

SALARY SCHEDULE
EFFECTIVE JULY 1, 2007

| STEP | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|
| 1 | 15,409.34 | 15,794.57 | 16,189.44 | 16,594.18 | 17,009.03 | 17,434.26 | 17,870.11 | 18,316.86 | 18,774.79 | 19,244.16 | 19,725.26 | 20,218.39 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 |
| 2 | 16,189.44 | 16,594.18 | 17,009.03 | 17,434.26 | 17,870.11 | 18,316.86 | 18,774.79 | 19,244.16 | 19,725.26 | 20,218.39 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 |
| 3 | 17,009.03 | 17,434.26 | 17,870.11 | 18,316.86 | 18,774.79 | 19,244.16 | 19,725.26 | 20,218.39 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 |
| 4 | 17,870.11 | 18,316.86 | 18,774.79 | 19,244.16 | 19,725.26 | 20,218.39 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 |
| 5 | 18,774.79 | 19,244.16 | 19,725.26 | 20,218.39 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 |
| 6 | 19,725.26 | 20,218.39 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 |
| 7 | 20,723.85 | 21,241.95 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 |
| 8 | 21,773.00 | 22,317.32 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 |
| 9 | 22,875.25 | 23,447.14 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 |
| 10 | 24,033.31 | 24,634.15 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 |
| 11 | 25,250.00 | 25,881.25 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 |
| 12 | 26,528.28 | 27,191.49 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 |
| 13 | 27,871.28 | 28,568.06 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 |
| 14 | 29,282.26 | 30,014.32 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 |
| 15 | 30,764.67 | 31,533.79 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 |
| 16 | 32,322.13 | 33,130.19 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 | 47,982.39 | 49,181.95 |
| 17 | 33,958.44 | 34,807.40 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 | 47,982.39 | 49,181.95 | 50,411.50 | 51,671.79 |
| 18 | 35,677.59 | 36,569.53 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 | 47,982.39 | 49,181.95 | 50,411.50 | 51,671.79 | 52,963.58 | 54,287.67 |
| 19 | 37,483.77 | 38,420.86 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 | 47,982.39 | 49,181.95 | 50,411.50 | 51,671.79 | 52,963.58 | 54,287.67 | 55,644.86 | 57,035.98 |
| 20 | 39,381.38 | 40,365.92 | 41,375.07 | 42,409.44 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 | 47,982.39 | 49,181.95 | 50,411.50 | 51,671.79 | 52,963.58 | 54,287.67 | 55,644.86 | 57,035.98 | 58,461.88 | 59,923.43 |
| 21 | 43,469.68 | 44,556.42 | 45,670.33 | 46,812.09 | 47,982.39 | 49,181.95 | 50,411.50 | 51,671.79 | 52,963.58 | 54,287.67 | 55,644.86 | 57,035.98 | 58,461.88 | 59,923.43 | 61,421.52 | 62,957.05 | 64,530.98 | 66,144.26 |
| 22 | 47,982.39 | 49,181.95 | 50,411.50 | 51,671.79 | 52,963.58 | 54,287.67 | 55,644.86 | 57,035.98 | 58,461.88 | 59,923.43 | 61,421.52 | 62,957.05 | 64,530.98 | 66,144.26 | 67,797.86 | 69,492.81 | 71,230.13 | 73,010.88 |
| 23 | 52,963.58 | 54,287.67 | 55,644.86 | 57,035.98 | 58,461.88 | 59,923.43 | 61,421.52 | 62,957.05 | 64,530.98 | 66,144.26 | 67,797.86 | 69,492.81 | 71,230.13 | 73,010.88 | 74,836.15 | 76,707.06 | 78,624.73 | 80,590.35 |
| 24 | 58,461.88 | 59,923.43 | 61,421.52 | 62,957.05 | 64,530.98 | 66,144.26 | 67,797.86 | 69,492.81 | 71,230.13 | 73,010.88 | 74,836.15 | 76,707.06 | 78,624.73 | 80,590.35 | 82,605.11 | 84,670.24 | 86,786.99 | 88,956.67 |
| 25 | 64,530.98 | 66,144.26 | 67,797.86 | 69,492.81 | 71,230.13 | 73,010.88 | 74,836.15 | 76,707.06 | 78,624.73 | 80,590.35 | 82,605.11 | 84,670.24 | 86,786.99 | 88,956.67 | 91,180.59 | 93,460.10 | 95,796.60 | 98,191.52 |
| 26 | 71,230.13 | 73,010.88 | 74,836.15 | 76,707.06 | 78,624.73 | 80,590.35 | 82,605.11 | 84,670.24 | 86,786.99 | 88,956.67 | 91,180.59 | 93,460.10 | 95,796.60 | 98,191.52 | 100,646.31 | 103,162.46 | 105,741.53 | 108,385.06 |

WAGE SCHEDULE FOR 40 HOUR NORMAL WORK WEEK
EFFECTIVE JULY 1, 2007

| STEP | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| GRADE | | | | | | | | | | | | | | | | | | |
| 1 | 7.41 | 7.59 | 7.78 | 7.98 | 8.18 | 8.38 | 8.59 | 8.81 | 9.03 | 9.25 | 9.48 | 9.72 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 |
| 2 | 7.78 | 7.98 | 8.18 | 8.38 | 8.59 | 8.81 | 9.03 | 9.25 | 9.48 | 9.72 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 |
| 3 | 8.18 | 8.38 | 8.59 | 8.81 | 9.03 | 9.25 | 9.48 | 9.72 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 |
| 4 | 8.59 | 8.81 | 9.03 | 9.25 | 9.48 | 9.72 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 |
| 5 | 9.03 | 9.25 | 9.48 | 9.72 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 |
| 6 | 9.48 | 9.72 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 |
| 7 | 9.96 | 10.21 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 |
| 8 | 10.47 | 10.73 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 |
| 9 | 11.00 | 11.27 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 |
| 10 | 11.56 | 11.84 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 |
| 11 | 12.14 | 12.44 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 |
| 12 | 12.75 | 13.07 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 |
| 13 | 13.40 | 13.74 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 |
| 14 | 14.08 | 14.43 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 |
| 15 | 14.79 | 15.16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 | 21.96 | 22.51 |
| 16 | 15.54 | 15.93 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 | 21.96 | 22.51 | 23.07 | 23.65 |
| 17 | 16.33 | 16.74 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 | 21.96 | 22.51 | 23.07 | 23.65 | 24.24 | 24.84 |
| 18 | 17.15 | 17.58 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 | 21.96 | 22.51 | 23.07 | 23.65 | 24.24 | 24.84 | 25.46 | 26.10 |
| 19 | 18.02 | 18.47 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 | 21.96 | 22.51 | 23.07 | 23.65 | 24.24 | 24.84 | 25.46 | 26.10 | 26.75 | 27.42 |
| 20 | 18.93 | 19.41 | 19.89 | 20.39 | 20.90 | 21.42 | 21.96 | 22.51 | 23.07 | 23.65 | 24.24 | 24.84 | 25.46 | 26.10 | 26.75 | 27.42 | 28.11 | 28.81 |
| 21 | 20.90 | 21.42 | 21.96 | 22.51 | 23.07 | 23.65 | 24.24 | 24.84 | 25.46 | 26.10 | 26.75 | 27.42 | 28.11 | 28.81 | 29.53 | 30.27 | 31.03 | 31.80 |
| 22 | 23.07 | 23.65 | 24.24 | 24.84 | 25.46 | 26.10 | 26.75 | 27.42 | 28.11 | 28.81 | 29.53 | 30.27 | 31.03 | 31.80 | 32.60 | 33.41 | 34.25 | 35.10 |
| 23 | 25.46 | 26.10 | 26.75 | 27.42 | 28.11 | 28.81 | 29.53 | 30.27 | 31.03 | 31.80 | 32.60 | 33.41 | 34.25 | 35.10 | 35.98 | 36.88 | 37.80 | 38.75 |
| 24 | 28.11 | 28.81 | 29.53 | 30.27 | 31.03 | 31.80 | 32.60 | 33.41 | 34.25 | 35.10 | 35.98 | 36.88 | 37.80 | 38.75 | 39.72 | 40.71 | 41.73 | 42.77 |
| 25 | 31.03 | 31.80 | 32.60 | 33.41 | 34.25 | 35.10 | 35.98 | 36.88 | 37.80 | 38.75 | 39.72 | 40.71 | 41.73 | 42.77 | 43.84 | 44.93 | 46.06 | 47.21 |
| 26 | 34.25 | 35.10 | 35.98 | 36.88 | 37.80 | 38.75 | 39.72 | 40.71 | 41.73 | 42.77 | 43.84 | 44.93 | 46.06 | 47.21 | 48.39 | 49.60 | 50.84 | 52.11 |

WAGE SCHEDULE FOR 24 ON/ 48 OFF PERSONNEL
(FIRE DEPARTMENT)
EFFECTIVE JULY 1, 2007

| STEP | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| GRADE | | | | | | | | | | | | | | | | | | |
| 1 | 5.43 | 5.56 | 5.70 | 5.84 | 5.99 | 6.14 | 6.29 | 6.45 | 6.61 | 6.78 | 6.94 | 7.12 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 |
| 2 | 5.70 | 5.84 | 5.99 | 6.14 | 6.29 | 6.45 | 6.61 | 6.78 | 6.94 | 7.12 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 |
| 3 | 5.99 | 6.14 | 6.29 | 6.45 | 6.61 | 6.78 | 6.94 | 7.12 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 |
| 4 | 6.29 | 6.45 | 6.61 | 6.78 | 6.94 | 7.12 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 |
| 5 | 6.61 | 6.78 | 6.94 | 7.12 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 |
| 6 | 6.94 | 7.12 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 |
| 7 | 7.30 | 7.48 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 |
| 8 | 7.67 | 7.86 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 |
| 9 | 8.05 | 8.26 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 |
| 10 | 8.46 | 8.67 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 |
| 11 | 8.89 | 9.11 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 |
| 12 | 9.34 | 9.57 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 |
| 13 | 9.81 | 10.06 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 |
| 14 | 10.31 | 10.57 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 |
| 15 | 10.83 | 11.10 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 | 16.08 | 16.48 |
| 16 | 11.38 | 11.66 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 | 16.08 | 16.48 | 16.89 | 17.32 |
| 17 | 11.96 | 12.25 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 | 16.08 | 16.48 | 16.89 | 17.32 | 17.75 | 18.19 |
| 18 | 12.56 | 12.88 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 | 16.08 | 16.48 | 16.89 | 17.32 | 17.75 | 18.19 | 18.65 | 19.11 |
| 19 | 13.20 | 13.53 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 | 16.08 | 16.48 | 16.89 | 17.32 | 17.75 | 18.19 | 18.65 | 19.11 | 19.59 | 20.08 |
| 20 | 13.87 | 14.21 | 14.57 | 14.93 | 15.30 | 15.69 | 16.08 | 16.48 | 16.89 | 17.32 | 17.75 | 18.19 | 18.65 | 19.11 | 19.59 | 20.08 | 20.58 | 21.10 |
| 21 | 15.30 | 15.69 | 16.08 | 16.48 | 16.89 | 17.32 | 17.75 | 18.19 | 18.65 | 19.11 | 19.59 | 20.08 | 20.58 | 21.10 | 21.63 | 22.17 | 22.72 | 23.29 |
| 22 | 16.89 | 17.32 | 17.75 | 18.19 | 18.65 | 19.11 | 19.59 | 20.08 | 20.58 | 21.10 | 21.63 | 22.17 | 22.72 | 23.29 | 23.87 | 24.47 | 25.08 | 25.71 |
| 23 | 18.65 | 19.11 | 19.59 | 20.08 | 20.58 | 21.10 | 21.63 | 22.17 | 22.72 | 23.29 | 23.87 | 24.47 | 25.08 | 25.71 | 26.35 | 27.01 | 27.68 | 28.37 |
| 24 | 20.58 | 21.10 | 21.63 | 22.17 | 22.72 | 23.29 | 23.87 | 24.47 | 25.08 | 25.71 | 26.35 | 27.01 | 27.68 | 28.37 | 29.08 | 29.81 | 30.56 | 31.32 |
| 25 | 22.72 | 23.29 | 23.87 | 24.47 | 25.08 | 25.71 | 26.35 | 27.01 | 27.68 | 28.37 | 29.08 | 29.81 | 30.56 | 31.32 | 32.10 | 32.91 | 33.73 | 34.57 |
| 26 | 25.08 | 25.71 | 26.35 | 27.01 | 27.68 | 28.37 | 29.08 | 29.81 | 30.56 | 31.32 | 32.10 | 32.91 | 33.73 | 34.57 | 35.44 | 36.32 | 37.23 | 38.16 |

WAGE SCHEDULE FOR 43 HOUR NORMAL WORK WEEK
(POLICE DEPARTMENT)
EFFECTIVE JULY 1, 2007

| STEP | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| GRADE | | | | | | | | | | | | | | | | | | |
| 1 | 6.89 | 7.06 | 7.24 | 7.42 | 7.61 | 7.80 | 7.99 | 8.19 | 8.39 | 8.60 | 8.82 | 9.04 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 |
| 2 | 7.24 | 7.42 | 7.61 | 7.80 | 7.99 | 8.19 | 8.39 | 8.60 | 8.82 | 9.04 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 |
| 3 | 7.61 | 7.80 | 7.99 | 8.19 | 8.39 | 8.60 | 8.82 | 9.04 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 |
| 4 | 7.99 | 8.19 | 8.39 | 8.60 | 8.82 | 9.04 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 |
| 5 | 8.39 | 8.60 | 8.82 | 9.04 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 |
| 6 | 8.82 | 9.04 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 |
| 7 | 9.27 | 9.50 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 |
| 8 | 9.74 | 9.98 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 |
| 9 | 10.23 | 10.48 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 |
| 10 | 10.75 | 11.01 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 |
| 11 | 11.29 | 11.57 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 |
| 12 | 11.86 | 12.16 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 |
| 13 | 12.46 | 12.77 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 |
| 14 | 13.09 | 13.42 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 |
| 15 | 13.76 | 14.10 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 | 20.42 | 20.93 |
| 16 | 14.45 | 14.81 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 | 20.42 | 20.93 | 21.45 | 21.99 |
| 17 | 15.18 | 15.56 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 | 20.42 | 20.93 | 21.45 | 21.99 | 22.54 | 23.10 |
| 18 | 15.95 | 16.35 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 | 20.42 | 20.93 | 21.45 | 21.99 | 22.54 | 23.10 | 23.68 | 24.27 |
| 19 | 16.76 | 17.18 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 | 20.42 | 20.93 | 21.45 | 21.99 | 22.54 | 23.10 | 23.68 | 24.27 | 24.88 | 25.50 |
| 20 | 17.61 | 18.05 | 18.50 | 18.96 | 19.44 | 19.92 | 20.42 | 20.93 | 21.45 | 21.99 | 22.54 | 23.10 | 23.68 | 24.27 | 24.88 | 25.50 | 26.14 | 26.79 |
| 21 | 19.44 | 19.92 | 20.42 | 20.93 | 21.45 | 21.99 | 22.54 | 23.10 | 23.68 | 24.27 | 24.88 | 25.50 | 26.14 | 26.79 | 27.46 | 28.15 | 28.85 | 29.57 |
| 22 | 21.45 | 21.99 | 22.54 | 23.10 | 23.68 | 24.27 | 24.88 | 25.50 | 26.14 | 26.79 | 27.46 | 28.15 | 28.85 | 29.57 | 30.31 | 31.07 | 31.85 | 32.65 |
| 23 | 23.68 | 24.27 | 24.88 | 25.50 | 26.14 | 26.79 | 27.46 | 28.15 | 28.85 | 29.57 | 30.31 | 31.07 | 31.85 | 32.65 | 33.46 | 34.30 | 35.16 | 36.03 |
| 24 | 26.14 | 26.79 | 27.46 | 28.15 | 28.85 | 29.57 | 30.31 | 31.07 | 31.85 | 32.65 | 33.46 | 34.30 | 35.16 | 36.03 | 36.94 | 37.86 | 38.80 | 39.78 |
| 25 | 28.85 | 29.57 | 30.31 | 31.07 | 31.85 | 32.65 | 33.46 | 34.30 | 35.16 | 36.03 | 36.94 | 37.86 | 38.80 | 39.78 | 40.77 | 41.79 | 42.83 | 43.90 |
| 26 | 31.85 | 32.65 | 33.46 | 34.30 | 35.16 | 36.03 | 36.94 | 37.86 | 38.80 | 39.78 | 40.77 | 41.79 | 42.83 | 43.90 | 45.00 | 46.13 | 47.28 | 48.46 |

Fringe Benefits Summary

The City provides a comprehensive package of fringe benefits for employees. The package includes the following.

Health/Dental Insurance Coverage:

City employees are covered under the City of Statesboro Health and Dental Insurance Plan. The City and its employees are currently paying the following rates for their Benefit Package.

| <u>Coverage</u> | <u>Employee Rates</u> | <u>City Rates</u> | <u>Total Cost</u> |
|-----------------|-----------------------|-------------------|-------------------|
| Individual | \$115.50 | \$434.52 | \$550.02 |
| Family | \$266.51 | \$1,002.55 | \$1,269.06 |

Details of the coverage are available in the employee benefit handbook.

Life Insurance Coverage:

City employees are provided with one time their annual salary up to \$100,000 of life coverage, spouses are covered with \$5,000.00, and each dependent has \$1,000.00 of coverage.

Long-Term Disability:

City employees are provided with long-term disability insurance that pays 50% of the employee's regular earnings up to a maximum of \$5,000.00 per month in the event of disability. This benefit begins after the ninety day elimination period has been met.

Paid Sick Leave:

Employees are credited with one day of sick leave for each month of employment. Unlimited accumulation is allowed. Unused sick leave is not paid at termination of employment; credit is given for unused sick leave for employees retiring under the City's retirement plan.

Special Leave With/Without Pay:

Employees are granted time off from work with or without pay at the discretion of the Department Head and the City Manager for various occasions. Bereavement Leave is granted with pay for a maximum of three days for the death of a member of the immediate family. Jury service is granted with pay. Military Leave is granted with pay for a period not to exceed 15 calendar days in a 12 month period.

Paid Vacation Leave:

Employees earn vacation on a monthly accrual basis based on length of service. The following days of vacation are earned on an annual basis. Fire, Police, and shift personnel earn vacation time at a different rate than do 40 hour per week employees. The following is base on a forty hour per week work schedule.

| <u>Years of Service</u> | <u>Days Vacation per Year</u> |
|-------------------------|-------------------------------|
| 0 – 10 years | 10 |
| 10 – 20 years | 15 |
| 20 – Plus | 20 |

Paid Holidays:

Employees receive 10 paid holidays per year. The holidays are:

New Year's Day
Martin Luther King's Birthday
Memorial Day
July 4th
Labor Day
Veterans Day
Thanksgiving -2
Christmas -2

Retirement Plan:

City employees are covered under the Georgia Municipal Association Retirement System. The City pays the full cost of membership for employees and employees can be vested with 5 years service with the city.

Deferred Compensation Plan:

City employees are eligible for a 457b Deferred Compensation Program administered by Citistreet through the Georgia Municipal Association. This is a voluntary tax-favored program that allows employees to contribute a portion of their salary before federal taxes into a supplemental retirement account. Various options are available including fixed rate annuities, publicly available mutual funds and life insurance.

Workers Compensation Plan:

City employees are covered for occupational injury according to the state worker's compensation laws.

Tuition Reimbursement:

Upon the recommendation of the department head and approval of the tuition committee an employee may receive tuition assistance for two classes per semester/quarter and up to \$100.00 for books per semester/quarter. Employees involved in the tuition assistance program must maintain a C average in their course work. Those receiving assistance must submit grades to the Personnel Director at the end of each semester/quarter. Those employees receiving less than a grade of C will not be reimbursed by the City the cost for that semester or quarter.

Fort Stewart Georgia Federal Credit Union:

City employees are eligible to join the Fort Stewart Georgia Federal Credit Union that provides numerous banking services. Payroll deduction and direct deposit are available.

Christmas Bonus:

All City employees receive a \$75.00 bonus in December of each year.

Competitive Wages, Overtime Pay, and Compensatory Time:

City employees are paid competitive wages, which are evaluated periodically to insure they are comparable to wages paid for similar duties in both the public and private sectors. Employees receive annual pay increases, if job performance is satisfactory, subject to the approval of the Mayor and City Council. The current compensation plan gives employees a 2.5% step in pay each year, in addition to the annual cost of living increase that is normally given on July 1st of each year. Employees are compensated for any overtime worked according to the Fair Labor Standards Act, either with pay at time and one half or compensatory time off, also calculated at one and one half.

Annual City Picnic and or Appreciation Luncheon:

Employees are honored with a citywide picnic in the spring or an appreciation luncheon.

Vacation Buy Back:

Upon the recommendation of the Department Head and the City Manager, an employee so requesting, may receive pay in lieu of one week of vacation leave per year if, on December 31st of that year, their annual leave accumulation exceeds 30 days.

Uniforms and Cleaning Services:

Uniforms are provided for city employees, other than clerical and others wearing normal street clothes, in Public Works, Fire, Police, Waste Water, Water Sewer, Building Inspection, City Marshall, Civil Construction Inspector, Custodians and Gas. Clothing allowances are provided for police detectives.