RECESSED MEETING OF THE MAYOR AND BOARD OF ALDERMEN
TUESDAY, SEPTEMBER 21, 1993 - 7 P.M.
MUNICIPAL COURTROOM - 305 MONROE STREET

The Mayor and Board of Aldermen of the City of Clinton met in Recessed Meeting at 7 P.M., at the Municipal Courtroom, 305 Monroe Street, pursuant to a Recess Order adopted by said Mayor and Board of Aldermen at their Recessed Meeting of September 14, 1993, as found on Page 122 of this Minute Book W.

WELCOME AND CALL TO ORDER - Mayor Rosemary Aultman

INVOCATION AND PLEDGE OF ALLEGIANCE TO THE FLAG

The Invocation was led by Alderman George Ferrell followed by the Pledge of Allegiance to the Flag led by Alderman Rodney DePriest.

ROLL CALL - City Clerk Nelson Byrd

Present - Jehu Brabham - Alderman-at-Large
O. C. George Ferrell - Alderman Ward 1
Rodney DePriest - Alderman Ward 2
Ben Todd - Alderman Ward 3
Phil Fisher - Alderman Ward 4
Herb Touchton - Alderman Ward 5
Sharbert Lott - Alderman Ward 6
Mayor Rosemary Aultman - Presiding

City Attorney Ken Dreher
City Clerk Nelson Byrd

AGENDA CHANGES

Prior to beginning business, Mayor Aultman announced agenda items 7 and 11, driveway at 1502 Edgewood Place and formation of special sewer assessment for Hunters Ridge Development respectively, were removed from the agenda.

APPROVAL OF CONSENT AGENDA ITEMS A-W:

MOTION made by Alderman Ferrell and **SECONDED** by Alderman Fisher to approve Consent Agenda Items A-W as listed on page 143 of this Minute Book W. Quotes listed in items H, K, & Q are on file in the Office of the City Clerk. **MOTION CARRIED UNANIMOUSLY**.

LOW BID ACCEPTED FOR SPRINGRIDGE ROAD DRAINAGE PROJECT

MOTION made by Alderman Fisher and **SECONDED** by Alderman Todd to accept the low bid of $114,373.60 from Delta Constructors for the Springridge Road Drainage Project contingent upon the City of Clinton securing all four of the necessary easements. **MOTION CARRIED UNANIMOUSLY**. Proof of Publication may be found on page 145 of this Minute Book W with Bid Tabulation found on pages 146-147 of this Minute Book W.

PROMISSORY NOTE DUE DATE EXTENDED

MOTION made by Alderman Todd and **SECONDED** by Alderman Touchton to extend the due date of that promissory note of $100,000.00 owed from the Water Fund to the General Fund to September 30, 1994, as shown on pages 148-149 of this Minute Book W. **MOTION CARRIED UNANIMOUSLY**.

POSITION CLASSIFICATION/WAGE-SALARY SCHEDULES APPROVED

MOTION made by Alderman Touchton and **SECONDED** by Alderman Todd to approve the position classification and wage/salary schedules as found on pages 150-179 of this Minute Book W. **MOTION CARRIED UNANIMOUSLY**.

EMERGENCY REPAIR OF VERNON ROAD BRIDGE

Noting that Hinds County has assessed a 10,000 pound load limit for the Vernon Road Bridge due to deteriorated pipes under the bridge and the necessity of making immediate repairs in the approximate amount of $52,500.00 so that heavy vehicles (garbage truck, fire truck, school busses, etc.) may use bridge, **MOTION** made by Alderman Ferrell and **SECONDED** by Alderman Brabham authorizing the Public Works Director and City Engineer to proceed with accepting emergency bids for said project.

Prior to a vote being cast, the Mayor was requested to try via letter to Hinds County to secure some County funding for assistance with said mandated repair, and that the Mayor and Police Chief look into placing a crossing guard along the railroad track at Vernon Road until such repair is completed. **MOTION CARRIED UNANIMOUSLY**.

ELECTION COMMISSION AUTHORIZED TO DO PRELIMINARY WORK WITHOUT QUORUM

Due to outside full-time employment of the City of Clinton Election Commissioners, in order for registration records to be kept up-to-date as necessary, **MOTION** made by Alderman Ferrell and **SECONDED** by Alderman Fisher authorizing the Election Commissioners to work one or more at the time without a quorum present for the purpose of performing preliminary purging work which will then be presented and adopted at a lawful meeting of the Election Commissioners as called by Statute with a quorum present. **MOTION CARRIED UNANIMOUSLY**.

OTHER BUSINESS

A. Mayor Aultman announced the formation of a Subdivision Task Force comprised of Aldermen Todd, Fisher, and Brabham along with David Stevens and Cris Crisler to study how the City can encourage housing development in an equitable way. Brabham to serve as Chairman of said Task Force.

B. Alderman Brabham and Mayor Aultman apprised the public of the upcoming emphasis on Fall clean-up, beautification efforts, recycling/composting/October 23, 1993, Make A Difference Day, and Christmas Banner Project opportunities, and solicited everyone's participation and support.

ADJOURNMENT - 7:20 P.M.

There being no further business to discuss, **MOTION** made by Alderman Fisher and **SECONDED** by Alderman Todd to adjourn. **MOTION CARRIED UNANIMOUSLY**.

Copy of Agenda may be found on Pages 143-144 of this Minute Book W.

APPROVED: Rosemary Aultman — 10-4-93
Rosemary Aultman, Mayor — Date

ATTEST: Nelson Byrd — 10-4-93
Nelson Byrd, City Clerk — Date

SEAL

PROOF OF PUBLICATION

THE STATE OF MISSISSIPPI

HINDS COUNTY

PASTE PROOF HERE

ADVERTISEMENT FOR BIDS
CITY OF CLINTON SPRIN GRIDGE ROAD DRAINAGE IMPROVEMENTS
Clinton, Mississippi

NOTICE is hereby given that the City of Clinton will receive written sealed bids until the hour of 11:00 o'clock a.m. local time, on Friday, September 17, 1993 at the office of the City Clerk, 300 Jefferson Street, Clinton, Mississippi, and immediately thereafter bids will be opened and publicly read.

The project involves construction of inlets, storm sewer, utility relocation and related work to extend a stormwater drainage system along Springridge Road in the City of Clinton. The contact time will be 45 consecutive calendar days and the liquidated damages will be $100.00 per consecutive calendar day thereafter.

Copies of the technical specifications, together with Contract Documents, may be obtained from the office of Williford, Gearhart and Knight, Inc. Engineers and Surveyors, 400 North Monroe Street, P.O. Box 318, Clinton, Mississippi 39060, 601-925-4444, upon payment of $75.00 for each set, none of which is refundable.

Bids received will be opened at 11:00 o'clock a.m. on Friday, September 17, 1993 and considered by the City of Clinton thereafter, City of Clinton reserves the right to reject any or all bids.

City of Clinton
by /s/Christine Walls
CHRISTINE WALLS, City Clerk (DEPUTY)

Approved by /s/Rosemary Aultman
Rosemary Aultman, Mayor
August 18, 25, 1993

PERSONALLY appeared before me, the undersigned notary public in and for Hinds County, Mississippi,

Kelley Turner,

an authorized clerk of THE CLARION-LEDGER, a daily newspaper as defined and prescribed in Sections 13-3-31 and 13-3-32, of the Mississippi Code of 1972, as amended, who, being duly sworn, states that the notice, a true copy of which is hereto attached, appeared in the issues of said newspaper as follows:

Date August 18, 19 93

Date August 25, 19 93

Date _____, 19____

Date _____, 19____

Date _____, 19____

Number of Lines 56

Published 2 Times

Total $ 31.12

Signed Kelley Turner
Authorized Clerk
of The Clarion-Ledger

SWORN to and subscribed before me the 25th day of August, 19 93.

Marie Miller
Notary Public

My Commission Expires:

NOTARY PUBLIC STATE OF MISSISSIPPI AT LARGE.
MY COMMISSION EXPIRES: Nov. 8, 1996.
BONDED THRU NOTARY PUBLIC UNDERWRITERS.

(Seal)

City of Clinton, Mississippi

SPRINGRIDGE ROAD DRAINAGE IMPROVEMENTS

WGK #93-171

TABULATION OF BIDS RECEIVED ON SEPTEMBER 17, 1993 11:00AM

ITEM NO.	DESCRIPTION	PLAN QUANTITY	UNITS	Delta Constructors Post Office Box 9545 Jackson, MS 39286 UNIT PRICE	Delta Constructors TOTAL PRICE	Hemphill Constr. Co. Post Office Box 879 Florence, MS 39073 UNIT PRICE	Hemphill Constr. Co. TOTAL PRICE	Satterfield Constr. Co. Post Office Box 54267 Pearl, MS 39208 UNIT PRICE	Satterfield Constr. Co. TOTAL PRICE
S-200-A	MOBILIZATION	1.00	LS	6000.00	6000.00	3000.00	3000.00	25000.00	25000.00
S-201-A	CLEARING & GRUBBING	1.00	LS	6000.00	6000.00	5000.00	5000.00	6000.00	6000.00
S-202-A	REMOVAL OF PIPE	68.00	LF	10.00	680.00	10.00	680.00	5.00	340.00
S-202-B	REMOVAL OF CONCRETE (4' THICKNESS)	131.00	SY	8.00	1048.00	8.00	1048.00	3.50	458.50
S-202-C	REMOVAL OF ASPHALT PAVEMENT	99.00	SY	1.00	99.00	5.00	495.00	2.00	198.00
S-203-A	UNCLASSIFIED EXCAVATION (LVM)	-1424.00	CY	4.00	5696.00	10.00	14240.00	5.00	7120.00
S-203-E	BORROW EXCAVATION	712.00	CY	9.00	6408.00	15.00	10680.00	8.00	5696.00
S-208-A	LIGHT LINEAR GRADING	4.14	STA	250.00	1035.00	250.00	1035.00	250.00	1035.00
S-212-A	AGRUCULTURAL LIMESTONE	2.00	TON	450.00	900.00	150.00	300.00	400.00	800.00
S-212-B	COMMERCIAL FERTILIZER (13-13-13)	0.60	TON	400.00	240.00	400.00	240.00	400.00	240.00
S-212-F	AMMONIUM NITRATE	0.10	TON	400.00	40.00	500.00	50.00	400.00	40.00
S-214	SEEDING	1.00	ACRE	600.00	600.00	450.00	450.00	600.00	600.00
S-215-A	VEGETATIVE MATERIAL FOR MULCH	2.00	TON	400.00	800.00	300.00	600.00	500.00	1000.00
S-226	SOLID SODDING	150.00	SY	4.00	600.00	8.00	1200.00	6.00	900.00
S-229-A	PORTLAND CEMENT CONCRETE PAVED DITCH	67.00	SY	200.00	13400.00	35.00	2345.00	24.00	1608.00
S-304	GRANULAR MATERIAL (LVM)(CLASS 4, GROUP B)	80.00	CY	9.00	720.00	25.00	2000.00	15.00	1200.00
S-403-C	HOT BITUMINOUS PAVEMENT SURFACE COURSE (SC-1)	15.00	TON	60.00	900.00	100.00	1500.00	100.00	1500.00
S-601-B	CLASS "B" STRUCTURAL CONCRETE, MINOR STRUTURES	7.40	CY	500.00	3700.00	875.00	6475.00	350.00	2590.00
S-602	REINFORCING STEEL	847.00	LB	0.50	423.50	1.00	847.00	0.35	296.45
S-603-C-A	23"X36" REINFORCED CONCRETE ARCH PIPE	328.00	LF	53.00	17384.00	68.00	22304.00	43.00	14104.00
S-603-C-A	27"X44" REINFORCED CONCRETE ARCH PIPE	152.00	LF	68.00	10336.00	87.00	13224.00	53.00	8056.00
S-604-B	GRATINGS	1000.00	LB	1.50	1500.00	2.50	2500.00	1.20	1200.00
S-608-B	CONCRETE DRIVEWAY	97.00	SY	35.00	3395.00	25.00	2425.00	35.00	3395.00
S-618	MAINTENANCE OF TRAFFIC	1.00	LS	1500.00	1500.00	4000.00	4000.00	2000.00	2000.00
S-618-A	ADDITIONAL CONSTRUCTION SIGNS	0.00	SF	5.00	0.00	10.00	0.00	6.00	0.00
	TOTAL BASE BID:				$83,404.50		$96,638.00		$85,376.95

ITEM NO.	DESCRIPTION	PLAN QUANTITY	UNITS	Delta Constructors Post Office Box 9545 Jackson, MS 39286 UNIT PRICE	Delta Constructors TOTAL PRICE	Hemphill Constr. Co. Post Office Box 879 Florence, MS 39073 UNIT PRICE	Hemphill Constr. Co. TOTAL PRICE	Satterfield Construction Post Office Box 54267 Pearl, MS 39208 UNIT PRICE	Satterfield Construction TOTAL PRICE
	ADD ALTERNATE #1								
1	8" PVC WATER MAIN (C-900)	460.00	LF	16.00	7360.00	24.00	11040.00	15.00	6900.00
2	SERVICE LINE (TYPE K COPPER)	75.00	LF	11.00	825.00	10.00	750.00	7.00	525.00
3	SERVICE CONNECTION AND RELOCATION	2.00	EACH	250.00	500.00	440.00	880.00	200.00	400.00
4	DUCTILE IRON PIPING	960.00	LB	2.00	1920.00	3.00	2880.00	1.60	1536.00
5	CONNECTION OF EXISTING WATER MAIN	2.00	EACH	400.00	800.00	1100.00	2200.00	500.00	1000.00
6	8" GATE VALVE WITH BOX	1.00	EACH	340.00	340.00	550.00	550.00	350.00	350.00
7	2" GATE VALVE WITH BOX	1.00	EACH	130.00	130.00	250.00	250.00	150.00	150.00
	TOTAL ADD ALTERNATE #1				$11,875.00		$18,550.00		$10,861.00
	ADD ALTERNATE#2								
S-202-B	REMOVAL OF CONCRETE (4" THICKNESS)	89.00	SY	8.00	712.00	10.00	890.00	3.50	311.50
S-202-C	REMOVAL OF ASPHALT PAVEMENT	49.00	SY	1.00	49.00	5.00	245.00	2.00	98.00
S-202-D	REMOVAL OF CONCRETE INLET	1.00	EACH	400.00	400.00	350.00	350.00	200.00	200.00
S-203-A	UNCLASSIFED EXCAVATION (LVM)	224.00	CY	4.00	896.00	10.00	2240.00	5.00	1120.00
S-203-B	BORROW EXCAVATION	112.00	CY	9.00	1008.00	15.00	1680.00	8.00	896.00
S-403-C	HOT BITUMINOUS PAVEMENT STRUCTURE COURSE (SC-1)	44.00	TON	60.00	2640.00	100.00	4400.00	100.00	4400.00
S-601-B	CLASS "B" STRUCTURAL CONCRETE, MINOR STRUCTURES	8.33	CY	500.00	4165.00	875.00	7288.75	350.00	2915.50
S-602	REINFORCING STEEL	674.00	LB	0.50	337.00	1.00	674.00	0.35	235.90
S-603-C-A	15" REINFORCED CONCRETE PIPE, CLASS III	120.00	LF	26.00	3120.00	45.00	5400.00	40.00	4800.00
S-603-C-A	18" REINFORCED CONCRETE PIPE, CLASS III	48.00	LF	28.00	1344.00	63.00	3024.00	46.00	2208.00
S-604-A	CASTINGS	237.00	LB	1.30	308.10	2.50	592.50	1.10	260.70
S-608-B	CONCRETE DRIVEWAY	89.00	SY	35.00	3115.00	25.00	2225.00	35.00	3115.00
S-618	MAINTENANCE OF TRAFFIC	1.00	LS	1000.00	1000.00	750.00	750.00	1000.00	1000.00
S-618-A	ADDITIONAL CONSTRUCTION SIGNS	0.00	SF	5.00	0.00	10.00	0.00	6.00	0.00
	TOTAL ADD ALTERNATE #2				$19,094.10		$29,759.25		$21,560.60
	TOTAL BID (BASE PLUS ALTERNAT				$114,373.60		$144,947.25		$117,798.55

THIS IS AN OFFICIAL AND CERTIFIED TABULATION OF
BIDS RECEIVED ON SEPTEMBER 11, 1993, OPENED AND
READ ALOUD AT 11:00 A.M. IN THE CITY OF CLINTON, CITY HALL

Jeffery T. Knight

JEFFERY T. KNIGHT, P.E. - WILLIFORD, GEARHART & KNIGHT, INC.

JEFFERY THOMAS KNIGHT
REGISTERED PROFESSIONAL ENGINEER
PE #10355

PROMISSORY NOTE

PRINCIPAL AMOUNT
100,000.00
~~$200,000.00~~

DATE OF ORIGINAL ISSUE
October 5, 1992

The City of Clinton, Water and Sewer Fund, Clinton, Mississippi ("Maker") promises to pay to the City of Clinton, General Fund ("Payee") the principal sum of ~~TWO~~ ONE HUNDRED THOUSAND AND NO/100 ($~~200~~100,000.00) DOLLARS together with interest thereon at the rate of six (6%) percent per annum on the outstanding principal balance, said principal and interest to be paid at the time and in the manner hereafter provided.

This Promissory Note ("Note") is issued under and by virtue of Section 21-35-19 of the Mississippi Code of 1972, as amended, and a resolution of the Board of Alderman of the City of Clinton, Mississippi adopted on June 4, 1992. The proceeds of the Note shall be used to reimburse the City of Clinton, Water and Sewer Fund for operating monies used to make capital improvements and to upgrade various sewer treatment facilities mandated by state and federal law. This Note shall be repaid from future collections of the Water and Sewer Fund for water and sewer service.

The principal of and interest on this Note at the rate set forth above shall be paid in one installment on or by September 30, 1994 ~~1993~~, which payment shall be in an amount equal to the outstanding principal balance of the Note together with all accrued and unpaid interest thereon and any other sums due in connection therewith.

This loan may be prepaid, at any time, in whole or in part, prior to September 30, ~~1993~~ 1994, at the rate set forth hereinabove.

Maker shall be in default under this Note in the event Maker shall fail to repay the Note on or by September 30, ~~1993~~ 1994. Upon default, the entire unpaid principal balance of the Note, together with all accrued and unpaid interest thereon and all other sums owing hereunder, shall, at the option of Payee, become immediately due and payable, without presentation, demand or future action of any kind.

Maker waives presentment, demand, protest and notice of non-payment. Payee may grant any number of renewals or extensions of time for payment hereunder; provided, however, the granting of any extension of time for the payment of any sums due under this Note shall in no way release or discharge the liability of Maker.

Payee shall not be deemed, by any act of omission or commission, to have waived any of its rights or remedies hereunder unless such waiver is in writing and signed by Payee, and then only to the extent specifically set forth in the writing. A waiver as to one event shall not be construed as continuing or as a bar to or waiver of any right or remedy as to a subsequent event.

Paid back $100,000 on 11/13/92
with interest of $1282.19

This Note shall be governed by and construed according to the laws of the State of Mississippi. Maker's obligations shall extend to and bind Maker's successors, representatives, agents and assigns.

This Note may only be amended by an instrument in writing signed by both the Maker and the Payee hereof.

It is hereby certified, recited and represented that all conditions, acts and things required by law to exist, to have happened and to have been performed precedent to and in the issuance of this Note in order to make the same a legal and binding obligation of the City of Clinton, Water and Sewer Fund, according to the terms hereof, do exist, have happened and have been performed in regular and due time, form and manner as required by law.

In Witness Whereof, the City of Clinton, Water and Sewer Fund has caused this Note to be executed in its name by the manual signature of the Mayor of the City of Clinton, countersigned by the City Clerk of the City of Clinton, all as of the 5th day of October, 1992.

CITY OF CLINTON, WATER AND SEWER FUND

Billy R Smith

BY: Billy Ray Smith, Mayor

COUNTERSIGNED BY:

Nelson Byrd

Nelson Byrd, City Clerk

THE ABOVE NOTE BALANCE OF $100,000 IS HEREBY EXTENDED BY BOARD RESOLUTION TO SEPTEMBER 30, 1994 AND SPREAD ON THE MINUTES OF THE SEPTEMBER 21, 1993, RECESSED MEETING OF THE MAYOR AND BOARD OF ALDERMEN BY UNANIMOUS 7-0 VOTE.

Rosemary Aultman

MAYOR ROSEMARY AULTMAN

Nelson Byrd

CITY CLERK NELSON BYRD

#9

THE

CITY OF CLINTON

MISSISSIPPI

COMPREHENSIVE

UNIFORM POSITION CLASSIFICATION PLAN

AND

COMPENSATION PLAN

WITH

SECTION 11.0

of the

PERSONNEL RULES AND REGULATIONS

Prepared by

J. Larry Burris
306 Park Street
McComb, Mississippi

September 14, 1987

Revised 9/93
AB

CONTENTS

I. SECTION 11.0 WAGE AND SALARY

II. POSITION CLASSIFICATION SCHEDULES

I. Section 11.0 Wage and Salary

11.0 WAGE AND SALARY

11.1. PERFORMANCE PAY SCHEDULES. The Mayor and Board of Aldermen may establish, maintain, review annually, and amend the performance pay schedules as it is deemed necessary. These pay schedules shall constitute the official pay plan for compensating all regular positions.

11.1.1. This plan is based upon employee performance and the ability of supervisors to evaluate performance. Nothing is automatic about this plan except systematic performance evaluation.

11.1.2. The performance pay plan is used in conjunction with the position classification plan. Classifications are based upon their relationship with all other classifications in their occupational series.

11.1.3. The performance pay plan has four schedules. They are:

(1) Schedule I GS General Services

(2) Schedule II LTC Labor, Trades, & Crafts

(3) Schedule III PS Public Safety

(4) Schedule IV PM Professional & Managerial

11.1.4. The administration and maintenance of the schedule is as follows:

(1) Advancement from step to step will be based upon officially scheduled performance appraisal with satisfactory results and department head recommendation. NO PERFORMANCE INCREASE WILL BE AUTOMATIC.

(2) All promotional advancement will be based upon performance and qualifications officially appraised through the promotional procedure.

(3) Upon advancement to Step 10 in any grade, an incumbent employee must remain in this step for a minimum of two (2) years prior to advancing to step 11. Upon advancement to Step 11 in any

grade, an incumbent employee must remain in this step for a minimum of two (2) years prior to advancing to step 12. Step 12 is the maximun pay level for all pay grades.

11.1.5. Wage and salary increases rest with the discretion of the Mayor and Board of Aldermen. With consideration given to the prevailing rates of and within the various schedules and other pertinent economic factors, the Board may authorize general, across-the-board increases, single or multiple schedule up-dates; or may vary the up-date percentage among the schedules. This plan does not preclude cost-of-living increases if such is justified based upon economic factors.

11.1.6. Consistency of the classes in the pay plan with regard to duties and responsibilities shall be maintained.

11.1.7. Prevailing rates for similar employment is industry and other public jurisdictions shall be used as guidelines, however, the availability of funds shall determine the rates established.

11.1.8. Salary surveys shall be conducted, as ordered by the Mayor, to maintain competitive salary levels.

11.1.9. Entrance salaries shall normally be the first step of a pay grade unless unusual circumstances exist, such as difficulty in obtaining qualified applicants or an eligible applicant possesses outstanding qualifications.

11.1.10. The pay step number of an employee with a special designation or conditional pay provision is established as the step the employee has attained through regular provisions.

Extra conditional pay will be expressed as a plus step. (e.g., police officer on specialized assignment such as investigations) A police officer currently in pay classification PS-04 step 5, if placed on specialized assignment which merits extra conditional pay would have a pay classification of PS-04 step 5 + 1. If the conditional or special designation pay provision ceases, the employee shall revert to the classification of PS-04 step 5.

This is the only provision that allows an employee to receive an increase above the maximum step provided in the established pay grade. No employee is eligible for more than one step above the maximum pay grade and then only after careful justification, documentation, and approval by the Mayor.

11.2. POSITION CLASSIFICATION PLAN. The position classification plan is the grouping together into classes of all positions in the City of Clinton which are essentially similar with respect to nature of work, level of difficulty and responsibility, and education and/or work experience requirements.

11.2.1. A position is a group of current duties and responsibilities, assigned or delegated by competent authority, requiring the full time employment of one person. A position may be vacant or occupied.

11.2.2. A class is a group of one or more positions sufficiently similar in respect to their duties, responsibilities, and authority that the same descriptive title may be used with clarity to designate each position; that the same qualification requirements and tests of fitness may be used to choose qualified employees; and that the same schedule of compensation can be made to apply with equity under substantially the same employment conditions. Some classes include only one position whereas other classes include many positions.

11.2.3. While positions of a class may be similar in many respects, it should not be interpreted that all positions in a class are identical.

11.2.4. A class or series of classes represents a range of difficulty and responsibility. A single class may encompass the entire range of difficulty, or it may include only a portion of a range where a series of classes is involved.

11.2.5. A classification plan is not intended to reflect an individual's competence, efficiency, capability, length of service, or experience. A position classification plan deals with POSITION, NOT with individuals.

11.2.6. The class titles should be used in all payrolls, budgets, and for other clerical records and internal and administrative uses. Approved working and legal

titles, however, may and should be used for public contact and legal purposes. An example is City Clerk.

11.2.7. Uses of the position classification plan include:

(1) establishing a basic structure for dealing with personnel matters in a fair and consistent way.

(2) formulating of a pay policy according to duties, responsibilities and work requirements rather than in relation to personalities.

(3) setting a uniform and meaningful terminology for position titles.

(4) classifying new or additional positions that may be needed in City departments and assisting in recruitment and pay determinations for new positions.

(5) indicating lines of promotion within general types of work.

(6) establishing the education and experience needed to qualify for advanced positions.

11.2.8. Some of the criteria used to determine the classifications of a position include:

(1) supervision exercised and received,

(2) type of supervision,

(3) authority delegated to a position,

(4) finality of action,

(5) opportunity for the use of independent judgement and direction.

(6) complexity and varied nature of work,

(7) skill and/or education necessary to perform the work,

(8) previous experience and training necessary to perform adequately the duties of the position,

(9) opportunity for error and consequence of error,

(10) hazards of duties,

(11) working conditions under which duties of job must be performed.

11.2.9. The foregoing criteria are not all applied uniformly to all positions. Certain criteria are applicable to one group of positions, while others require a different set of standards.

11.3. REGULAR PAY INCREASES. All increases in wages will be initiated by notifying the personnel office, in the Department of Administration, of the change by memorandum. The memorandum will be maintained in the employee's personnel file for a minimum of six (6) months.

11.3.1. Upon receipt of a memorandum from a department head advising of a salary change, the personnel officer will complete form _____, payroll change notice.

11.3.2. The personnel officer will verify the salary increase is in compliance with the performance pay plan.

11.3.3. The personnel officer will forward any payroll change notice which does not comply with the performance pay plan to the Mayor for approval, prior to processing.

11.3.4. Performance increases and performance evaluation reviews will normally occur once a year ,,on an employees aniversary date of employment, or last promotion date.

11.3.5. Employees who do not receive performance increases shall be told in writing the specific reasons their performance was lacking.

11.3.6. An employee according to the general provisions and applicable schedule provisions who can not be awarded a performance increase after the regularly scheduled evaluation shall be re-evaluated after six (6) months.

11.3.7. When a promotion and performance increase occurs in the same month, the performance increase is still awarded. This will not be retroactive or in any way affect prior actions. The performance increase comes first and is awarded within the pay grade

where earned, and then the promotional provisions apply as pertains to promotional pay increases.

11.3.8. The effective date of a performance increase for a semi-monthly paid employee is the first (1st) day of the first (1st) full pay period following the performance evaluation. The effective date of a performance increase for a weekly employee is the start of the next weekly pay cycle.

11.3.9. An increase in pay within one's designated pay grade is known as a performance increase. A merit increase is also a pay increase within one's designated pay grade, and is awarded for unusual or extraordinary performance.

Merit increases will be very limited in number and frequency.

11.4. PROMOTIONAL PAY INCREASE. An increase in pay as a result of moving to a higher classification is known as a promotion or reclassification.

11.4.1. The entry position into a grade as a result of a promotion or reclassification normally will b the first step in the grade promoted which will result in a pay increase.

11.4.2. The result of a promotion or reclassification is intended to be a pay increase and is not to result in a pay decrease. The entry into the grade and step of the higher position is not limited to step 01, but is normally limited to the first step which will result in an increase for the employee. Entry at higher steps may be authorized by the Board under special circumstances.

11.5. PROBATIONARY PAY INCREASE. The Police and Fire Chiefs have some discretion on initial placement of probationary police officers and fire fighters.

11.5.1. Based on prior experience and training of probationary fire fighters the Fire Chief may request entry into grade PS-03 at higher than step 01. They may also request step increases based on completion of

training during the probationary period within grade PS-03.

11.5.2. Probationary fire fighters and police officers are not eligible to enter grade PS-04 until satisfactory completion of their probationary period and upon the recommendation of their respective Chief.

11.6. PAYROLL CLASSIFICATION. There are three (3) payroll classifications:

(1) Semi-monthly regular: An employee paid semi-monthly who occupies a regular, fulltime position and has potential for in-grade pay advancement.

(2) Weekly regular: An employee paid weekly who occupies a regular, fulltime position and has potential for in-grade pay advancement.

(3) Semi-monthly volunteers or weekly part-time: A person paid semi-monthly for approved volunteer work who has no regular status or potential for in-grade pay advancement. A weekly part-time is normally employed in and remains in step 1 of the pay grade classification.

11.7. JURY PAY. Fees received for serving as a witness or as compensation for jury duty, not including reimbursement for transportation, meals, and lodging, shall pe paid to the City in order for an employee to receive their regular salary from the City. An employee may take accumulated leave and retain all compensation. (See Section 7.0 for clarification.)

11.8. SEVERANCE PAY. No severance pay, except for accumulated annual leave, shall be paid.

11.8.1. Upon written resignation with two (2) weeks advance notice of the last day of employment, employees with more than twelve (12) months of service shall be compensated for annual leave accumulated but not taken.

11.8.2. Employees shall reimburse the City for any leave taken but not earned.

11.8.3. The Department of Administration shall include all compensation due an employee, including pay for accumulated annual leave, in the next regular

scheduled payroll pay check following the employee's last day of employment.

11.9. OUTSIDE EMPLOYMENT. Regular full-time employees shall devote their primary allegiance and energies to the duties and responsibilities of their position with the City of Clinton.

11.9.1. Outside employment shall be permitted after approval by the department head and the Mayor on a written request from the employee which contains the department head's and immediate supervisor's recommendation.

11.9.2. Outside employment shall not be permitted by the City if the employment requires so much of the employee's time that it may interfere or create any possible conflict of interest, or create any public relation problems for the City.

11.9.3. Personnel employed as security guards or other security related employment are referred to paragraph 8.2.23 of this handbook.

END OF SECTION 11.000

II Position Classification Schedules

CITY OF CLINTON

POSITION CLASSIFICATION

SCHEDULE I

FOR

GENERAL SERVICES

CITY OF CLINTON

INTRODUCTION

The General Services (GS) pay schedule enables employees to see how their wages can progress over several years with satisfactory performance. This pay schedule provides a plan for compensation of entry level positions which perform clerical, administrative, first line supervision, and some technical duaties which require special training or education.

It is emphasized that horizontal progression from step to step is not automatic, but is dependent upon satisfactory performance evaluation.

SCHEDULE I
GENERAL SERVICES

PAY GRADE	POSITION TITLE
GS 03	Vacant
GS 04	Deputy Court Clerk Payroll Clerk Records Clerk Receptionist Utility/Tax Clerk
GS 05	Court Clerk
GS 06	Animal Control Officer * Senior, Utility/Tax *(Can also be appointed Deputy City Clerk) Dispatcher Secretary II
GS 07	Accounting Clerk
GS 08	Executive Secretary Personnel Officer
GS 09	Bookkeeper
GS 10	Vacant
GS 11	Purchasing Manager
GS 12	Building Inspector Engineer Technician

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CITY OF CLINTON
PERFORMANCE PAY SCHEDULE 1
GENERAL SERVICES (GS)

POSITION GRADE		PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#3	ANNUAL	13,031.30	13,422.23	13,824.90	14,239.65	14,666.84	15,106.84	15,560.05	16,026.85	16,507.66	17,002.89	17,512.97	18,038.36
	MONTHLY	1,085.94	1,118.52	1,152.08	1,186.64	1,222.24	1,258.90	1,296.67	1,335.57	1,375.64	1,416.91	1,459.41	1,503.20
	SEMI-MONTH	542.97	559.26	576.04	593.32	611.12	629.45	648.34	667.79	687.82	708.45	729.71	751.60
	HOURLY	6.27	6.45	6.65	6.85	7.05	7.26	7.48	7.71	7.94	8.17	8.42	8.67
#4	ANNUAL	13,785.37	14,198.93	14,624.90	15,063.65	15,515.56	15,981.02	16,460.45	16,954.27	17,462.90	17,986.78	18,526.39	19,082.18
	MONTHLY	1,148.78	1,183.24	1,218.74	1,255.30	1,292.96	1,331.75	1,371.70	1,412.86	1,455.24	1,498.90	1,543.87	1,590.18
	SEMI-MONTH	574.39	591.62	609.37	627.65	646.48	665.88	685.85	706.43	727.62	749.45	771.93	795.09
	HOURLY	6.63	6.83	7.03	7.24	7.46	7.68	7.91	8.15	8.40	8.65	8.91	9.17
#5	ANNUAL	14,585.37	15,022.93	15,473.62	15,937.82	16,415.96	16,908.44	17,415.69	17,938.16	18,476.31	19,030.60	19,601.51	20,189.56
	MONTHLY	1,215.45	1,251.91	1,289.47	1,328.15	1,368.00	1,409.04	1,451.31	1,494.85	1,539.69	1,585.88	1,633.46	1,682.46
	SEMI-MONTH	607.72	625.96	644.73	664.08	684.00	704.52	725.65	747.42	769.85	792.94	816.73	841.23
	HOURLY	7.01	7.22	7.44	7.66	7.89	8.13	8.37	8.62	8.88	9.15	9.42	9.71
#6	ANNUAL	15,434.06	15,897.08	16,373.99	16,865.21	17,371.17	17,892.30	18,429.07	18,981.95	19,551.40	20,137.95	20,742.08	21,364.35
	MONTHLY	1,286.17	1,324.76	1,364.50	1,405.43	1,447.60	1,491.03	1,535.76	1,581.83	1,629.28	1,678.16	1,728.51	1,780.36
	SEMI-MONTH	643.09	662.38	682.25	702.72	723.80	745.51	767.88	790.91	814.64	839.08	864.25	890.18
	HOURLY	7.42	7.64	7.87	8.11	8.35	8.60	8.86	9.13	9.40	9.68	9.97	10.27
#7	ANNUAL	16,334.45	16,824.49	17,329.22	17,849.10	18,384.57	18,936.11	19,504.19	20,089.32	20,692.00	21,312.76	21,952.14	22,610.70
	MONTHLY	1,361.20	1,402.04	1,444.10	1,487.42	1,532.05	1,578.01	1,625.35	1,674.11	1,724.33	1,776.06	1,829.34	1,884.23
	SEMI-MONTH	680.60	701.02	722.05	743.71	766.02	789.00	812.67	837.05	862.17	888.03	914.67	942.11
	HOURLY	7.85	8.09	8.33	8.58	8.84	9.10	9.38	9.66	9.95	10.25	10.55	10.87
#8	ANNUAL	17,289.68	17,808.37	18,342.63	18,892.90	19,459.69	20,043.48	20,644.79	21,264.13	21,902.05	22,559.12	23,235.89	23,932.97
	MONTHLY	1,440.81	1,484.03	1,528.55	1,574.41	1,621.64	1,670.29	1,720.40	1,772.01	1,825.17	1,879.93	1,936.32	1,994.41
	SEMI-MONTH	720.40	742.02	764.28	787.20	810.82	835.15	860.20	886.01	912.59	939.96	968.16	997.21
	HOURLY	8.31	8.56	8.82	9.08	9.36	9.64	9.93	10.22	10.53	10.85	11.17	11.51
#9	ANNUAL	18,303.08	18,852.18	19,417.74	20,000.27	20,600.28	21,218.29	21,854.84	22,510.48	23,185.80	23,881.37	24,597.81	25,335.75
	MONTHLY	1,525.26	1,571.01	1,618.15	1,666.69	1,716.69	1,768.19	1,821.24	1,875.87	1,932.15	1,990.11	2,049.82	2,111.31
	SEMI-MONTH	762.63	785.51	809.07	833.34	858.35	884.10	910.62	937.94	966.07	995.06	1,024.91	1,055.66
	HOURLY	8.80	9.06	9.34	9.62	9.90	10.20	10.51	10.82	11.15	11.48	11.83	12.18
#10	ANNUAL	19,378.20	19,959.55	20,558.34	21,175.09	21,810.34	22,464.65	23,138.59	23,832.75	24,547.73	25,284.16	26,042.69	26,823.97
	MONTHLY	1,614.85	1,663.30	1,713.19	1,764.59	1,817.53	1,872.05	1,928.22	1,986.06	2,045.64	2,107.01	2,170.22	2,235.33
	SEMI-MONTH	807.43	831.65	856.60	882.30	908.76	936.03	964.11	993.03	1,022.82	1,053.51	1,085.11	1,117.67
	HOURLY	9.32	9.60	9.88	10.18	10.49	10.80	11.12	11.46	11.80	12.16	12.52	12.90
#11	ANNUAL	20,518.80	21,134.36	21,768.39	22,421.45	23,094.09	23,786.91	24,500.52	25,235.54	25,992.60	26,772.38	27,575.55	28,402.82
	MONTHLY	1,709.90	1,761.20	1,814.03	1,868.45	1,924.51	1,982.24	2,041.71	2,102.96	2,166.05	2,231.03	2,297.96	2,366.90
	SEMI-MONTH	854.95	880.60	907.02	934.23	962.25	991.12	1,020.85	1,051.48	1,083.03	1,115.52	1,148.98	1,183.45
	HOURLY	9.86	10.16	10.47	10.78	11.10	11.44	11.78	12.13	12.50	12.87	13.26	13.66
#12	ANNUAL	21,728.86	22,380.72	23,052.14	23,743.71	24,456.02	25,189.70	25,945.39	26,723.75	27,525.46	28,351.23	29,201.77	30,077.82
	MONTHLY	1,810.74	1,865.06	1,921.01	1,978.64	2,038.00	2,099.14	2,162.12	2,226.98	2,293.79	2,362.60	2,433.48	2,506.48
	SEMI-MONTH	905.37	932.53	960.51	989.32	1,019.00	1,049.57	1,081.06	1,113.49	1,146.89	1,181.30	1,216.74	1,253.24
	HOURLY	10.45	10.76	11.08	11.42	11.76	12.11	12.47	12.85	13.23	13.63	14.04	14.46

This chart is based on 2080 scheduled work hours annually

(REV 10/93)

II Position Classification Schedules

CITY OF CLINTON

POSITION CLASSIFICATION

SCHEDULE II

FOR

LABOR, TRADES, AND CRAFTS

CITY OF CLINTON

INTRODUCTION

The Labor, Trades, and Crafts (LTC) pay schedule enables employees to see how their wages can progress over several years with satisfactory performance. This pay schedule provides a plan for compensation of entry level positions which perform duties ranging from unskilled labor, which requires little or no training, through skilled labor which may require some special training or education.

It is emphasized that horizontal progression from step to step is not automatic, but is dependent upon satisfactory performance evaluation.

SCHEDULE II
LABOR, TRADES, AND CRAFTS

PAY GRADE	POSITION TITLE
LTC 04	Laborer I
LTC 05	Vacant
LTC 06	Laborer II
LTC 07	Meter Reader Laborer III
LTC 08 - 09	Vacant
LTC 10	Meter Reader Supervisor
LTC 11	Vacant
LTC 12	Equipment Operator Foreman, Public Works
LTC 13	Mechanic
LTC 14	Superintendent, Grounds and Maintenance
LTC 15	Water Operator Foreman, Waste Water
LTC 16 - 17	Vacant
LTC 18	Superintendent, Streets Superintendent, Utilities 9/93

CITY OF CLINTON
PERFORMANCE PAY SCHEDULE II
LABOR, TRADES , AND CRAFTS (LTC)

	POSITION GRADE	PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#4	ANNUAL	9,862.67	10,158.55	10,463.30	10,777.20	11,100.52	11,433.53	11,776.54	12,129.83	12,493.73	12,868.54	13,254.60	13,652.24
	MONTHLY	821.89	846.55	871.94	898.10	925.04	952.79	981.38	1,010.82	1,041.14	1,072.38	1,104.55	1,137.69
	SEMI-MONTH	410.94	423.27	435.97	449.05	462.52	476.40	490.69	505.41	520.57	536.19	552.27	568.84
	HOURLY	4.74	4.88	5.03	5.18	5.34	5.50	5.66	5.83	6.01	6.19	6.37	6.56
#5	ANNUAL	10,423.76	10,736.47	11,058.56	11,390.32	11,732.03	12,083.99	12,446.51	12,819.91	13,204.50	13,600.64	14,008.66	14,428.92
	MONTHLY	868.65	894.71	921.55	949.19	977.67	1,007.00	1,037.21	1,068.33	1,100.38	1,133.39	1,167.39	1,202.41
	SEMI-MONTH	434.32	447.35	460.77	474.60	488.83	503.50	518.60	534.16	550.19	566.69	583.69	601.20
	HOURLY	5.01	5.16	5.32	5.48	5.64	5.81	5.98	6.16	6.35	6.54	6.73	6.94
#6	ANNUAL	11,019.02	11,349.59	11,690.08	12,040.78	12,402.00	12,774.06	13,157.29	13,552.00	13,958.56	14,377.32	14,808.64	15,252.90
	MONTHLY	918.25	945.80	974.17	1,003.40	1,033.50	1,064.51	1,096.44	1,129.33	1,163.21	1,198.11	1,234.05	1,271.07
	SEMI-MONTH	459.13	472.90	487.09	501.70	516.75	532.25	548.22	564.67	581.61	599.06	617.03	635.54
	HOURLY	5.30	5.46	5.62	5.79	5.96	6.14	6.33	6.52	6.71	6.91	7.12	7.33
#7	ANNUAL	11,650.54	12,000.06	12,360.06	12,730.86	13,112.79	13,506.17	13,911.36	14,328.70	14,758.56	15,201.31	15,657.35	16,127.07
	MONTHLY	970.88	1,000.00	1,030.01	1,060.91	1,092.73	1,125.51	1,159.28	1,194.06	1,229.88	1,266.78	1,304.78	1,343.92
	SEMI-MONTH	485.44	500.00	515.00	530.45	546.37	562.76	579.64	597.03	614.94	633.39	652.39	671.96
	HOURLY	5.60	5.77	5.94	6.12	6.30	6.49	6.69	6.89	7.10	7.31	7.53	7.75
#8	ANNUAL	12,320.52	12,690.13	13,070.84	13,462.96	13,866.85	14,282.86	14,711.34	15,152.68	15,607.26	16,075.48	16,557.75	17,054.48
	MONTHLY	1,026.71	1,057.51	1,089.24	1,121.91	1,155.57	1,190.24	1,225.95	1,262.72	1,300.61	1,339.62	1,379.81	1,421.21
	SEMI-MONTH	513.35	528.76	544.62	560.96	577.79	595.12	612.97	631.36	650.30	669.81	689.91	710.60
	HOURLY	5.92	6.10	6.28	6.47	6.67	6.87	7.07	7.28	7.50	7.73	7.96	8.20
#9	ANNUAL	13,031.30	13,422.23	13,824.90	14,239.65	14,666.84	15,106.84	15,560.05	16,026.85	16,507.66	17,002.89	17,512.97	18,038.36
	MONTHLY	1,085.94	1,118.52	1,152.08	1,186.64	1,222.24	1,258.90	1,296.67	1,335.57	1,375.64	1,416.91	1,459.41	1,503.20
	SEMI-MONTH	542.97	559.26	576.04	593.32	611.12	629.45	648.34	667.79	687.82	708.45	729.71	751.60
	HOURLY	6.27	6.45	6.65	6.85	7.05	7.26	7.48	7.71	7.94	8.17	8.42	8.67
#10	ANNUAL	13,785.37	14,198.93	14,624.90	15,063.65	15,515.56	15,981.02	16,460.45	16,954.27	17,462.90	17,986.78	18,526.39	19,082.18
	MONTHLY	1,148.78	1,183.24	1,218.74	1,255.30	1,292.96	1,331.75	1,371.70	1,412.86	1,455.24	1,498.90	1,543.87	1,590.18
	SEMI-MONTH	574.39	591.62	609.37	627.65	646.48	665.88	685.85	706.43	727.62	749.45	771.93	795.09
	HOURLY	6.63	6.83	7.03	7.24	7.46	7.68	7.91	8.15	8.40	8.65	8.91	9.17
#11	ANNUAL	14,585.37	15,022.93	15,473.62	15,937.82	16,415.96	16,908.44	17,415.69	17,938.16	18,476.31	19,030.60	19,601.51	20,189.56
	MONTHLY	1,215.45	1,251.91	1,289.47	1,328.15	1,368.00	1,409.04	1,451.31	1,494.85	1,539.69	1,585.88	1,633.46	1,682.46
	SEMI-MONTH	607.72	625.96	644.73	664.08	684.00	704.52	725.65	747.42	769.85	792.94	816.73	841.23
	HOURLY	7.01	7.22	7.44	7.66	7.89	8.13	8.37	8.62	8.88	9.15	9.42	9.71
#12	ANNUAL	15,434.06	15,897.08	16,373.99	16,865.21	17,371.17	17,892.30	18,429.07	18,981.95	19,551.40	20,137.95	20,742.08	21,364.35
	MONTHLY	1,286.17	1,324.76	1,364.50	1,405.43	1,447.60	1,491.03	1,535.76	1,581.83	1,629.28	1,678.16	1,728.51	1,780.36
	SEMI-MONTH	643.09	662.38	682.25	702.72	723.80	745.51	767.88	790.91	814.64	839.08	864.25	890.18
	HOURLY	7.42	7.64	7.87	8.11	8.35	8.60	8.86	9.13	9.40	9.68	9.97	10.27
#13	ANNUAL	16,334.46	16,824.50	17,329.23	17,849.11	18,384.58	18,936.12	19,504.20	20,089.33	20,692.01	21,312.77	21,952.15	22,610.72
	MONTHLY	1,361.21	1,402.04	1,444.10	1,487.43	1,532.05	1,578.01	1,625.35	1,674.11	1,724.33	1,776.06	1,829.35	1,884.23
	SEMI-MONTH	680.60	701.02	722.05	743.71	766.02	789.01	812.68	837.06	862.17	888.03	914.67	942.11
	HOURLY	7.85	8.09	8.33	8.58	8.84	9.10	9.38	9.66	9.95	10.25	10.55	10.87

(REV 10/93)

CITY OF CLINTON
PERFORMANCE PAY SCHEDULE II
LABOR, TRADES , AND CRAFTS (LTC)

POSITION GRADE		PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#14	ANNUAL	17,289.68	17,808.37	18,342.63	18,892.90	19,459.69	20,043.48	20,644.79	21,264.13	21,902.05	22,559.12	23,235.89	23,932.97
	MONTHLY	1,440.81	1,484.03	1,528.55	1,574.41	1,621.64	1,670.29	1,720.40	1,772.01	1,825.17	1,879.93	1,936.32	1,994.41
	SEMI-MONTH	720.40	742.02	764.28	787.20	810.82	835.15	860.20	886.01	912.59	939.96	968.16	997.21
	HOURLY	8.31	8.56	8.82	9.08	9.36	9.64	9.93	10.22	10.53	10.85	11.17	11.51
#15	ANNUAL	18,303.08	18,852.18	19,417.74	20,000.27	20,600.28	21,218.29	21,854.84	22,510.48	23,185.80	23,881.37	24,597.81	25,335.75
	MONTHLY	1,525.26	1,571.01	1,618.15	1,666.69	1,716.69	1,768.19	1,821.24	1,875.87	1,932.15	1,990.11	2,049.82	2,111.31
	SEMI-MONTH	762.63	785.51	809.07	833.34	858.35	884.10	910.62	937.94	966.07	995.06	1,024.91	1,055.66
	HOURLY	8.80	9.06	9.34	9.62	9.90	10.20	10.51	10.82	11.15	11.48	11.83	12.18
#16	ANNUAL	19,378.20	19,959.55	20,558.34	21,175.09	21,810.34	22,464.65	23,138.59	23,832.75	24,547.73	25,284.16	26,042.69	26,823.97
	MONTHLY	1,614.85	1,663.30	1,713.19	1,764.59	1,817.53	1,872.05	1,928.22	1,986.06	2,045.64	2,107.01	2,170.22	2,235.33
	SEMI-MONTH	807.43	831.65	856.60	882.30	908.76	936.03	964.11	993.03	1,022.82	1,053.51	1,085.11	1,117.67
	HOURLY	9.32	9.60	9.88	10.18	10.49	10.80	11.12	11.46	11.80	12.16	12.52	12.90
#17	ANNUAL	20,518.80	21,134.36	21,768.39	22,421.45	23,094.09	23,786.91	24,500.52	25,235.54	25,992.60	26,772.38	27,575.55	28,402.82
	MONTHLY	1,709.90	1,761.20	1,814.03	1,868.45	1,924.51	1,982.24	2,041.71	2,102.96	2,166.05	2,231.03	2,297.96	2,366.90
	SEMI-MONTH	854.95	880.60	907.02	934.23	962.25	991.12	1,020.85	1,051.48	1,083.03	1,115.52	1,148.98	1,183.45
	HOURLY	9.86	10.16	10.47	10.78	11.10	11.44	11.78	12.13	12.50	12.87	13.26	13.66
#18	ANNUAL	21,728.86	22,380.72	23,052.14	23,743.71	24,456.02	25,189.70	25,945.39	26,723.75	27,525.46	28,351.23	29,201.77	30,077.82
	MONTHLY	1,810.74	1,865.06	1,921.01	1,978.64	2,038.00	2,099.14	2,162.12	2,226.98	2,293.79	2,362.60	2,433.48	2,506.48
	SEMI-MONTH	905.37	932.53	960.51	989.32	1,019.00	1,049.57	1,081.06	1,113.49	1,146.89	1,181.30	1,216.74	1,253.24
	HOURLY	10.45	10.76	11.08	11.42	11.76	12.11	12.47	12.85	13.23	13.63	14.04	14.46

This chart is based on 2080 scheduled work hours annually

(REV 10/93)

II. POSITION CLASSIFICATION SCHEDULES

CITY OF CLINTON

POSITION CLASSIFICATION

SCHEDULE III

FOR

PUBLIC SAFETY

CITY OF CLINTON

INTRODUCTION

The Public Safety Officer (PS) pay schedule enables employees to see how their wages can progress over several years with satisfactory performance. This pay schedule provides a plan for compensation of uniformed fire and sworn police positions which perform public safety duties.

It is emphasized that horizontal progression from step to step is not automatic, but is dependent upon satisfactory performance evaluation.

SCHEDULE III
PUBLIC SAFETY OFFICERS

PAY GRADE	POSITION TITLE
PS 03	Probationary Fire Fighter
PS 04	Fire Fighter - EMT Police Officer Warrant Officer Narcotics Officer
PS 05	Fire Fighter - EMT Paramedic Lieutenant, Fire Sergeant, Police Public Education Officer
PS 06	Captain, Fire Lieutenant, Police
PS 07	Commander, Fire Commander, Fire Marshall Commander, Training/Safety Lieutenant, Police Captain, Police
PS 08	Assistant Chief, Fire Assistant Chief, Police

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CITY OF CLINTON
PERFORMANCE PAY SCHEDULE III-P
PUBLIC SAFETY - POLICE DEPARTMENT

	POSITION GRADE	PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#4	ANNUAL	18,303.08	18,852.18	19,417.74	20,000.27	20,600.28	21,218.29	21,854.84	22,510.48	23,185.80	23,881.37	24,597.81	25,335.75
	MONTHLY	1,525.26	1,571.01	1,618.15	1,666.69	1,716.69	1,768.19	1,821.24	1,875.87	1,932.15	1,990.11	2,049.82	2,111.31
	SEMI-MONTH	762.63	785.51	809.07	833.34	858.35	884.10	910.62	937.94	966.07	995.06	1,024.91	1,055.66
	HOURLY	8.80	9.06	9.34	9.62	9.90	10.20	10.51	10.82	11.15	11.48	11.83	12.18
#5	ANNUAL	19,378.20	19,959.55	20,558.34	21,175.09	21,810.34	22,464.65	23,138.59	23,832.75	24,547.73	25,284.16	26,042.69	26,823.97
	MONTHLY	1,614.85	1,663.30	1,713.19	1,764.59	1,817.53	1,872.05	1,928.22	1,986.06	2,045.64	2,107.01	2,170.22	2,235.33
	SEMI-MONTH	807.43	831.65	856.60	882.30	908.76	936.03	964.11	993.03	1,022.82	1,053.51	1,085.11	1,117.67
	HOURLY	9.32	9.60	9.88	10.18	10.49	10.80	11.12	11.46	11.80	12.16	12.52	12.90
#6	ANNUAL	20,518.80	21,134.36	21,768.39	22,421.45	23,094.09	23,786.91	24,500.52	25,235.54	25,992.60	26,772.38	27,575.55	28,402.82
	MONTHLY	1,709.90	1,761.20	1,814.03	1,868.45	1,924.51	1,982.24	2,041.71	2,102.96	2,166.05	2,231.03	2,297.96	2,366.90
	SEMI-MONTH	854.95	880.60	907.02	934.23	962.25	991.12	1,020.85	1,051.48	1,083.03	1,115.52	1,148.98	1,183.45
	HOURLY	9.86	10.16	10.47	10.78	11.10	11.44	11.78	12.13	12.50	12.87	13.26	13.66
#7	ANNUAL	21,728.86	22,380.72	23,052.14	23,743.71	24,456.02	25,189.70	25,945.39	26,723.75	27,525.46	28,351.23	29,201.77	30,077.82
	MONTHLY	1,810.74	1,865.06	1,921.01	1,978.64	2,038.00	2,099.14	2,162.12	2,226.98	2,293.79	2,362.60	2,433.48	2,506.48
	SEMI-MONTH	905.37	932.53	960.51	989.32	1,019.00	1,049.57	1,081.06	1,113.49	1,146.89	1,181.30	1,216.74	1,253.24
	HOURLY	10.45	10.76	11.08	11.42	11.76	12.11	12.47	12.85	13.23	13.63	14.04	14.46
#8	ANNUAL	23,012.60	23,702.98	24,414.06	25,146.49	25,900.88	26,677.91	27,478.24	28,302.59	29,151.67	30,026.22	30,927.01	31,854.82
	MONTHLY	1,917.72	1,975.25	2,034.51	2,095.54	2,158.41	2,223.16	2,289.85	2,358.55	2,429.31	2,502.18	2,577.25	2,654.57
	SEMI-MONTH	958.86	987.62	1,017.25	1,047.77	1,079.20	1,111.58	1,144.93	1,179.27	1,214.65	1,251.09	1,288.63	1,327.28
	HOURLY	11.06	11.40	11.74	12.09	12.45	12.83	13.21	13.61	14.02	14.44	14.87	15.31

This chart is based on 2080 scheduled work hours annually

(REV 10/93)

CITY OF CLINTON
PERFORMANCE PAY SCHEDULE III-F
PUBLIC SAFETY - FIRE DIVISION

POSITION GRADE		PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#3	ANNUAL	16,805.01	17,309.16	17,828.44									
	MONTHLY	1,400.42	1,442.43	1,485.70									
	SEMI-MONTH	700.21	721.22	742.85									
	HOURLY	5.76	5.93	6.11									
#4	ANNUAL	18,303.08	18,852.18	19,417.74	20,000.27	20,600.28	21,218.29	21,854.84	22,510.48	23,185.80	23,881.37	24,597.81	25,335.75
	MONTHLY	1,525.26	1,571.01	1,618.15	1,666.69	1,716.69	1,768.19	1,821.24	1,875.87	1,932.15	1,990.11	2,049.82	2,111.31
	SEMI-MONTH	762.63	785.51	809.07	833.34	858.35	884.10	910.62	937.94	966.07	995.06	1,024.91	1,055.66
	HOURLY	6.27	6.46	6.65	6.85	7.05	7.27	7.48	7.71	7.94	8.18	8.42	8.68
#5	ANNUAL	19,378.20	19,959.55	20,558.34	21,175.09	21,810.34	22,464.65	23,138.59	23,832.75	24,547.73	25,284.16	26,042.69	26,823.97
	MONTHLY	1,614.85	1,663.30	1,713.19	1,764.59	1,817.53	1,872.05	1,928.22	1,986.06	2,045.64	2,107.01	2,170.22	2,235.33
	SEMI-MONTH	807.43	831.65	856.60	882.30	908.76	936.03	964.11	993.03	1,022.82	1,053.51	1,085.11	1,117.67
	HOURLY	6.64	6.84	7.04	7.25	7.47	7.69	7.92	8.16	8.41	8.66	8.92	9.19
#6	ANNUAL	20,518.80	21,134.36	21,768.39	22,421.45	23,094.09	23,786.91	24,500.52	25,235.54	25,992.60	26,772.38	27,575.55	28,402.82
	MONTHLY	1,709.90	1,761.20	1,814.03	1,868.45	1,924.51	1,982.24	2,041.71	2,102.96	2,166.05	2,231.03	2,297.96	2,366.90
	SEMI-MONTH	854.95	880.60	907.02	934.23	962.25	991.12	1,020.85	1,051.48	1,083.03	1,115.52	1,148.98	1,183.45
	HOURLY	7.03	7.24	7.45	7.68	7.91	8.15	8.39	8.64	8.90	9.17	9.44	9.73
#7	ANNUAL	21,728.86	22,380.72	23,052.14	23,743.71	24,456.02	25,189.70	25,945.39	26,723.75	27,525.46	28,351.23	29,201.77	30,077.82
	MONTHLY	1,810.74	1,865.06	1,921.01	1,978.64	2,038.00	2,099.14	2,162.12	2,226.98	2,293.79	2,362.60	2,433.48	2,506.48
	SEMI-MONTH	905.37	932.53	960.51	989.32	1,019.00	1,049.57	1,081.06	1,113.49	1,146.89	1,181.30	1,216.74	1,253.24
	HOURLY	7.44	7.66	7.89	8.13	8.38	8.63	8.89	9.15	9.43	9.71	10.00	10.30
#8	ANNUAL	23,012.60	23,702.98	24,414.06	25,146.49	25,900.88	26,677.91	27,478.24	28,302.59	29,151.67	30,026.22	30,927.01	31,854.82
	MONTHLY	1,917.72	1,975.25	2,034.51	2,095.54	2,158.41	2,223.16	2,289.85	2,358.55	2,429.31	2,502.18	2,577.25	2,654.57
	SEMI-MONTH	958.86	987.62	1,017.25	1,047.77	1,079.20	1,111.58	1,144.93	1,179.27	1,214.65	1,251.09	1,288.63	1,327.28
	HOURLY	7.88	8.12	8.36	8.61	8.87	9.14	9.41	9.69	9.98	10.28	10.59	10.91

This chart is based on 2920 scheduled work hours annually

(REV 10/93)

II. POSITION CLASSIFICATION SCHEDULES

CITY OF CLINTON

POSITION CLASSIFICATION

SCHEDULE IV

FOR

PROFESSIONAL AND MANAGERIAL

CITY OF CLINTON

INTRODUCTION

The Professional and Managerial (PM) pay schedule provides department heads clear information concerning their potential wages in their career with the City. This pay schedule provides a plan for compensation of top level management and professional positions which require advanced training and/or specialized college level education.

Positions in this schedule are exempt from FLSA requirements and are not eligible for any overtime compensation.

It is emphasized that horizontal progression from step to step is not automatic, but is dependent upon satisfactory performance evaluation.

SCHEDULE IV
PROFESSIONAL AND MANAGERIAL

PAY GRADE	POSITION TITLE
PM 03 - 05	Vacant
PM 06	Comptroller Director, Recreation
PM 07	Assistant Director, Public Works
PM 08	Vacant
PM 09	Chief, Fire Chief, Police
PM 10	Vacant
PM 11	Vacant
PM 12	Director, Administration
PM 13	Director, Public Works
PM 14 - 17	Vacant
PM 18	Engineer
PM 19	Vacant

CITY OF CLINTON
PERFORMANCE PAY SCHEDULE IV
PROFESSIONAL & MANAGERIAL

POSITION GRADE		PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#3	ANNUAL	20,518.80	21,134.36	21,768.39	22,421.45	23,094.09	23,786.91	24,500.52	25,235.53	25,992.60	26,772.38	27,575.55	28,402.82
	MONTHLY	1,709.90	1,761.20	1,814.03	1,868.45	1,924.51	1,982.24	2,041.71	2,102.96	2,166.05	2,231.03	2,297.96	2,366.90
	SEMI-MONTH	854.95	880.60	907.02	934.23	962.25	991.12	1,020.86	1,051.48	1,083.02	1,115.52	1,148.98	1,183.45
	HOURLY	9.86	10.16	10.47	10.78	11.10	11.44	11.78	12.13	12.50	12.87	13.26	13.66
#4	ANNUAL	21,728.86	22,380.72	23,052.14	23,743.71	24,456.02	25,189.70	25,945.39	26,723.75	27,525.46	28,351.23	29,201.77	30,077.82
	MONTHLY	1,810.74	1,865.06	1,921.01	1,978.64	2,038.00	2,099.14	2,162.12	2,226.98	2,293.79	2,362.60	2,433.48	2,506.48
	SEMI-MONTH	905.37	932.53	960.51	989.32	1,019.00	1,049.57	1,081.06	1,113.49	1,146.89	1,181.30	1,216.74	1,253.24
	HOURLY	10.45	10.76	11.08	11.42	11.76	12.11	12.47	12.85	13.23	13.63	14.04	14.46
#5	ANNUAL	23,012.61	23,702.99	24,414.08	25,146.50	25,900.89	26,677.92	27,478.26	28,302.60	29,151.68	30,026.23	30,927.02	31,854.83
	MONTHLY	1,917.72	1,975.25	2,034.51	2,095.54	2,158.41	2,223.16	2,289.85	2,358.55	2,429.31	2,502.19	2,577.25	2,654.57
	SEMI-MONTH	958.86	987.62	1,017.25	1,047.77	1,079.20	1,111.58	1,144.93	1,179.28	1,214.65	1,251.09	1,288.63	1,327.28
	HOURLY	11.06	11.40	11.74	12.09	12.45	12.83	13.21	13.61	14.02	14.44	14.87	15.31
#6	ANNUAL	24,374.52	25,105.76	25,858.93	26,634.70	27,433.74	28,256.75	29,104.45	29,977.59	30,876.91	31,803.22	32,757.32	33,740.04
	MONTHLY	2,031.21	2,092.15	2,154.91	2,219.56	2,286.14	2,354.73	2,425.37	2,498.13	2,573.08	2,650.27	2,729.78	2,811.67
	SEMI-MONTH	1,015.61	1,046.07	1,077.46	1,109.78	1,143.07	1,177.36	1,212.69	1,249.07	1,286.54	1,325.13	1,364.89	1,405.83
	HOURLY	11.72	12.07	12.43	12.81	13.19	13.58	13.99	14.41	14.84	15.29	15.75	16.22
#7	ANNUAL	25,819.39	26,593.97	27,391.79	28,213.55	29,059.95	29,931.75	30,829.71	31,754.60	32,707.23	33,688.45	34,699.10	35,740.08
	MONTHLY	2,151.62	2,216.16	2,282.65	2,351.13	2,421.66	2,494.31	2,569.14	2,646.22	2,725.60	2,807.37	2,891.59	2,978.34
	SEMI-MONTH	1,075.81	1,108.08	1,141.32	1,175.56	1,210.83	1,247.16	1,284.57	1,323.11	1,362.80	1,403.69	1,445.80	1,489.17
	HOURLY	12.41	12.79	13.17	13.56	13.97	14.39	14.82	15.27	15.72	16.20	16.68	17.18
#8	ANNUAL	27,352.26	28,172.83	29,018.01	29,888.55	30,785.21	31,708.76	32,660.03	33,639.83	34,649.02	35,688.49	36,759.15	37,861.92
	MONTHLY	2,279.35	2,347.74	2,418.17	2,490.71	2,565.43	2,642.40	2,721.67	2,803.32	2,887.42	2,974.04	3,063.26	3,155.16
	SEMI-MONTH	1,139.68	1,173.87	1,209.08	1,245.36	1,282.72	1,321.20	1,360.83	1,401.66	1,443.71	1,487.02	1,531.63	1,577.58
	HOURLY	13.15	13.54	13.95	14.37	14.80	15.24	15.70	16.17	16.66	17.16	17.67	18.20
#9	ANNUAL	28,978.47	29,847.82	30,743.25	31,665.55	32,615.52	33,593.98	34,601.80	35,639.86	36,709.05	37,810.32	38,944.63	40,112.97
	MONTHLY	2,414.87	2,487.32	2,561.94	2,638.80	2,717.96	2,799.50	2,883.48	2,969.99	3,059.09	3,150.86	3,245.39	3,342.75
	SEMI-MONTH	1,207.44	1,243.66	1,280.97	1,319.40	1,358.98	1,399.75	1,441.74	1,484.99	1,529.54	1,575.43	1,622.69	1,671.37
	HOURLY	13.93	14.35	14.78	15.22	15.68	16.15	16.64	17.13	17.65	18.18	18.72	19.29
#10	ANNUAL	30,703.71	31,624.83	32,573.57	33,550.78	34,557.30	35,594.02	36,661.84	37,761.69	38,894.55	40,061.38	41,263.22	42,501.12
	MONTHLY	2,558.64	2,635.40	2,714.46	2,795.90	2,879.78	2,966.17	3,055.15	3,146.81	3,241.21	3,338.45	3,438.60	3,541.76
	SEMI-MONTH	1,279.32	1,317.70	1,357.23	1,397.95	1,439.89	1,483.08	1,527.58	1,573.40	1,620.61	1,669.22	1,719.30	1,770.88
	HOURLY	14.76	15.20	15.66	16.13	16.61	17.11	17.63	18.15	18.70	19.26	19.84	20.43
#11	ANNUAL	32,534.02	33,510.04	34,515.34	35,550.80	36,617.33	37,715.85	38,847.32	40,012.74	41,213.13	42,449.52	43,723.01	45,034.70
	MONTHLY	2,711.17	2,792.50	2,876.28	2,962.57	3,051.44	3,142.99	3,237.28	3,334.40	3,434.43	3,537.46	3,643.58	3,752.89
	SEMI-MONTH	1,355.58	1,396.25	1,438.14	1,481.28	1,525.72	1,571.49	1,618.64	1,667.20	1,717.21	1,768.73	1,821.79	1,876.45
	HOURLY	15.64	16.11	16.59	17.09	17.60	18.13	18.68	19.24	19.81	20.41	21.02	21.65
#12	ANNUAL	34,475.82	35,510.09	36,575.39	37,672.66	38,802.84	39,966.92	41,165.93	42,400.91	43,672.93	44,983.12	46,332.61	47,722.59
	MONTHLY	2,872.98	2,959.17	3,047.95	3,139.39	3,233.57	3,330.58	3,430.49	3,533.41	3,639.41	3,748.59	3,861.05	3,976.88
	SEMI-MONTH	1,436.49	1,479.59	1,523.97	1,569.69	1,616.78	1,665.29	1,715.25	1,766.70	1,819.71	1,874.30	1,930.53	1,988.44
	HOURLY	16.57	17.07	17.58	18.11	18.66	19.21	19.79	20.39	21.00	21.63	22.28	22.94
#13	ANNUAL	36,535.86	37,631.94	38,760.89	39,923.72	41,121.43	42,355.07	43,625.73	44,934.50	46,282.53	47,671.01	49,101.14	50,574.17
	MONTHLY	3,044.65	3,135.99	3,230.07	3,326.98	3,426.79	3,529.59	3,635.48	3,744.54	3,856.88	3,972.58	4,091.76	4,214.51
	SEMI-MONTH	1,522.33	1,568.00	1,615.04	1,663.49	1,713.39	1,764.79	1,817.74	1,872.27	1,928.44	1,986.29	2,045.88	2,107.26
	HOURLY	17.57	18.09	18.64	19.19	19.77	20.36	20.97	21.60	22.25	22.92	23.61	24.31
#14	ANNUAL	38,719.20	39,886.08	41,074.18	42,304.70	43,577.66	44,893.06	46,229.66	47,608.70	49,008.96	50,494.08	52,000.42	53,570.40
	MONTHLY	3,226.60	3,323.84	3,422.85	3,525.39	3,631.47	3,741.09	3,852.47	3,967.39	4,084.08	4,207.84	4,333.37	4,464.20
	SEMI-MONTH	1,613.30	1,661.92	1,711.42	1,762.70	1,815.74	1,870.54	1,926.24	1,983.70	2,042.04	2,103.92	2,166.68	2,232.10
	HOURLY	18.62	19.18	19.75	20.34	20.95	21.58	22.23	22.89	23.56	24.28	25.00	25.76

CITY OF CLINTON
PERFORMANCE PAY SCHEDULE IV
PROFESSIONAL & MANAGERIAL

POSITION GRADE		PAY STEP #1	PAY STEP #2	PAY STEP #3	PAY STEP #4	PAY STEP #5	PAY STEP #6	PAY STEP #7	PAY STEP #8	PAY STEP #9	PAY STEP #10	PAY STEP #11	PAY STEP #12
#15	ANNUAL	41,052.96	42,283.49	43,556.45	44,871.84	46,208.45	47,587.49	49,009.78	50,472.86	51,980.02	53,549.18	55,161.60	56,816.45
	MONTHLY	3,421.08	3,523.62	3,629.70	3,739.32	3,850.70	3,965.62	4,084.15	4,206.07	4,331.67	4,462.43	4,596.80	4,734.70
	SEMI-MONTH	1,710.54	1,761.81	1,814.85	1,869.66	1,925.35	1,982.81	2,042.07	2,103.04	2,165.83	2,231.22	2,298.40	2,367.35
	HOURLY	19.74	20.33	20.94	21.57	22.22	22.88	23.56	24.27	24.99	25.74	26.52	27.32
#16	ANNUAL	43,514.02	44,829.41	46,166.02	47,545.06	48,966.53	50,430.43	51,936.77	53,485.54	55,097.95	56,752.80	58,450.08	60,211.01
	MONTHLY	3,626.17	3,735.78	3,847.17	3,962.09	4,080.54	4,202.54	4,328.06	4,457.13	4,591.50	4,729.40	4,870.84	5,017.58
	SEMI-MONTH	1,813.08	1,867.89	1,923.58	1,981.04	2,040.27	2,101.27	2,164.03	2,228.56	2,295.75	2,364.70	2,435.42	2,508.79
	HOURLY	20.92	21.55	22.20	22.86	23.54	24.25	24.97	25.71	26.49	27.29	28.10	28.95
#17	ANNUAL	46,123.58	47,502.62	48,924.10	50,388.00	51,894.34	53,443.10	55,055.52	56,710.37	58,407.65	60,168.58	61,971.94	63,838.94
	MONTHLY	3,843.63	3,958.55	4,077.01	4,199.00	4,324.53	4,453.59	4,587.96	4,725.86	4,867.30	5,014.05	5,164.33	5,319.91
	SEMI-MONTH	1,921.82	1,979.28	2,038.50	2,099.50	2,162.26	2,226.80	2,293.98	2,362.93	2,433.65	2,507.02	2,582.16	2,659.96
	HOURLY	22.17	22.84	23.52	24.23	24.95	25.69	26.47	27.26	28.08	28.93	29.79	30.69
#18	ANNUAL	48,881.66	50,345.57	51,851.90	53,400.67	55,013.09	56,667.94	58,365.22	60,126.14	61,929.50	63,796.51	65,705.95	67,679.04
	MONTHLY	4,073.47	4,195.46	4,320.99	4,450.06	4,584.42	4,722.33	4,863.77	5,010.51	5,160.79	5,316.38	5,475.50	5,639.92
	SEMI-MONTH	2,036.74	2,097.73	2,160.50	2,225.03	2,292.21	2,361.16	2,431.88	2,505.26	2,580.40	2,658.19	2,737.75	2,819.96
	HOURLY	23.50	24.20	24.93	25.67	26.45	27.24	28.06	28.91	29.77	30.67	31.59	32.54
#19	ANNUAL	51,809.47	53,358.24	54,949.44	56,604.29	58,301.57	60,041.28	61,844.64	63,690.43	65,599.87	67,572.96	69,609.70	71,688.86
	MONTHLY	4,317.46	4,446.52	4,579.12	4,717.02	4,858.46	5,003.44	5,153.72	5,307.54	5,466.66	5,631.08	5,800.81	5,974.07
	SEMI-MONTH	2,158.73	2,223.26	2,289.56	2,358.51	2,429.23	2,501.72	2,576.86	2,653.77	2,733.33	2,815.54	2,900.40	2,987.04
	HOURLY	24.91	25.65	26.42	27.21	28.03	28.87	29.73	30.62	31.54	32.49	33.47	34.47

(REV 10/93)

This chart is based on 2080 scheduled work hours annually