# MEMORANDUM OF AGREEMENT BETWEEN CITY OF BROCKTON AND MASSACHUSETTS LABORERS' DISTRICT COUNCIL ON BEHALF OF PUBLIC EMPLOYEES' LOCAL UNION 1162, BROCKTON ASSOCIATION OF ENGINEERS, TECHNICIANS AND INSPECTORS (BAETI AND/OR THE UNION) (JULY 1, 2022 – JUNE 30, 2025)

This **MEMORANDUM OF AGREEMENT** ("MOA"), entered into by and between the City of Brockton (the "City") and the Public Employees' Local Union 1162, representing the Brockton Association of Engineers, Technicians and Inspectors bargaining unit ("BAETI" and/or the "Union"), hereinafter collectively referred to as, the "parties," sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this MOA shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

The Collective Bargaining Agreement (CBA), which expired on June 30, 2022, shall be extended without change for a period of three years except as provided herein. Upon bargaining unit ratification, joint execution of this MOA, and requisite City Council adopting action, the parties agree to integrate the amendments set forth herein with the existing CBA, as well as make non-substantive modifications to the form of the agreement to correct any typographical, grammatical or formatting errors. The following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2025.

#### I. Article 4 (Wages):

- i. Employees shall receive the following base wage increases:
  - FY23 0% FY24 0%

FY25 0%

- ii. Effective November 1, 2022, the existing wage scales shall be eliminated and replaced with the updated and amended wage scales attached hereto at Appendix A.
  - a. For clarification purposes only, the Amended Wage Scale set forth at Appendix A represents base wages only and does not reflect the additional incentives that currently exist under the Parties' Collective Bargaining Agreement which shall remain in full force and effect. Said incentives will be added to the new base wages set forth under Appendix A.
- iii. Effective November 1, 2022, all employees shall be placed on the amended wage scales in accordance with their respective titles at whatever step results in an immediate increase in their current base pay.
  - a. By way of example, a Planner currently receiving pay at a Step 3 rate (\$34.92 per hour), shall be placed on the updated wage scale at Step 4 (\$35.75 per hour), because this is the Step immediately exceeding his current rate of pay.
  - b. In accordance with the paragraph set forth below, employees will remain at this step placement, regardless of date of hire, until July 1, 2023 at which time they will receive an additional step increase.
- iv. Effective July 1, 2023, all employees in the bargaining unit shall receive an additional one step increase. Thereafter, Step increases will continue to be granted to all employees on an annual basis each July 1<sup>st</sup> going forward, until employees reach the maximum step under the updated wage scales, which is a Step 8. The July 1<sup>st</sup> step increase adjustment shall apply to all employees regardless of their dates of hire and any employee who would have been entitled to a step increase based on their date of hire between November 1, 2022 and June 30, 2023 will forgo said increase when being placed on the amended wage scale in light of this agreement. In addition, any new employee becoming a member of this bargaining unit shall receive a step increase on July 1<sup>st</sup> regardless of their date of hire (i.e. a Sanitary Inspector hired on June 1, 2023 will receive a step increase with the rest of the bargaining unit members on July 1<sup>st</sup> despite not completing a year of service at the time the step increase adjustments take effect).
- v. In light of the Agreement set forth above, Article 4, <u>Wages</u>, subsection <u>Step System</u>, shall be eliminated from the Parties' collective bargaining agreement.
- vi. The parties agree that in accordance with paragraph I ii. & iii. above, the bargaining unit members shall receive retroactive wage increases back to November 1, 2022.

## II. Article 40 (Hazardous Duty):

Amend Article 40, <u>Hazardous Duty</u>, to include the following positions under those eligible for the hazardous duty differential: Civil Engineer Grade 4, Enforcement/Education Officer, Animal Inspector and GIS Technician.

## III. Animal Inspector:

The City agrees to increase the Animal Inspector's salary (Gr 9) to match the Sanitary Inspector salary (Gr 16); the effective date of this reclassification will be January 1, 2023, and (2) the employee occupying the Animal Inspector position will be compensated at the salary that immediately exceeds their existing rate of pay as of the date of this Agreement.

# IV. Article 25 Dress Code:

### Amend Article 25 (Uniforms and Clothing Allowance) as follows:

Change Title of Article to: Uniforms and Cleaning Allowance

<u>Eliminate the Cleaning Allowance</u> currently in the amount of \$310.00 per year and <u>re-title the</u> <u>Clothing Allowance to Cleaning Allowance</u> in the amount of \$1,200.00 per year.

<u>Eliminate language</u> providing that the <u>clothing allowance will cease</u> for those employees receiving uniforms.

For complete clarity, Article 25 shall now read as follows (any language not existing herein has been eliminated from the Article by this Agreement):

# ARTICLE XXV UNIFORMS AND CLEANING ALLOWANCE

Each employee covered by this Agreement shall receive an annual cleaning allowance as follows:

a. Cleaning Allowance: Effective 7/1/16- \$1,200.00

This allowance is in lieu of all claims for unusual damage done to items of clothing and wear due to various chemicals and materials used in the course of employment.

Payment of the annual cleaning allowance as herein provided shall be pro-rated on the basis of each month worked, and a day worked within a month shall constitute credit for the entire month.

## **Dress Code:**

The following members of the Union are "designated members": All Building Inspectors; All Electrical Inspectors; All Plumbing Inspectors; and, Outside Field Engineers.

The "designated members" shall be permitted to wear the following attire: work boots, jeans or dungarees provided that they are clean, pressed and free from holes, tears, rips or worn spots.

Outside Field Engineers shall be permitted to wear the following attire: Polo shirts, sweatshirts, or work shirts free of text, graphics, or ornamentation with the exception of a manufacture's logo.

The remaining designated members (Building, Electrical and Plumbing Inspectors) shall have uniform tops provided by the City as follows: Uniform shirts shall be provided by the City to all Inspectors working in the Building Department and must be worn at all times while on duty. Designated members will be provided with three (3) short sleeve collared shirts, three (3) long sleeve collared shirts, two (2) short sleeve T-shirts, two (2) long sleeve T-shirts, one (1) jacket and one (1) winter coat. Additional or replacement shirts and/or outwear (jackets & coats) in excess of the numbers set forth herein may be provided based on need at the discretion of the Department Head. Designated members shall have the option of wearing either a collared shirt or T-shirt during normal working hours. Designated members will be required to wear collared shirts at times in which they will be interacting with the public. The uniform shirts must be visible while working and shall not be worn under other clothing. Uniforms shall not be deliberately altered, cut, frayed and/or damaged by designated members. In the event a Uniform shirt is damaged by any reason, the designated member shall return the damaged shirt to the Department Head.

Employees who fail to comply with this dress code may be subject to disciplinary action.

"Non-designated" employees shall dress as follows: Dress or casual shoes. Female employees may wear shorts, culottes, split skirt and suits with walking shorts. No denim attire.

No members shall be allowed to wear the following: Athletic Shoes or sneakers of any kind. An exception will be made should it be medically necessary for temporary use of athletic shoes or sneakers. The City reserves the right to request medical documentation for the employee, and the employee agrees to provide same upon request. Said medical documentation may be renewed annually.

No shorts.

No pants or slacks tailored as sweatpants of any material including nylon, fleece, velour or cotton.

Brightly colored, flowered or "Hawaiian" type shirts.

Any inspector who chooses to wear a tie must wear the "clip on" type only (for safety reasons).

# V. Add New Article: Probationary Period:

All regular and permanent full-time or part-time employees covered by the terms of this Agreement shall be placed on probation for a period of six (6) months of actual performance of the duties of the new hire's position following the employee's date of hire. A performance evaluation shall be conducted by the Department Head and/or Designee following the first three (3) months of employment. The employee will be notified of the evaluation results which shall be written, and which will seek to inform the employee of unsatisfactory findings, if any, with advice as to how the employee may be able to improve. Near the end of the fifth month of employment or within the sixth month of employment, the employee will again be evaluated in writing, with the written results shown to the employee. The Department Head, in consultation with the Human Resources Director, may extend the probationary period with notice to the employee and the Union for a period of not more than three (3) additional months. During such period, the employee will be again evaluated. Dismissal of an employee within the probationary period, including extended probationary periods, shall not be a grievable event under Article 3.

Dated this \_\_\_\_\_day of May, 2023.

MA LABORERS' DISTRICT COUNCIL, LOCAL 1162,

CITY OF BROCKTON, By Its Mayor,

ROBERT F. SULLIVAN

APPROVED AS TO FORM: Law Department

BAETI GROUP CODE 1002 January 1, 2023 PROPOSED

		MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
CIVIL ENGIN	IEER - GRADE 1	ENTRY LEVEL 01	1 YEAR 02	2 YEARS 03	3 YEARS 04	4 YEARS 05	5 YEARS 06	6 YEARS 07	7 YEARS 08
SALARY	GR 1	47,943	49,381	50,863	52,389	53,960	55,579	57,246	58,964
BI-WEEKLY		1843.96	1899.28	1956.26	2014.95	2075.39	2137.66	2201.79	2267.84
HOURLY		26.3423	27.1326	27.9465	28.7849	29.6485	30.5379	31.4541	32.3977
O.T.		39.5135	40.6989	41.9198	43.1774	44.4727	45.8069	47.1811	48.5966
0.1.		55.5155	40.0989	41.9198	43.1774	44.4727	43.8005	47.1011	48.5500
CIVIL ENGIN	IEER - GRADE 2	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
		01	02	03	04	05	06	07	08
SALARY	GR 2	49,669	51,159	52,694	54,275	55,903	57,580	59,307	61,087
BI-WEEKLY		1,910.35	1967.66	2026.69	2087.49	2150.11	2214.62	2281.06	2349.49
HOURLY		27.2907	28.1094	28.9527	29.8213	30.7159	31.6374	32.5865	33.5641
O.T.		40.9361	42.1641	43.4291	44.7319	46.0739	47.4561	48.8798	50.3462
LAB TECHNI	ICIAN	MIN 01	STEP II	STEP III 03	STEP IV 04	STEP V 05	STEP VI 06	STEP VII 07	STEP VIII
SALARY	GR 3	47,042	48,453	49,907	51,404	52,946	54,535	56,171	57,856
BI-WEEKLY	GK 5	1,809.31	1863.59	1919.50	1977.08	2036.40	2097.49	2160.41	2225.22
HOURLY		25.8473	26.6227	27.4214	28.2440	2030.40	2037.43	30.8630	31.7889
O.T.		38.7710	39.9341	41.1321	42.3661	43.6370	44.9462	46.2945	47.6834
0.1.		58.7710	33.3341	41.1521	42.5001	43.0370	44.5402	40.2545	47.0054
PLANNER I	(1430)	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
		01	02	03	04	05	06	07	08
SALARY	GR 25	59,550	61,336	63,176	65,072	67,024	69,035	71,106	73,239
BI-WEEKLY		2,290.38	2359.09	2429.86	2502.76	2577.84	2655.18	2734.83	2816.88
HOURLY		32.7197	33.7013	34.7123	35.7537	36.8263	37.9311	39.0690	40.2411
O.T.		49.0796	50.5519	52.0685	53.6305	55.2395	56.8966	58.6035	60.3617
WATER SER	VICE INSPECTOR 35 HRS-WEEKLY	(1426)							
		MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
		01	STEP II 02	STEP III 03	STEP IV 04	STEP V 05	STEP VI 06	STEP VII 07	08
SALARY	GR 5	01 53,840	02 55,455	03 57,119	04 58,832	05 60,597	06 62,415	07 64,288	08 66,216
WEEKLY		01 53,840 1,035.38	02 55,455 2132.88	03 57,119 2196.87	04 58,832 2262.78	05 60,597 2330.66	06 62,415 2400.58	07 64,288 2472.60	08 66,216 2546.77
WEEKLY HOURLY		01 53,840 1,035.38 29.5823	oz 55,455 2132.88 30.4698	03 57,119 2196.87 31.3839	04 58,832 2262.78 32.3254	os 60,597 2330.66 33.2951	06 62,415 2400.58 34.2940	07 64,288 2472.60 35.3228	08 66,216 2546.77 36.3825
WEEKLY		01 53,840 1,035.38	02 55,455 2132.88	03 57,119 2196.87	04 58,832 2262.78	05 60,597 2330.66	06 62,415 2400.58	07 64,288 2472.60	08 66,216 2546.77
WEEKLY HOURLY O.T.		01 53,840 1,035.38 29.5823 44.3735	oz 55,455 2132.88 30.4698	03 57,119 2196.87 31.3839	04 58,832 2262.78 32.3254	os 60,597 2330.66 33.2951	06 62,415 2400.58 34.2940	07 64,288 2472.60 35.3228	08 66,216 2546.77 36.3825
WEEKLY HOURLY O.T.	GR 5	01 53,840 1,035.38 29.5823 44.3735	oz 55,455 2132.88 30.4698	03 57,119 2196.87 31.3839	04 58,832 2262.78 32.3254	os 60,597 2330.66 33.2951	06 62,415 2400.58 34.2940	07 64,288 2472.60 35.3228	08 66,216 2546.77 36.3825
WEEKLY HOURLY O.T.	GR 5 SERVICE INSPECTOR (35 HRS-WEE	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01	02 55,455 2132.88 30.4698 45.7047	03 57,119 2196.87 31.3839 47.0758	04 58,832 2262.78 32.3254 48.4881	05 60,597 2330.66 33.2951 49.9427 STEP V 05	06 62,415 2400.58 34.2940 51.4410	07 64,288 2472.60 35.3228 52.9842 STEP VII 07	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08
WEEKLY HOURLY O.T. SR. WATER SALARY	GR 5	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T.	GR 5 SERVICE INSPECTOR (35 HRS-WEE	01 53,840 1,035.38 29.5823 44.3735 <b>:KLY)</b> MIN 01 55,352 1,064.46 30.4131 45.6197	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T.	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401)	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY O.T.	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544 48.5316 WEEKLY (1410)	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250 49.9875	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248 51.4872	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545 53.0318	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152 54.6227	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076 56.2614	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328 57.9493	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918 59.6877
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY O.T.	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544 48.5316 WEEKLY (1410) MIN	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250 49.9875	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248 51.4872	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545 53.0318	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152 54.6227 STEP V	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076 56.2614 STEP VI	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328 57.9493 STEP VII	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918 59.6877 STEP VIII
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY O.T. CHIEF WAT	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7 TER SERVICE INSPECTOR - 35 HRS-V	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544 48.5316 WEEKLY (1410) MIN 01	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250 49.9875 STEP II 02	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248 51.4872 STEP III 03	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545 53.0318 STEP IV 04	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152 54.6227 STEP V 05	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076 56.2614 STEP VI 06	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328 57.9493 STEP VII 07	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918 59.6877 STEP VIII 08
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY O.T. CHIEF WAT SALARY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544 48.5316 WEEKLY (1410) MIN 01 67,650	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250 49.9875 STEP II 02 69,679	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248 51.4872 STEP III 03 71,770	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545 53.0318 STEP IV 04 73,923	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152 54.6227 STEP V 05 76,141	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076 56.2614 STEP VI 06 78,425	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328 57.9493 STEP VII 07 80,778	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918 59.6877 STEP VIII 08 83,201
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY O.T. CHIEF WAT SALARY WEEKLY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7 TER SERVICE INSPECTOR - 35 HRS-V	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544 48.5316 WEEKLY (1410) MIN 01 67,650 1,300.96	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250 49.9875 STEP II 02 69,679 2679.98	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248 51.4872 STEP III 03 71,770 2760.38	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545 53.0318 STEP IV 04 73,923 2843.19	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152 54.6227 STEP V 05 76,141 2928.49	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076 56.2614 STEP VI 06 78,425 3016.34	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328 57.9493 STEP VII 07 80,778 3106.83	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918 59.6877 STEP VIII 08 83,201 3200.03
WEEKLY HOURLY O.T. SR. WATER SALARY WEEKLY HOURLY O.T. GEN. CONS SALARY BI-WEEKLY HOURLY O.T. CHIEF WAT SALARY	GR 5 SERVICE INSPECTOR (35 HRS-WEE GR 6 STRUCTION INSEPCTOR (1401) GR 7 TER SERVICE INSPECTOR - 35 HRS-V	01 53,840 1,035.38 29.5823 44.3735 KLY) MIN 01 55,352 1,064.46 30.4131 45.6197 MIN 01 58,885 2,264.81 32.3544 48.5316 WEEKLY (1410) MIN 01 67,650	02 55,455 2132.88 30.4698 45.7047 STEP II 02 57,012 2192.78 31.3255 46.9882 STEP II 02 60,652 2332.75 33.3250 49.9875 STEP II 02 69,679	03 57,119 2196.87 31.3839 47.0758 STEP III 03 58,723 2258.57 32.2653 48.3979 STEP III 03 62,471 2402.73 34.3248 51.4872 STEP III 03 71,770	04 58,832 2262.78 32.3254 48.4881 STEP IV 04 60,484 2326.33 33.2332 49.8498 STEP IV 04 64,345 2474.82 35.3545 53.0318 STEP IV 04 73,923 2843.19 40.6170	05 60,597 2330.66 33.2951 49.9427 STEP V 05 62,299 2396.11 34.2302 51.3453 STEP V 05 66,276 2549.06 36.4152 54.6227 STEP V 05 76,141	06 62,415 2400.58 34.2940 51.4410 STEP VI 06 64,168 2468.00 35.2571 52.8857 STEP VI 06 68,264 2625.53 37.5076 56.2614 STEP VI 06 78,425	07 64,288 2472.60 35.3228 52.9842 STEP VII 07 66,093 2542.04 36.3148 54.4722 STEP VII 07 70,312 2704.30 38.6328 57.9493 STEP VII 07 80,778	08 66,216 2546.77 36.3825 54.5737 STEP VIII 08 68,076 2618.30 37.4043 56.1064 STEP VIII 08 72,421 2785.43 39.7918 59.6877 STEP VIII 08 83,201

#### BAETI GROUP CODE 1002

January 1, 2023

ORDINANCE ENFORCEMENT/EDUCATION OF	FICER (1705)							
	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
	ENTRY LEVEL	1 YEAR	2 YEARS	3 YEARS	4 YEARS	5 YEARS	6 YEARS	7 YEARS
	01	02	03	04	05	06	07	08
SALARY GR 9	50,054	51,555	53,102	54,695	56,336	58,026	59,767	61,560
BI-WEEKLY	1925.15	1982.90	2042.39	2103.66	2166.77	2231.77	2298.73	2367.69
HOURLY	27.5021	28.3272	29.1770	30.0523	30.9539	31.8825	32.8389	33.8241
О.Т.	41.2532	42.4907	43.7655	45.0784	46.4308	47.8237	49.2584	50.7362
	41.2552	42,4507	45.7055	45.0704	40.4500	47.0257	45.2504	50.7502
METER READER/ BACKFLOW INSPECTOR - 3	5 HRS (1427)							
	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
	01	02	03	04	05	06	07	08
SALARY GR 10	64,291	66,220	68,207	70,253	72,360	74,531	76,767	79,070
WEEKLY	1,236.37	2546.93	2623.33	2702.03	2783.09	2866.59	2952.58	3041.16
HOURLY	35.3249	36.3846	37.4762	38.6005	39.7585	40.9512	42.1798	43.4452
О.Т.	52.9874	54.5770	56.2143	57.9007	59.6377	61.4269	63.2697	65.1678
CIVIL ENGINEER GRADE 3 (1409)	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
	01	02	03	04	05	06	07	08
SALARY GR 11	54,868	56,514	58,210	59,956	61,755	63,607	65,515	67,481
BI-WEEKLY	2,110.31	2173.62	2238.83	2305.99	2375.17	2446.43	2519.82	2595.42
HOURLY	30.1473	31.0517	31.9833	32.9428	33.9311	34.9490	35.9975	37.0774
О.Т.	45.2210	46.5776	47.9749	49.4142	50.8966	52.4235	53.9962	55.6161
TITLE EXAMINER - ENG. (1429)	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
Der stattet abereicherender-state andersehr Borart sons	01	02	03	04	05	06	07	08
SALARY GR 13	67,081	69,093	71,166	73,301	75,500	77,765	80,098	82,501
BI-WEEKLY	2,580.04	2657.44	2737.16	2819.28	2903.86	2990.97	3080.70	3173.12
HOURLY	36.8577	37.9634	39.1023	40.2754	41.4837	42.7282	44.0100	45.3303
О.Т.	55.2866	56.9451	58.6535	60.4131	62.2255	64.0923	66.0150	67.9955
SANITARY INSPECTOR (1414)	MIN	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
	01	02	03	04	05	06	07	08
SALARY GR 16	01 \$66,947	02 \$68,955	03 \$71,024	04 \$73,155	05 \$75,349	06 \$77,610	07 \$79,938	08 \$82,336
SALARY <b>GR 16</b> BI-WEEKLY	01 \$66,947 2,410.12	02 \$68,955 2652.13	03 \$71,024 2731.70	04 \$73,155 2813.65	05 \$75,349 2898.06	06 \$77,610 2985.00	07 \$79,938 3074.55	08 \$82,336 3166.78
SALARY <b>GR 16</b> BI-WEEKLY HOURLY	01 \$66,947 2,410.12 34.4303	02 \$68,955 2652.13 37.8876	03 \$71,024 2731.70 39.0242	04 \$73,155 2813.65 40.1949	05 \$75,349 2898.06 41.4008	06 \$77,610 2985.00 42.6428	07 \$79,938 3074.55 43.9221	08 \$82,336 3166.78 45.2398
SALARY <b>GR 16</b> BI-WEEKLY	01 \$66,947 2,410.12	02 \$68,955 2652.13	03 \$71,024 2731.70	04 \$73,155 2813.65	05 \$75,349 2898.06	06 \$77,610 2985.00	07 \$79,938 3074.55	08 \$82,336 3166.78
SALARY <b>GR 16</b> BI-WEEKLY HOURLY O.T.	01 \$66,947 2,410.12 34.4303 51.6455	02 \$68,955 2652.13 37.8876 56.8314	03 \$71,024 2731.70 39.0242	04 \$73,155 2813.65 40.1949	05 \$75,349 2898.06 41.4008	06 \$77,610 2985.00 42.6428	07 \$79,938 3074.55 43.9221	08 \$82,336 3166.78 45.2398
SALARY <b>GR 16</b> BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS	03 \$71,024 2731.70 39.0242 58.5363	04 \$73,155 2813.65 40.1949	05 \$75,349 2898.06 41.4008	06 \$77,610 2985.00 42.6428	07 \$79,938 3074.55 43.9221	08 \$82,336 3166.78 45.2398
SALARY <b>GR 16</b> BI-WEEKLY HOURLY O.T.	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14	03 \$71,024 2731.70 39.0242 58.5363 413)	04 \$73,155 2813.65 40.1949 60.2924	05 \$75,349 2898.06 41.4008 62.1012	05 \$77,610 2985.00 42.6428 63.9642	07 \$79,938 3074.55 43.9221 65.8831	08 \$82,336 3166.78 45.2398 67.8596
SALARY <b>GR 16</b> BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS .TH NURSE (14 STEP II	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III	04 \$73,155 2813.65 40.1949 60.2924 STEP IV	05 \$75,349 2898.06 41.4008 62.1012 STEP V	06 \$77,610 2985.00 42.6428 63.9642 STEP VI	07 \$79,938 3074.55 43.9221 65.8831 STEP VII	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14)	01 \$66,947 2,410.12 34.4303 51.6455 CTOR OF PLUMBI 23), PUBLIC HEAL MIN 01	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS .TH NURSE (14 STEP II 02	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY HOURLY	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY HOURLY	01 \$66,947 2,410.12 34.4303 51.6455 CTOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY HOURLY O.T.	01 \$66,947 2,410.12 34.4303 51.6455 CTOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY HOURLY O.T.	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY HOURLY O.T.	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (142 SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (142 SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662	07 \$79,938 3074.55 43,9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08 98,305
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (142 SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18 BI-WEEKLY	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931 3,074.27	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329 3166.50	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799 3261.49	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343 3359.33	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963 3460.11	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662 3563.92	07 \$79,938 3074.55 43,9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442 3670.84	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08 98,305 3780.96
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (143 SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18 BI-WEEKLY HOURLY O.T.	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931 3,074.27 43.9181 65.8772	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329 3166.50 45.2356 67.8535	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799 3261.49 46.5927 69.8891	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343 3359.33 47.9905 71.9857	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963 3460.11 49.4302 74.1453	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662 3563.92 50,9131 76.3697	07 \$79,938 3074.55 43,9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442 3670.84 52.4405 78.6608	08 \$82,336 3166.78 45.2398 67.8596 <b>STEP VIII</b> 08 90,420 3477.70 49.6815 74.5222 <b>STEP VIII</b> 08 98,305 3780.96 54.0137 81.0206
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (142 SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18 BI-WEEKLY HOURLY	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931 3,074.27 43.9181 65.8772 MIN	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329 3166.50 45.2356 67.8535 STEP II	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799 3261.49 46.5927 69.8891 STEP III	04 \$73,155 2813,65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343 3359.33 47,9905 71.9857 STEP IV	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963 3460.11 49.4302 74.1453 STEP V	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662 3563.92 50.9131 76.3697 STEP VI	07 \$79,938 3074.55 43,9221 65.8831 97 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442 3670.84 52.4405 78.6608 STEP VII	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08 98,305 3780.96 54.0137 81.0206
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (142) SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18 BI-WEEKLY HOURLY O.T. CONSERVATION AGENT	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931 3,074.27 43.9181 65.8772 MIN 01	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329 3166.50 45.2356 67.8535 STEP II 02	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799 3261.49 46.5927 69.8891 STEP III 03	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343 3359.33 47.9905 71.9857 STEP IV 04	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963 3460.11 49.4302 74.1453 STEP V 05	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662 3563.92 50.9131 76.3697 STEP VI 06	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442 3670.84 52.4405 78.6608 STEP VII 07	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08 98,305 3780.96 54.0137 81.0206 STEP VIII 08
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (14) SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18 BI-WEEKLY HOURLY O.T. CONSERVATION AGENT SALARY GR 19	01 \$66,947 2,410.12 34,4303 51.6455 CTOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931 3,074.27 43.9181 65.8772 MIN 01 73,520	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329 3166.50 45.2356 67.8535 STEP II 02 75,726	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799 3261.49 46.5927 69.8891 STEP III 03 77,997	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343 3359.33 47.9905 71.9857 STEP IV 04 80,337	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963 3460.11 49.4302 74.1453 STEP V 05 82,747	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662 3563.92 50.9131 76.3697 STEP VI 06 85,230	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442 3670.84 52.4405 78.6608 STEP VII 07 87,787	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08 98,305 3780.96 54.0137 81.0206 STEP VIII 08 90,420
SALARY GR 16 BI-WEEKLY HOURLY O.T. LOCAL BUILDING INSPECTOR (1417), INSPEC FITTING (1419) & INSPECTOR OF WIRES (142) SALARY GR 17 BI-WEEKLY HOURLY O.T. CIVIL ENGINEER GRADE 4 (1402), PLANNER SALARY GR 18 BI-WEEKLY HOURLY O.T. CONSERVATION AGENT	01 \$66,947 2,410.12 34.4303 51.6455 TOR OF PLUMBI 23), PUBLIC HEAL MIN 01 73,520 2,827.69 40.3956 60.5934 III MIN 01 79,931 3,074.27 43.9181 65.8772 MIN 01	02 \$68,955 2652.13 37.8876 56.8314 NG/GAS TH NURSE (14 STEP II 02 75,726 2912.52 41.6075 62.4112 STEP II 02 82,329 3166.50 45.2356 67.8535 STEP II 02	03 \$71,024 2731.70 39.0242 58.5363 413) STEP III 03 77,997 2999.90 42.8557 64.2835 STEP III 03 84,799 3261.49 46.5927 69.8891 STEP III 03	04 \$73,155 2813.65 40.1949 60.2924 STEP IV 04 80,337 3089.90 44.1414 66.2120 STEP IV 04 87,343 3359.33 47.9905 71.9857 STEP IV 04	05 \$75,349 2898.06 41.4008 62.1012 STEP V 05 82,747 3182.59 45.4656 68.1984 STEP V 05 89,963 3460.11 49.4302 74.1453 STEP V 05	06 \$77,610 2985.00 42.6428 63.9642 STEP VI 06 85,230 3278.07 46.8296 70.2444 STEP VI 06 92,662 3563.92 50.9131 76.3697 STEP VI 06	07 \$79,938 3074.55 43.9221 65.8831 STEP VII 07 87,787 3376.41 48.2345 72.3517 STEP VII 07 95,442 3670.84 52.4405 78.6608 STEP VII 07	08 \$82,336 3166.78 45.2398 67.8596 STEP VIII 08 90,420 3477.70 49.6815 74.5222 STEP VIII 08 98,305 3780.96 54.0137 81.0206 STEP VIII 08

6	50.5934	62.4112	64.2835	66.2120	68.1984	70.2444	72.3517	74.5222

O.T.