24.7180	25.9540	27.2517
<b>244</b>	22.5319	23.6586	24.8414	26.0836	27.3876
<b>245</b>	22.6446	23.7768	24.9656	26.2141	27.5245
<b>246</b>	22.7583	23.8958	25.0905	26.3449	27.6622
<b>247</b>	22.8717	24.0153	25.2159	26.4770	27.8005
<b>248</b>	22.9861	24.1355	25.3421	26.6092	27.9396
<b>249</b>	23.1009	24.2558	25.4688	26.7420	28.0792
<b>250</b>	23.2163	24.3772	25.5960	26.8755	28.2194
<b>251</b>	23.3325	24.4991	25.7240	27.0103	28.3607
<b>252</b>	23.4490	24.6217	25.8524	27.1455	28.5023
<b>253</b>	23.5661	24.7447	25.9818	27.2809	28.6449
<b>254</b>	23.6841	24.8685	26.1118	27.4176	28.7882
<b>255</b>	23.8025	24.9927	26.2421	27.5545	28.9322
<b>256</b>	23.9212	25.1174	26.3734	27.6920	29.0767
<b>257</b>	24.0409	25.2431	26.5049	27.8308	29.2223
<b>258</b>	24.1612	25.3696	26.6378	27.9698	29.3680
<b>259</b>	24.2824	25.4960	26.7711	28.1097	29.5148
<b>260</b>	24.4035	25.6236	26.9047	28.2502	29.6628
<b>261</b>	24.5254	25.7516	27.0391	28.3912	29.8109
<b>262</b>	24.6480	25.8805	27.1744	28.5334	29.9600
<b>263</b>	24.7710	26.0100	27.3103	28.6760	30.1098
<b>264</b>	24.8952	26.1402	27.4471	28.8196	30.2608
<b>265</b>	25.0200	26.2708	27.5843	28.9637	30.4119

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>266</b>	25.1452	26.4021	27.7221	29.1083	30.5638
<b>267</b>	25.2707	26.5339	27.8609	29.2540	30.7166
<b>268</b>	25.3969	26.6667	28.0003	29.4001	30.8701
<b>269</b>	25.5236	26.8001	28.1401	29.5473	31.0241
<b>270</b>	25.6512	26.9341	28.2808	29.6949	31.1793
<b>271</b>	25.7798	27.0687	28.4220	29.8430	31.3354
<b>272</b>	25.9081	27.2037	28.5641	29.9924	31.4918
<b>273</b>	26.0378	27.3397	28.7068	30.1417	31.6487
<b>274</b>	26.1682	27.4765	28.8504	30.2926	31.8077
<b>275</b>	26.2991	27.6141	28.9948	30.4443	31.9668
<b>276</b>	26.4306	27.7522	29.1396	30.5964	32.1266
<b>277</b>	26.5628	27.8911	29.2858	30.7500	32.2875
<b>278</b>	26.6955	28.0302	29.4317	30.9033	32.4489
<b>279</b>	26.8291	28.1705	29.5789	31.0579	32.6110
<b>280</b>	26.9631	28.3115	29.7268	31.2134	32.7740
<b>281</b>	27.0980	28.4528	29.8756	31.3693	32.9378
<b>282</b>	27.2336	28.5951	30.0250	31.5259	33.1021
<b>283</b>	27.3696	28.7382	30.1753	31.6838	33.2683
<b>284</b>	27.5063	28.8816	30.3258	31.8422	33.4341
<b>285</b>	27.6440	29.0259	30.4774	32.0012	33.6013
<b>286</b>	27.7820	29.1708	30.6296	32.1614	33.7695
<b>287</b>	27.9209	29.3172	30.7828	32.3219	33.9379
<b>288</b>	28.0607	29.4636	30.9370	32.4835	34.1079
<b>289</b>	28.2010	29.6110	31.0914	32.6461	34.2782
<b>290</b>	28.3422	29.7590	31.2472	32.8093	34.4500
<b>291</b>	28.4839	29.9078	31.4034	32.9734	34.6217
<b>292</b>	28.6261	30.0575	31.5602	33.1385	34.7955
<b>293</b>	28.7694	30.2078	31.7185	33.3039	34.9693
<b>294</b>	28.9132	30.3588	31.8765	33.4704	35.1439
<b>295</b>	29.0576	30.5108	32.0359	33.6380	35.3198
<b>296</b>	29.2033	30.6632	32.1964	33.8060	35.4967
<b>297</b>	29.3491	30.8166	32.3575	33.9756	35.6744
<b>298</b>	29.4956	30.9710	32.5194	34.1448	35.8522
<b>299</b>	29.6434	31.1253	32.6816	34.3160	36.0318
<b>300</b>	29.7916	31.2811	32.8453	34.4873	36.2117
<b>301</b>	29.9403	31.4375	33.0092	34.6600	36.3930
<b>302</b>	30.0902	31.5947	33.1740	34.8332	36.5748
<b>303</b>	30.2405	31.7526	33.3403	35.0074	36.7577
<b>304</b>	30.3919	31.9114	33.5071	35.1823	36.9415
<b>305</b>	30.5439	32.0711	33.6747	35.3581	37.1261
<b>306</b>	30.6967	32.2311	33.8428	35.5347	37.3122

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>307</b>	30.8498	32.3925	34.0119	35.7128	37.4985
<b>308</b>	31.0043	32.5544	34.1823	35.8914	37.6863
<b>309</b>	31.1591	32.7170	34.3530	36.0707	37.8742
<b>310</b>	31.3151	32.8809	34.5246	36.2512	38.0637
<b>311</b>	31.4717	33.0457	34.6976	36.4325	38.2539
<b>312</b>	31.6292	33.2106	34.8713	36.6149	38.4454
<b>313</b>	31.7874	33.3767	35.0454	36.7977	38.6376
<b>314</b>	31.9463	33.5436	35.2207	36.9822	38.8310
<b>315</b>	32.1062	33.7116	35.3971	37.1666	39.0252
<b>316</b>	32.2670	33.8798	35.5740	37.3530	39.2203
<b>317</b>	32.4282	34.0497	35.7521	37.5398	39.4166
<b>318</b>	32.5905	34.2202	35.9308	37.7273	39.6138
<b>319</b>	32.7535	34.3911	36.1106	37.9164	39.8119
<b>320</b>	32.9172	34.5631	36.2913	38.1060	40.0112
<b>321</b>	33.0816	34.7360	36.4727	38.2964	40.2114
<b>322</b>	33.2474	34.9099	36.6548	38.4880	40.4126
<b>323</b>	33.4136	35.0838	36.8381	38.6802	40.6143
<b>324</b>	33.5807	35.2592	37.0224	38.8734	40.8170
<b>325</b>	33.7485	35.4356	37.2073	39.0677	41.0211
<b>326</b>	33.9170	35.6131	37.3936	39.2631	41.2262
<b>327</b>	34.0864	35.7913	37.5803	39.4597	41.4326
<b>328</b>	34.2572	35.9699	37.7686	39.6571	41.6399
<b>329</b>	34.4285	36.1495	37.9568	39.8550	41.8475
<b>330</b>	34.6005	36.3306	38.1471	40.0544	42.0572
<b>331</b>	34.7737	36.5120	38.3376	40.2547	42.2672
<b>332</b>	34.9474	36.6948	38.5296	40.4560	42.4791
<b>333</b>	35.1221	36.8784	38.7223	40.6587	42.6914
<b>334</b>	35.2978	37.0628	38.9160	40.8615	42.9050
<b>335</b>	35.4741	37.2480	39.1106	41.0660	43.1193
<b>336</b>	35.6515	37.4343	39.3056	41.2712	43.3349
<b>337</b>	35.8301	37.6214	39.5025	41.4778	43.5515
<b>338</b>	36.0092	37.8094	39.6999	41.6852	43.7695
<b>339</b>	36.1889	37.9983	39.8984	41.8934	43.9882
<b>340</b>	36.3701	38.1886	40.0983	42.1029	44.2081
<b>341</b>	36.5518	38.3796	40.2985	42.3134	44.4292
<b>342</b>	36.7345	38.5711	40.4996	42.5246	44.6510
<b>343</b>	36.9182	38.7641	40.7021	42.7374	44.8745
<b>344</b>	37.1027	38.9580	40.9060	42.9511	45.0987
<b>345</b>	37.2882	39.1527	41.1106	43.1660	45.3241
<b>346</b>	37.4747	39.3490	41.3159	43.3816	45.5508
<b>347</b>	37.6623	39.5454	41.5226	43.5989	45.7785

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>348</b>	37.8505	39.7430	41.7306	43.8168	46.0078
<b>349</b>	38.0400	39.9419	41.9388	44.0358	46.2375
<b>350</b>	38.2298	40.1412	42.1487	44.2559	46.4686
<b>351</b>	38.4211	40.3422	42.3594	44.4772	46.7010
<b>352</b>	38.6129	40.5439	42.5712	44.6995	46.9342
<b>353</b>	38.8062	40.7464	42.7836	44.9228	47.1690
<b>354</b>	39.0000	40.9501	42.9978	45.1476	47.4049
<b>355</b>	39.1951	41.1549	43.2128	45.3731	47.6420
<b>356</b>	39.3909	41.3606	43.4285	45.6001	47.8803
<b>357</b>	39.5879	41.5676	43.6458	45.8281	48.1195
<b>358</b>	39.7860	41.7755	43.8643	46.0574	48.3601
<b>359</b>	39.9848	41.9842	44.0837	46.2873	48.6020
<b>360</b>	40.1846	42.1941	44.3039	46.5191	48.8452
<b>361</b>	40.3854	42.4050	44.5255	46.7516	49.0892
<b>362</b>	40.5880	42.6169	44.7482	46.9856	49.3350
<b>363</b>	40.7910	42.8308	44.9718	47.2206	49.5814
<b>364</b>	40.9946	43.0443	45.1967	47.4566	49.8294
<b>365</b>	41.1998	43.2597	45.4229	47.6940	50.0785
<b>366</b>	41.4057	43.4763	45.6499	47.9325	50.3289
<b>367</b>	41.6127	43.6934	45.8782	48.1719	50.5804
<b>368</b>	41.8210	43.9118	46.1073	48.4125	50.8334
<b>369</b>	42.0298	44.1314	46.3379	48.6549	51.0876
<b>370</b>	42.2399	44.3521	46.5697	48.8982	51.3432
<b>371</b>	42.4511	44.5742	46.8027	49.1431	51.6002
<b>372</b>	42.6639	44.7967	47.0362	49.3883	51.8577
<b>373</b>	42.8767	45.0206	47.2719	49.6352	52.1173
<b>374</b>	43.0915	45.2460	47.5082	49.8833	52.3777
<b>375</b>	43.3071	45.4720	47.7454	50.1330	52.6395
<b>376</b>	43.5236	45.6994	47.9842	50.3836	52.9027
<b>377</b>	43.7412	45.9279	48.2241	50.6356	53.1672
<b>378</b>	43.9599	46.1575	48.4652	50.8887	53.4330
<b>379</b>	44.1797	46.3883	48.7075	51.1432	53.7002
<b>380</b>	44.4006	46.6203	48.9511	51.3989	53.9687
<b>381</b>	44.6226	46.8534	49.1958	51.6559	54.2385
<b>382</b>	44.8457	47.0876	49.4418	51.9142	54.5097
<b>383</b>	45.0700	47.3231	49.6890	52.1737	54.7823
<b>384</b>	45.2953	47.5597	49.9375	52.4346	55.0562
<b>385</b>	45.5218	47.7975	50.1872	52.6968	55.3315



**EFFECTIVE JULY 6, 2024**

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>190</b>	17.5557	18.4333	19.3552	20.3231	21.3390
<b>191</b>	17.6436	18.5256	19.4520	20.4245	21.4461
<b>192</b>	17.7315	18.6186	19.5494	20.5268	21.5533
<b>193</b>	17.8205	18.7116	19.6468	20.6294	21.6608
<b>194</b>	17.9097	18.8052	19.7454	20.7326	21.7696
<b>195</b>	17.9988	18.8992	19.8439	20.8362	21.8779
<b>196</b>	18.0891	18.9937	19.9431	20.9405	21.9871
<b>197</b>	18.1797	19.0886	20.0426	21.0452	22.0974
<b>198</b>	18.2701	19.1841	20.1432	21.1504	22.2082
<b>199</b>	18.3618	19.2797	20.2436	21.2559	22.3188
<b>200</b>	18.4534	19.3761	20.3447	21.3625	22.4303
<b>201</b>	18.5457	19.4731	20.4469	21.4689	22.5426
<b>202</b>	18.6383	19.5701	20.5489	21.5765	22.6552
<b>203</b>	18.7316	19.6682	20.6513	21.6841	22.7685
<b>204</b>	18.8255	19.7664	20.7549	21.7927	22.8827
<b>205</b>	18.9193	19.8654	20.8586	21.9017	22.9966
<b>206</b>	19.0138	19.9649	20.9633	22.0112	23.1118
<b>207</b>	19.1096	20.0645	21.0679	22.1216	23.2275
<b>208</b>	19.2052	20.1649	21.1732	22.2320	23.3438
<b>209</b>	19.3006	20.2660	21.2793	22.3430	23.4604
<b>210</b>	19.3974	20.3675	21.3859	22.4551	23.5778
<b>211</b>	19.4943	20.4693	21.4928	22.5674	23.6957
<b>212</b>	19.5918	20.5718	21.6005	22.6800	23.8141
<b>213</b>	19.6901	20.6745	21.7084	22.7935	23.9336
<b>214</b>	19.7886	20.7778	21.8170	22.9078	24.0530
<b>215</b>	19.8877	20.8820	21.9262	23.0224	24.1737
<b>216</b>	19.9872	20.9864	22.0359	23.1376	24.2945
<b>217</b>	20.0872	21.0914	22.1458	23.2531	24.4158
<b>218</b>	20.1876	21.1968	22.2566	23.3695	24.5380
<b>219</b>	20.2884	21.3027	22.3682	23.4865	24.6609
<b>220</b>	20.3900	21.4094	22.4798	23.6040	24.7844
<b>221</b>	20.4918	21.5164	22.5922	23.7221	24.9078
<b>222</b>	20.5942	21.6239	22.7050	23.8404	25.0324
<b>223</b>	20.6971	21.7320	22.8186	23.9595	25.1575
<b>224</b>	20.8008	21.8410	22.9331	24.0794	25.2835
<b>225</b>	20.9046	21.9498	23.0474	24.1998	25.4100
<b>226</b>	21.0092	22.0596	23.1628	24.3208	25.5368
<b>227</b>	21.1142	22.1700	23.2784	24.4424	25.6645
<b>228</b>	21.2198	22.2809	23.3948	24.5643	25.7927

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
229	21.3261	22.3922	23.5119	24.6875	25.9218
230	21.4324	22.5043	23.6293	24.8111	26.0514
231	21.5400	22.6166	23.7474	24.9348	26.1818
232	21.6473	22.7299	23.8664	25.0599	26.3128
233	21.7559	22.8435	23.9856	25.1845	26.4441
234	21.8645	22.9575	24.1054	25.3108	26.5761
235	21.9740	23.0726	24.2262	25.4376	26.7095
236	22.0837	23.1879	24.3473	25.5648	26.8430
237	22.1941	23.3037	24.4690	25.6921	26.9772
238	22.3050	23.4201	24.5913	25.8205	27.1121
239	22.4165	23.5372	24.7141	25.9497	27.2474
240	22.5285	23.6551	24.8380	26.0795	27.3833
241	22.6410	23.7731	24.9617	26.2099	27.5206
242	22.7545	23.8920	25.0870	26.3412	27.6581
243	22.8682	24.0117	25.2124	26.4731	27.7967
244	22.9825	24.1318	25.3382	26.6053	27.9354
245	23.0975	24.2523	25.4649	26.7384	28.0750
246	23.2135	24.3737	25.5923	26.8718	28.2154
247	23.3291	24.4956	25.7202	27.0065	28.3565
248	23.4458	24.6182	25.8489	27.1414	28.4984
249	23.5629	24.7409	25.9782	27.2768	28.6408
250	23.6806	24.8647	26.1079	27.4130	28.7838
251	23.7992	24.9891	26.2385	27.5505	28.9279
252	23.9180	25.1141	26.3694	27.6884	29.0723
253	24.0374	25.2396	26.5014	27.8265	29.2178
254	24.1578	25.3659	26.6340	27.9660	29.3640
255	24.2786	25.4926	26.7669	28.1056	29.5108
256	24.3996	25.6197	26.9009	28.2458	29.6582
257	24.5217	25.7480	27.0350	28.3874	29.8067
258	24.6444	25.8770	27.1706	28.5292	29.9554
259	24.7680	26.0059	27.3065	28.6719	30.1051
260	24.8916	26.1361	27.4428	28.8152	30.2561
261	25.0159	26.2666	27.5799	28.9590	30.4071
262	25.1410	26.3981	27.7179	29.1041	30.5592
263	25.2664	26.5302	27.8565	29.2495	30.7120
264	25.3931	26.6630	27.9960	29.3960	30.8660
265	25.5204	26.7962	28.1360	29.5430	31.0201
266	25.6481	26.9301	28.2765	29.6905	31.1751
267	25.7761	27.0646	28.4181	29.8391	31.3309
268	25.9048	27.2000	28.5603	29.9881	31.4875
269	26.0341	27.3361	28.7029	30.1382	31.6446

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>270</b>	26.1642	27.4728	28.8464	30.2888	31.8029
<b>271</b>	26.2954	27.6101	28.9904	30.4399	31.9621
<b>272</b>	26.4263	27.7478	29.1354	30.5922	32.1216
<b>273</b>	26.5586	27.8865	29.2809	30.7445	32.2817
<b>274</b>	26.6916	28.0260	29.4274	30.8985	32.4439
<b>275</b>	26.8251	28.1664	29.5747	31.0532	32.6061
<b>276</b>	26.9592	28.3072	29.7224	31.2083	32.7691
<b>277</b>	27.0941	28.4489	29.8715	31.3650	32.9333
<b>278</b>	27.2294	28.5908	30.0203	31.5214	33.0979
<b>279</b>	27.3657	28.7339	30.1705	31.6791	33.2632
<b>280</b>	27.5024	28.8777	30.3213	31.8377	33.4295
<b>281</b>	27.6400	29.0219	30.4731	31.9967	33.5966
<b>282</b>	27.7783	29.1670	30.6255	32.1564	33.7641
<b>283</b>	27.9170	29.3130	30.7788	32.3175	33.9337
<b>284</b>	28.0564	29.4592	30.9323	32.4790	34.1028
<b>285</b>	28.1969	29.6064	31.0869	32.6412	34.2733
<b>286</b>	28.3376	29.7542	31.2422	32.8046	34.4449
<b>287</b>	28.4793	29.9035	31.3985	32.9683	34.6167
<b>288</b>	28.6219	30.0529	31.5557	33.1332	34.7901
<b>289</b>	28.7650	30.2032	31.7132	33.2990	34.9638
<b>290</b>	28.9090	30.3542	31.8721	33.4655	35.1390
<b>291</b>	29.0536	30.5060	32.0315	33.6329	35.3141
<b>292</b>	29.1986	30.6587	32.1914	33.8013	35.4914
<b>293</b>	29.3448	30.8120	32.3529	33.9700	35.6687
<b>294</b>	29.4915	30.9660	32.5140	34.1398	35.8468
<b>295</b>	29.6388	31.1210	32.6766	34.3108	36.0262
<b>296</b>	29.7874	31.2765	32.8403	34.4821	36.2066
<b>297</b>	29.9361	31.4329	33.0047	34.6551	36.3879
<b>298</b>	30.0855	31.5904	33.1698	34.8277	36.5692
<b>299</b>	30.2363	31.7478	33.3352	35.0023	36.7524
<b>300</b>	30.3874	31.9067	33.5022	35.1770	36.9359
<b>301</b>	30.5391	32.0663	33.6694	35.3532	37.1209
<b>302</b>	30.6920	32.2266	33.8375	35.5299	37.3063
<b>303</b>	30.8453	32.3877	34.0071	35.7075	37.4929
<b>304</b>	30.9997	32.5496	34.1772	35.8859	37.6803
<b>305</b>	31.1548	32.7125	34.3482	36.0653	37.8686
<b>306</b>	31.3106	32.8757	34.5197	36.2454	38.0584
<b>307</b>	31.4668	33.0404	34.6921	36.4271	38.2485
<b>308</b>	31.6244	33.2055	34.8659	36.6092	38.4400
<b>309</b>	31.7823	33.3713	35.0401	36.7921	38.6317
<b>310</b>	31.9414	33.5385	35.2151	36.9762	38.8250

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>311</b>	32.1011	33.7066	35.3916	37.1612	39.0190
<b>312</b>	32.2618	33.8748	35.5687	37.3472	39.2143
<b>313</b>	32.4231	34.0442	35.7463	37.5337	39.4104
<b>314</b>	32.5852	34.2145	35.9251	37.7218	39.6076
<b>315</b>	32.7483	34.3858	36.1050	37.9099	39.8057
<b>316</b>	32.9123	34.5574	36.2855	38.1001	40.0047
<b>317</b>	33.0768	34.7307	36.4671	38.2906	40.2049
<b>318</b>	33.2423	34.9046	36.6494	38.4818	40.4061
<b>319</b>	33.4086	35.0789	36.8328	38.6747	40.6081
<b>320</b>	33.5755	35.2544	37.0171	38.8681	40.8114
<b>321</b>	33.7432	35.4307	37.2022	39.0623	41.0156
<b>322</b>	33.9123	35.6081	37.3879	39.2578	41.2209
<b>323</b>	34.0819	35.7855	37.5749	39.4538	41.4266
<b>324</b>	34.2523	35.9644	37.7628	39.6509	41.6333
<b>325</b>	34.4235	36.1443	37.9514	39.8491	41.8415
<b>326</b>	34.5953	36.3254	38.1415	40.0484	42.0507
<b>327</b>	34.7681	36.5071	38.3319	40.2489	42.2613
<b>328</b>	34.9423	36.6893	38.5240	40.4502	42.4727
<b>329</b>	35.1171	36.8725	38.7159	40.6521	42.6845
<b>330</b>	35.2925	37.0572	38.9100	40.8555	42.8983
<b>331</b>	35.4692	37.2422	39.1044	41.0598	43.1125
<b>332</b>	35.6463	37.4287	39.3002	41.2651	43.3287
<b>333</b>	35.8245	37.6160	39.4967	41.4719	43.5452
<b>334</b>	36.0038	37.8041	39.6943	41.6787	43.7631
<b>335</b>	36.1836	37.9930	39.8928	41.8873	43.9817
<b>336</b>	36.3645	38.1830	40.0917	42.0966	44.2016
<b>337</b>	36.5467	38.3738	40.2926	42.3074	44.4225
<b>338</b>	36.7294	38.5656	40.4939	42.5189	44.6449
<b>339</b>	36.9127	38.7583	40.6964	42.7313	44.8680
<b>340</b>	37.0975	38.9524	40.9003	42.9450	45.0923
<b>341</b>	37.2828	39.1472	41.1045	43.1597	45.3178
<b>342</b>	37.4692	39.3425	41.3096	43.3751	45.5440
<b>343</b>	37.6566	39.5394	41.5161	43.5921	45.7720
<b>344</b>	37.8448	39.7372	41.7241	43.8101	46.0007
<b>345</b>	38.0340	39.9358	41.9328	44.0293	46.2306
<b>346</b>	38.2242	40.1360	42.1422	44.2492	46.4618
<b>347</b>	38.4155	40.3363	42.3531	44.4709	46.6941
<b>348</b>	38.6075	40.5379	42.5652	44.6931	46.9280
<b>349</b>	38.8008	40.7407	42.7776	44.9165	47.1623
<b>350</b>	38.9944	40.9440	42.9917	45.1410	47.3980
<b>351</b>	39.1895	41.1490	43.2066	45.3667	47.6350

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>352</b>	39.3852	41.3548	43.4226	45.5935	47.8729
<b>353</b>	39.5823	41.5613	43.6393	45.8213	48.1124
<b>354</b>	39.7800	41.7691	43.8578	46.0506	48.3530
<b>355</b>	39.9790	41.9780	44.0771	46.2806	48.5948
<b>356</b>	40.1787	42.1878	44.2971	46.5121	48.8379
<b>357</b>	40.3797	42.3990	44.5187	46.7447	49.0819
<b>358</b>	40.5817	42.6110	44.7416	46.9785	49.3273
<b>359</b>	40.7845	42.8239	44.9654	47.2130	49.5740
<b>360</b>	40.9883	43.0380	45.1900	47.4495	49.8221
<b>361</b>	41.1931	43.2531	45.4160	47.6866	50.0710
<b>362</b>	41.3998	43.4692	45.6432	47.9253	50.3217
<b>363</b>	41.6068	43.6874	45.8712	48.1650	50.5730
<b>364</b>	41.8145	43.9052	46.1006	48.4057	50.8260
<b>365</b>	42.0238	44.1249	46.3314	48.6479	51.0801
<b>366</b>	42.2338	44.3458	46.5629	48.8912	51.3355
<b>367</b>	42.4450	44.5673	46.7958	49.1353	51.5920
<b>368</b>	42.6574	44.7900	47.0294	49.3808	51.8501
<b>369</b>	42.8704	45.0140	47.2647	49.6280	52.1094
<b>370</b>	43.0847	45.2391	47.5011	49.8762	52.3701
<b>371</b>	43.3001	45.4657	47.7388	50.1260	52.6322
<b>372</b>	43.5172	45.6926	47.9769	50.3761	52.8949
<b>373</b>	43.7342	45.9210	48.2173	50.6279	53.1596
<b>374</b>	43.9533	46.1509	48.4584	50.8810	53.4253
<b>375</b>	44.1732	46.3814	48.7003	51.1357	53.6923
<b>376</b>	44.3941	46.6134	48.9439	51.3913	53.9608
<b>377</b>	44.6160	46.8465	49.1886	51.6483	54.2305
<b>378</b>	44.8391	47.0807	49.4345	51.9065	54.5017
<b>379</b>	45.0633	47.3161	49.6817	52.1661	54.7742
<b>380</b>	45.2886	47.5527	49.9301	52.4269	55.0481
<b>381</b>	45.5151	47.7905	50.1797	52.6890	55.3233
<b>382</b>	45.7426	48.0294	50.4306	52.9525	55.5999
<b>383</b>	45.9714	48.2696	50.6828	53.2172	55.8779
<b>384</b>	46.2012	48.5109	50.9363	53.4833	56.1573
<b>385</b>	46.4322	48.7535	51.1909	53.7507	56.4381

**EFFECTIVE JULY 5, 2025**

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
190	18.0824	18.9863	19.9359	20.9328	21.9792
191	18.1729	19.0814	20.0356	21.0372	22.0895
192	18.2634	19.1772	20.1359	21.1426	22.1999
193	18.3551	19.2729	20.2362	21.2483	22.3106
194	18.4470	19.3694	20.3378	21.3546	22.4227
195	18.5388	19.4662	20.4392	21.4613	22.5342
196	18.6318	19.5635	20.5414	21.5687	22.6467
197	18.7251	19.6613	20.6439	21.6766	22.7603
198	18.8182	19.7596	20.7475	21.7849	22.8744
199	18.9127	19.8581	20.8509	21.8936	22.9884
200	19.0070	19.9574	20.9550	22.0034	23.1032
201	19.1021	20.0573	21.0603	22.1130	23.2189
202	19.1974	20.1572	21.1654	22.2238	23.3349
203	19.2935	20.2582	21.2708	22.3346	23.4516
204	19.3903	20.3594	21.3775	22.4465	23.5692
205	19.4869	20.4614	21.4844	22.5588	23.6865
206	19.5842	20.5638	21.5922	22.6715	23.8052
207	19.6829	20.6664	21.6999	22.7852	23.9243
208	19.7814	20.7698	21.8084	22.8990	24.0441
209	19.8796	20.8740	21.9177	23.0133	24.1642
210	19.9793	20.9785	22.0275	23.1288	24.2851
211	20.0791	21.0834	22.1376	23.2444	24.4066
212	20.1796	21.1890	22.2485	23.3604	24.5285
213	20.2808	21.2947	22.3597	23.4773	24.6516
214	20.3823	21.4011	22.4715	23.5950	24.7746
215	20.4843	21.5085	22.5840	23.7131	24.8989
216	20.5868	21.6160	22.6970	23.8317	25.0233
217	20.6898	21.7241	22.8102	23.9507	25.1483
218	20.7932	21.8327	22.9243	24.0706	25.2741
219	20.8971	21.9418	23.0392	24.1911	25.4007
220	21.0017	22.0517	23.1542	24.3121	25.5279
221	21.1066	22.1619	23.2700	24.4338	25.6550
222	21.2120	22.2726	23.3862	24.5556	25.7834
223	21.3180	22.3840	23.5032	24.6783	25.9122
224	21.4248	22.4962	23.6211	24.8018	26.0420
225	21.5317	22.6083	23.7388	24.9258	26.1723
226	21.6395	22.7214	23.8577	25.0504	26.3029
227	21.7476	22.8351	23.9768	25.1757	26.4344
228	21.8564	22.9493	24.0966	25.3012	26.5665
229	21.9659	23.0640	24.2173	25.4281	26.6995



<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>230</b>	22.0754	23.1794	24.3382	25.5554	26.8329
<b>231</b>	22.1862	23.2951	24.4598	25.6828	26.9673
<b>232</b>	22.2967	23.4118	24.5824	25.8117	27.1022
<b>233</b>	22.4086	23.5288	24.7052	25.9400	27.2374
<b>234</b>	22.5204	23.6462	24.8286	26.0701	27.3734
<b>235</b>	22.6332	23.7648	24.9530	26.2007	27.5108
<b>236</b>	22.7462	23.8835	25.0777	26.3317	27.6483
<b>237</b>	22.8599	24.0028	25.2031	26.4629	27.7865
<b>238</b>	22.9742	24.1227	25.3290	26.5951	27.9255
<b>239</b>	23.0890	24.2433	25.4555	26.7282	28.0648
<b>240</b>	23.2044	24.3648	25.5831	26.8619	28.2048
<b>241</b>	23.3202	24.4863	25.7106	26.9962	28.3462
<b>242</b>	23.4371	24.6088	25.8396	27.1314	28.4878
<b>243</b>	23.5542	24.7321	25.9688	27.2673	28.6306
<b>244</b>	23.6720	24.8558	26.0983	27.4035	28.7735
<b>245</b>	23.7904	24.9799	26.2288	27.5406	28.9173
<b>246</b>	23.9099	25.1049	26.3601	27.6780	29.0619
<b>247</b>	24.0290	25.2305	26.4918	27.8167	29.2072
<b>248</b>	24.1492	25.3567	26.6244	27.9556	29.3534
<b>249</b>	24.2698	25.4831	26.7575	28.0951	29.5000
<b>250</b>	24.3910	25.6106	26.8911	28.2354	29.6473
<b>251</b>	24.5132	25.7388	27.0257	28.3770	29.7957
<b>252</b>	24.6355	25.8675	27.1605	28.5191	29.9445
<b>253</b>	24.7585	25.9968	27.2964	28.6613	30.0943
<b>254</b>	24.8825	26.1269	27.4330	28.8050	30.2449
<b>255</b>	25.0070	26.2574	27.5699	28.9488	30.3961
<b>256</b>	25.1316	26.3883	27.7079	29.0932	30.5479
<b>257</b>	25.2574	26.5204	27.8461	29.2390	30.7009
<b>258</b>	25.3837	26.6533	27.9857	29.3851	30.8541
<b>259</b>	25.5110	26.7861	28.1257	29.5321	31.0083
<b>260</b>	25.6383	26.9202	28.2661	29.6797	31.1638
<b>261</b>	25.7664	27.0546	28.4073	29.8278	31.3193
<b>262</b>	25.8952	27.1900	28.5494	29.9772	31.4760
<b>263</b>	26.0244	27.3261	28.6922	30.1270	31.6334
<b>264</b>	26.1549	27.4629	28.8359	30.2779	31.7920
<b>265</b>	26.2860	27.6001	28.9801	30.4293	31.9507
<b>266</b>	26.4175	27.7380	29.1248	30.5812	32.1104
<b>267</b>	26.5494	27.8765	29.2706	30.7343	32.2708
<b>268</b>	26.6819	28.0160	29.4171	30.8877	32.4321
<b>269</b>	26.8151	28.1562	29.5640	31.0423	32.5939
<b>270</b>	26.9491	28.2970	29.7118	31.1975	32.7570

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
271	27.0843	28.4384	29.8601	31.3531	32.9210
272	27.2191	28.5802	30.0095	31.5100	33.0852
273	27.3554	28.7231	30.1593	31.6668	33.2502
274	27.4923	28.8668	30.3102	31.8255	33.4172
275	27.6299	29.0114	30.4619	31.9848	33.5843
276	27.7680	29.1564	30.6141	32.1445	33.7522
277	27.9069	29.3024	30.7676	32.3060	33.9213
278	28.0463	29.4485	30.9209	32.4670	34.0908
279	28.1867	29.5959	31.0756	32.6295	34.2611
280	28.3275	29.7440	31.2309	32.7928	34.4324
281	28.4692	29.8926	31.3873	32.9566	34.6045
282	28.6116	30.0420	31.5443	33.1211	34.7770
283	28.7545	30.1924	31.7022	33.2870	34.9517
284	28.8981	30.3430	31.8603	33.4534	35.1259
285	29.0428	30.4946	32.0195	33.6204	35.3015
286	29.1877	30.6468	32.1795	33.7887	35.4782
287	29.3337	30.8006	32.3405	33.9573	35.6552
288	29.4806	30.9545	32.5024	34.1272	35.8338
289	29.6280	31.1093	32.6646	34.2980	36.0127
290	29.7763	31.2648	32.8283	34.4695	36.1932
291	29.9252	31.4212	32.9924	34.6419	36.3735
292	30.0746	31.5785	33.1571	34.8153	36.5561
293	30.2251	31.7364	33.3235	34.9891	36.7388
294	30.3762	31.8950	33.4894	35.1640	36.9222
295	30.5280	32.0546	33.6569	35.3401	37.1070
296	30.6810	32.2148	33.8255	35.5166	37.2928
297	30.8342	32.3759	33.9948	35.6948	37.4795
298	30.9881	32.5381	34.1649	35.8725	37.6663
299	31.1434	32.7002	34.3353	36.0524	37.8550
300	31.2990	32.8639	34.5073	36.2323	38.0440
301	31.4553	33.0283	34.6795	36.4138	38.2345
302	31.6128	33.1934	34.8526	36.5958	38.4255
303	31.7707	33.3593	35.0273	36.7787	38.6177
304	31.9297	33.5261	35.2025	36.9625	38.8107
305	32.0894	33.6939	35.3786	37.1473	39.0047
306	32.2499	33.8620	35.5553	37.3328	39.2002
307	32.4108	34.0316	35.7329	37.5199	39.3960
308	32.5731	34.2017	35.9119	37.7075	39.5932
309	32.7358	34.3724	36.0913	37.8959	39.7907
310	32.8996	34.5447	36.2716	38.0855	39.9898
311	33.0641	34.7178	36.4533	38.2760	40.1896

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>312</b>	33.2297	34.8910	36.6358	38.4676	40.3907
<b>313</b>	33.3958	35.0655	36.8187	38.6597	40.5927
<b>314</b>	33.5628	35.2409	37.0029	38.8535	40.7958
<b>315</b>	33.7307	35.4174	37.1882	39.0472	40.9999
<b>316</b>	33.8997	35.5941	37.3741	39.2431	41.2048
<b>317</b>	34.0691	35.7726	37.5611	39.4393	41.4110
<b>318</b>	34.2396	35.9517	37.7489	39.6363	41.6183
<b>319</b>	34.4109	36.1313	37.9378	39.8349	41.8263
<b>320</b>	34.5828	36.3120	38.1276	40.0341	42.0357
<b>321</b>	34.7555	36.4936	38.3183	40.2342	42.2461
<b>322</b>	34.9297	36.6763	38.5095	40.4355	42.4575
<b>323</b>	35.1044	36.8591	38.7021	40.6374	42.6694
<b>324</b>	35.2799	37.0433	38.8957	40.8404	42.8823
<b>325</b>	35.4562	37.2286	39.0899	41.0446	43.0967
<b>326</b>	35.6332	37.4152	39.2857	41.2499	43.3122
<b>327</b>	35.8111	37.6023	39.4819	41.4564	43.5291
<b>328</b>	35.9906	37.7900	39.6797	41.6637	43.7469
<b>329</b>	36.1706	37.9787	39.8774	41.8717	43.9650
<b>330</b>	36.3513	38.1689	40.0773	42.0812	44.1852
<b>331</b>	36.5333	38.3595	40.2775	42.2916	44.4059
<b>332</b>	36.7157	38.5516	40.4792	42.5031	44.6286
<b>333</b>	36.8992	38.7445	40.6816	42.7161	44.8516
<b>334</b>	37.0839	38.9382	40.8851	42.9291	45.0760
<b>335</b>	37.2691	39.1328	41.0896	43.1439	45.3012
<b>336</b>	37.4554	39.3285	41.2945	43.3595	45.5276
<b>337</b>	37.6431	39.5250	41.5014	43.5766	45.7552
<b>338</b>	37.8313	39.7226	41.7087	43.7945	45.9842
<b>339</b>	38.0201	39.9210	41.9173	44.0132	46.2140
<b>340</b>	38.2104	40.1210	42.1273	44.2334	46.4451
<b>341</b>	38.4013	40.3216	42.3376	44.4545	46.6773
<b>342</b>	38.5933	40.5228	42.5489	44.6764	46.9103
<b>343</b>	38.7863	40.7256	42.7616	44.8999	47.1452
<b>344</b>	38.9801	40.9293	42.9758	45.1244	47.3807
<b>345</b>	39.1750	41.1339	43.1908	45.3502	47.6175
<b>346</b>	39.3709	41.3401	43.4065	45.5767	47.8557
<b>347</b>	39.5680	41.5464	43.6237	45.8050	48.0949
<b>348</b>	39.7657	41.7540	43.8422	46.0339	48.3358
<b>349</b>	39.9648	41.9629	44.0609	46.2640	48.5772
<b>350</b>	40.1642	42.1723	44.2815	46.4952	48.8199
<b>351</b>	40.3652	42.3835	44.5028	46.7277	49.0641
<b>352</b>	40.5668	42.5954	44.7253	46.9613	49.3091

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
353	40.7698	42.8081	44.9485	47.1959	49.5558
354	40.9734	43.0222	45.1735	47.4321	49.8036
355	41.1784	43.2373	45.3994	47.6690	50.0526
356	41.3841	43.4534	45.6260	47.9075	50.3030
357	41.5911	43.6710	45.8543	48.1470	50.5544
358	41.7992	43.8893	46.0838	48.3879	50.8071
359	42.0080	44.1086	46.3144	48.6294	51.0612
360	42.2179	44.3291	46.5457	48.8730	51.3168
361	42.4289	44.5507	46.7785	49.1172	51.5731
362	42.6418	44.7733	47.0125	49.3631	51.8314
363	42.8550	44.9980	47.2473	49.6100	52.0902
364	43.0689	45.2224	47.4836	49.8579	52.3508
365	43.2845	45.4486	47.7213	50.1073	52.6125
366	43.5008	45.6762	47.9598	50.3579	52.8756
367	43.7184	45.9043	48.1997	50.6094	53.1398
368	43.9371	46.1337	48.4403	50.8622	53.4056
369	44.1565	46.3644	48.6826	51.1168	53.6727
370	44.3772	46.5963	48.9261	51.3725	53.9412
371	44.5991	46.8297	49.1710	51.6298	54.2112
372	44.8227	47.0634	49.4162	51.8874	54.4817
373	45.0462	47.2986	49.6638	52.1467	54.7544
374	45.2719	47.5354	49.9122	52.4074	55.0281
375	45.4984	47.7728	50.1613	52.6698	55.3031
376	45.7259	48.0118	50.4122	52.9330	55.5796
377	45.9545	48.2519	50.6643	53.1977	55.8574
378	46.1843	48.4931	50.9175	53.4637	56.1368
379	46.4152	48.7356	51.1722	53.7311	56.4174
380	46.6473	48.9793	51.4280	53.9997	56.6995
381	46.8806	49.2242	51.6851	54.2697	56.9830
382	47.1149	49.4703	51.9435	54.5411	57.2679
383	47.3505	49.7177	52.2033	54.8137	57.5542
384	47.5872	49.9662	52.4644	55.0878	57.8420
385	47.8252	50.2161	52.7266	55.3632	58.1312

EXHIBIT B  
SALARY RESOLUTION  
INDEX

SECTION 1.0	AUTHORITY
SECTION 2.0	DESIGNATION AND EXPLANATION OF SALARY SCHEDULES
SECTION 2.1	EXPLANATION OF SALARY GRADES, RANGES AND PAY RATES
SECTION 2.2	SALARY PERIOD, DATE AND METHOD OF SALARY PAYMENT
SECTION 2.3	FRINGE BENEFITS AND ADDITIONAL COMPENSATION
SECTION 2.4	EFFECT OF REGULAR PART-TIME APPOINTMENTS
SECTION 2.5	AT-WILL APPOINTMENTS
SECTION 2.6	DELEGATION OF AUTHORITY
SECTION 3.0	TEMPORARY SUPPORT STAFF APPOINTMENTS
SECTION 4.0	INCENTIVE AWARDS
SECTION 4.1	RECRUITMENT INCENTIVES
SECTION 4.2	PAID ADMINISTRATIVE LEAVE
SECTION 5.0	GENERAL UNIT – SALARY SCHEDULE “G”
SECTION 6.0	APPROVAL
SECTION 7.0	SEVERABILITY
EXHIBIT A	SALARY TABLE FOR GENERAL UNIT
EXHIBIT B	INDEX