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11 Retirement Association

12 **IN THE MATTER OF THE ADMINISTRATIVE APPEAL**
13 **OF MICHAEL MILLIGAN**

14 MICHAEL MILLIGAN,
15)
16) Appellant,
17)
18) v.
19)
20) SAN BERNARDINO COUNTY EMPLOYEES'
21) RETIREMENT ASSOCIATION,
22) Respondent.
23)
24)
25)
26)
27)
28)

**RESPONDENT SAN BERNARDINO COUNTY
EMPLOYEES' RETIREMENT
ASSOCIATION'S OPPOSITION BRIEF**

TO THE BOARD OF RETIREMENT:

I. INTRODUCTION

Michael Milligan seeks to purchase SBCERA service credit for non-membership service with the County of San Bernardino (the "County") for the period of July 1996 through December of 1999 (the "Requested Purchase Period"). Pursuant to SBCERA's Benefits Policy No. 25(2), SBCERA CEO Debby Cherney provided Milligan with an initial determination dated April 16, 2024 (the "Initial Determination," attached as Exhibit 1) denying that request on two grounds. First, during the Requested Purchase Period, Milligan was not an "employee" within the meaning of the County Employees' Retirement Law of 1937

1 (“CERL”) and thus ineligible to purchase SBCERA service credit for the Covered Period; second, the
2 statute of limitations bars Milligan’s application to the extent that it is a request for reclassification by the
3 County. Milligan has appealed that Initial Determination to the Board of Retirement (the “Board”) pursuant
4 to Benefits Policy No. 25(4) in an appeal dated May 8, 2024 (the “Appeal,” attached as Exhibit 2). For the
5 reasons that follow, the Board should deny the Appeal.

6 **II. FACTUAL BACKGROUND**

7 During the Requested Purchase Period, Milligan performed the duties of a Deputy Public Defender
8 for the County. During that time, however, Milligan was not employed through a County contract, he was
9 not paid through a County payroll account, and his hiring was not approved or authorized by the County
10 Board of Supervisors. Rather, Milligan was hired directly by then-Public Defender David McKenna as an
11 independent contractor in an arrangement that violated County policies.

12 SBCERA’s investigation has revealed a number of irregularities as to Milligan during the
13 Requested Purchase Period. First, Milligan’s pay was inconsistent with County employment in several
14 respects. Milligan was paid from a County account used to pay third-party vendors—not County
15 employees—during the Requested Purchase Period. (See Initial Determination Ex. B at 1 [November 30,
16 2023 letter from SBCERA Chief Financial Officer Amy McInerny].) Records of payments made to
17 Milligan during the Requested Purchase Period also show irregular amounts and intervals that are
18 inconsistent with County employment. Unlike County employees, he was not paid every two weeks, and he
19 received pay in varying amounts. (See Initial Determination Ex. B at 6–7 [County Payroll Records].)
20 During the Requested Purchase Period, Milligan was also paid considerably less than a County employee
21 working as a Deputy Public Defender would have received. In his Appeal, Milligan states that he was paid
22 fifteen dollars an hour from the start of the Requested Purchase Period until July 1998. (Appeal Ex. B ¶¶ 4–
23 5.) During this period, however, the absolute minimum salary for a Deputy Public Defender was \$19.45.¹
24 The subsequent raises Milligan reports—to thirty dollars an hour in August 1998, and to thirty-five dollars
25

26
27 ¹ From June 1996 through July 1998, the minimum salary for a Deputy Public Defender I (Deputy Public
28 Defender classification with the lowest compensation) was \$19.45; from July 1998 until July 3, 1999, it was
\$19.92. (See Consolidated Memorandum of Understanding between County and San Bernardino Public
Employees Association 1995–1998, excerpts of which are attached as Exhibit 3.)

1 an hour in August 1999—likewise do not match pay rates for any Deputy Public Defenders during these
2 times.²

3 Second, the address that Milligan reported to the State Bar of California for the Requested Purchase
4 was a residential address, not the address of the Law Offices of the Public Defender for the County. (See
5 State Bar of California response to Public Records Act Request, attached as Exhibit 5.)

6 Third, SBCERA’s investigation confirmed that the County’s Human Resources office declined to
7 identify Milligan as a County Employee during the Requested Purchase Period.

8 The basis for Milligan’s request to purchase SBCERA service credit is his argument that, during the
9 Requested Purchase Period, he qualified as a common-law employee of the County and is thus entitled to
10 purchase SBCERA service credit for that period. In the Initial Determination, CEO Cherney explained that
11 Milligan’s status as a common-law County employee has no bearing on the relevant question: whether
12 Milligan was an appointed “employee” of the County, as CERL and applicable case law define that term.
13 As explained in the Initial Determination, and as explained in further detail below, Milligan does not and
14 cannot qualify as a County employee under CERL on this record notwithstanding the arguments in his
15 Appeal.

16 **III. LEGAL FRAMEWORK FOR PURCHASE OF SBCERA SERVICE CREDIT**

17 CERL provides that SBCERA members may purchase SBCERA service credit for previously
18 performed work for the County under certain circumstances. Members who were in “county service”
19 before entering into SBCERA membership, but who were excluded from SBCERA membership because of
20 the “tenure” of that “county service,” may purchase SBCERA service for the duration of that “county
21 service.” (Gov. Code § 31641.5.) CERL’s definition of “county service” requires an applicant to have been
22 an “employee” during the period for which service is to be purchased: CERL defines “county service” as
23 “the *employment* of a person by a county, district, municipal court, or superior court.” (Gov. Code § 31640,
24 italics added.) CERL further defines “employee” as, among other classifications not relevant here, “any
25

26 _____
27 ² Milligan reports having earned thirty dollars an hour from August 1998 through August 1999, and thirty-five
28 dollars an hour from August 1999 on. (Appeal Ex. B ¶¶ 6–7.) These figures do not match *any* Deputy Public
Defender payrates during that period. (Ex. 3 at pp. 186–189 [payrates through July 3, 1999]; see also
Consolidated Memorandum of Understanding between County and San Bernardino Public Employees
Association 1998–2001, excerpts of which are attached as Exhibit 4 [payrates after July 3, 1999].)

1 officer or other person employed by the county whose compensation is fixed by the board of supervisors or
2 by statute and whose compensation is paid by the county, and any officer or other person employed by any
3 district within the county.” (Gov. Code § 31469(a).) According to Milligan’s own admission, he was not an
4 employee because the Board of Supervisors did not fix his compensation and was not aware that the Public
5 Defender was making payments to him.

6 **IV. CERL AND COMMON-LAW EMPLOYMENT DOCTRINE**

7 Whether or not Milligan qualifies as a common-law County employee during the Requested
8 Purchase Period has no bearing on his entitlement to purchase service credit for that period under CERL.
9 This is because CERL specifically defines “employee” as described in the previous section. As such,
10 “eligibility for CERL benefits is entirely dependent on the statutory definition . . . the common law doctrine
11 does not apply in this context.” (*Holmgren v. County of Los Angeles* (2008) 159 Cal.App.4th 593, 605
12 [independent contractors not “employees” as defined by CERL even if their duties were indistinguishable
13 from employees].) In other words, whether Milligan qualifies as a County employee under the common-
14 law test during the Requested Purchase Period is irrelevant to his application to purchase SBCERA service
15 credit. Milligan must demonstrate that he was an “employee” according to the CERL definition.

16 Milligan—in his Appeal and in a February 14, 2024 “Hearing Brief” (the “Brief,” attached as
17 Exhibit 6)—has argued that *Metropolitan Water District v. Superior Court* (2004) 32 Cal.4th 491 requires
18 SBCERA to grant his application to purchase SBCERA service credit for the Requested Purchase Period.
19 In *Metropolitan Water*, the Supreme Court held that, under the Public Employees’ Retirement Law (the
20 “PERL”) applicable to CalPERS, common-law employees are eligible for PERL benefits. *Metropolitan*
21 *Water*, however, does not apply to CERL systems such as SBCERA given distinctions between CERL and the
22 PERL. Unlike CERL, the PERL does not define the term “employee,” and the absence of a statutory
23 definition in the PERL incorporates common-law employment doctrine. (*Holmgren*, 159 Cal.App.4th at
24 605 [distinguishing between PERL and CERL on this point and distinguishing *Metropolitan Water* on that
25 basis].) “Where (as here) the term is defined by statute, the legislature’s definition controls and the doctrine
26 of common law employment is irrelevant.” (*Id.* at 604.)

27 Milligan has further argued that *Holmgren* does not apply given factual distinctions between his
28 case and the independent contractors in *Holmgren*. Those factual distinctions, however, are of no moment,

1 because the relevant holding in *Holmgren* is based solely on the CERL. That is, the *Holmgren* court’s
2 holding was predicated on the text of CERL, and its definition of “employee,” not on the facts of that case.
3 Thus, under *Holmgren*, any applicant for CERL benefits available only to “employees”—including
4 Milligan—must demonstrate that they qualify as an “employee” as defined by CERL.

5 **V. STATUTE OF LIMITATIONS ISSUES**

6 Milligan’s Appeal and Brief can also be understood as an argument that his purported status as a
7 common-law County employee during the Requested Purchase Period entitles him to reclassification by the
8 County such that his work during the Requested Purchase Period would qualify as “employment” under
9 CERL. Such a claim, however, would be against the County, not against SBCERA. That claim against the
10 County, moreover, would be barred by the statute of limitations. (See *Leahey v. Department of Water and*
11 *Power of City of Los Angeles* (1946) 76 Cal.App.2d 281, 288 [statute of limitations bars suit seeking
12 employment reclassification sixteen years after allegedly wrongful classification by employer].) SBCERA
13 cannot, consistent with its fiduciary obligations, “pay greater benefits than the statutes allow.” (*Chaidez v.*
14 *Board of Administration* (2014) 223 Cal.App.4th 1425, 1431.) This includes the statute of limitations,
15 which would be at most four years from the date of purported misclassification by the County. (See Code
16 Civ. Proc. §§ 338(a), 343.)

17 In his Appeal, Milligan suggests that that the statute of limitations would not bar his claim because
18 of the “continuous accrual doctrine.” Under that doctrine, Milligan argues that each “inappropriately
19 reduced” benefit payment would re-trigger the statute of limitations. The continuous accrual doctrine,
20 however, would not apply against SBCERA. Employment classification is a one-time obligation, and the
21 statute of limitations to challenge classifications begins to run on the date of the alleged misclassification.
22 (*Leahey*, 76 Cal.App.2d at 288.) Because classification is a one-time obligation, the statute of limitations is
23 not re-triggered upon the payment of retirement benefits. (*Luke v. Sonoma County* (2019) 43 Cal.App.5th
24 301, 310 [continuous accrual doctrine does not apply when challenged action is a one-time obligation even
25 if challenged action has effect on calculation of retirement benefit payments].)

26 Milligan also contends that the statute of limitations is inapplicable under *City of Oakland v. Public*
27 *Employees’ Retirement System* (2002) 95 Cal.App.4th 29. That case, however, held simply that CalPERS
28 may reclassify members that it had wrongly classified notwithstanding the statute of limitations. This is

1 because the PERL requires CalPERS to correct its mistakes “throughout [Cal]PERS membership and
2 through the lifetime of retired [Cal]PERS members.” (*Id.* at 50.) Here, to the extent that there is a
3 “mistaken” classification, that mistake belongs to the County, not to SBCERA, and *City of Oakland* is thus
4 not relevant to the Board’s consideration of Milligan’s application to purchase SBCERA service credit.

5 **VI. MILLIGAN IS NOT ELIGIBLE TO PURCHASE SBCERA SERVICE CREDIT**

6 Milligan is not eligible to purchase SBCERA service credit during the Requested Purchase Period
7 because he was not an “employee” of the County, as defined by CERL, during that period. His
8 compensation was not “fixed by the [County] Board of Supervisors” during the Requested Purchase Period.
9 (Gov. Code § 31469(a).) Rather, his payrate during the Requested Purchase Period was lower than or
10 otherwise inconsistent with the payrates of County-employed Deputy Public Defenders. (See Appeal Ex. B;
11 Ex. 3, Ex. 4.) Further, payments to Milligan did not conform to County practices for County employees
12 during the Requested Purchase Period, as payments to Milligan came from a County account used for third-
13 party vendors, not employees. (Initial Determination Ex. B.) During the Requested Purchase Period,
14 Milligan did not report to the State Bar of California a professional address associated with County
15 employment. (See Ex. 5.) The County’s human resource office, moreover, has declined to identify him as a
16 County employee during the Requested Purchase Period.

17 Thus, it was not Milligan’s “tenure” in “county service” that kept him from SBCERA membership
18 during the Requested Purchase Period—it was his status as an independent contractor. (Gov. Code
19 § 31641.5.) Whether or not Milligan qualified as a County employee under the common law during the
20 Requested Purchase Period has no bearing on this determination: under *Holmgren*, anyone seeking a CERL
21 benefit available only to “employees” must qualify as an “employee” as CERL defines the term.
22 (*Holmgren*, 159 Cal.App.4th at 605.) The sole question is thus whether Milligan was a County “employee”
23 as defined by CERL, as interpreted by applicable case law precedent, during the Requested Purchase
24 Period. He was not, and SBCERA cannot declare him to have been so.

25 Given that Milligan was not an “employee” as defined by CERL, SBCERA has no discretion to
26 grant Milligan’s application based on equitable concerns raised by the circumstances of the Requested
27 Purchase Period. SBCERA has “no authority to disregard” CERL and no authority “to pursue a practice
28

1 that is contrary to” CERL. (*Alameda County Deputy Sheriff’s Association v. Alameda County Employees’*
2 *Retirement Association* (2020) 9 Cal.5th 1032, 1069.)

3 Finally, to the extent that Milligan’s application to purchase SBCERA service credit can be
4 understood as a request to be re-classified by the County as a full-time employee during the Requested
5 Purchase Period such that he would have been enrolled in SBCERA during that time, his request is barred
6 by the statute of limitations. Such a request, moreover, would be appropriately addressed to the County, not
7 to SBCERA.

8 **VII. CONCLUSION**

9 The Board should deny Milligan’s Appeal.

11 DATED: July 22, 2024

Respectfully submitted,

13 By:



Alexander Westerfield

14 Attorney for Respondent SAN BERNARDINO
15 COUNTY EMPLOYEES’ RETIREMENT
16 ASSOCIATION

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

**SBCERA's Opposition Brief
EXHIBIT LIST**

EXHIBIT	DESCRIPTION	Dated
1	See Exhibit G to Board Agenda - SBCERA Letter to Michael Milligan – CEO Determination Letter	04/16/2024
2	See Exhibit H to Board Agenda - Michael Milligan – Appeal to the Retirement Board of April 16th Decision Brief	05/08/2024
3	County MOU 1995-1998, excerpts of pages (SBPEA)	1995-1998
4	County MOU - 1998-2001 excerpts of pages (SBPEA)	1998-2001
5	State Bar of California Response to PRA Request re Michael Milligan	05/30/2024
6	See Exhibit F to Board Agenda - Michael Milligan Hearing Brief	02/14/2024

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 1

SBCERA Letter to Michael Milligan
CEO Determination Letter
Dated 04/16/2024

[See **Exhibit G** to Board Agenda Item]

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 2

Michael Milligan – Appeal to the Retirement Board
of April 16th Decision Brief
Dated 05/08/2024

[See **Exhibit H** to Board Agenda Item]

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 3

Consolidated Memorandum of Understanding between
County and San Bernardino Public Employees Association
1995 – 1998, excerpts

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 3

Consolidated Memorandum of Understanding between
County and San Bernardino Public Employees Association
1995 – 1998, excerpts

**CONSOLIDATED
MEMORANDUM
OF UNDERSTANDING**

1995-1998

**ADMINISTRATIVE SERVICES; CLERICAL;
CRAFT, LABOR AND TRADES;
MANAGEMENT; PROFESSIONAL;
SUPERVISORY; AND TECHNICAL AND INSPECTION
UNITS**



**COUNTY OF SAN BERNARDINO
AND
SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION**

Section 4.

Positions in the class of Public Service Employee are assigned to entry level duties in a variety of fields and occupations. Positions may only be allocated as Extra Help or Recurrent and, as such, are in the unclassified service. For layoff purposes, Public Service Employee positions are deemed to be the same classification as those positions performing substantially the same duties.

A Public Service Employee salary range (999) is established as listed below with a starting step of \$4.25 per hour and steps progressing at \$0.25 per hour up to a maximum of \$15.25 per hour. Increases to salary ranges for this Unit do not apply to Public Service Employee unless specified in this section.

Public Service Employees may be hired at any step within the pay range as determined by the appointing authority commensurate with their education and/or training and duties to be performed. Notwithstanding any other provision in this Agreement, step advances are at the discretion of the appointing authority after completion of not less than 1,040 hours worked for each step.

<u>Level</u>	<u>A</u>	<u>1</u>	<u>B</u>	<u>2</u>	<u>C</u>	<u>3</u>	<u>D</u>	<u>4</u>	<u>E</u>
0	4.25	4.50	4.75	5.00	5.25	5.50	5.75	6.00	6.25
1	6.50	6.75	7.00	7.25	7.50	7.75	8.00	8.25	8.50
2	8.75	9.00	9.25	9.50	9.75	10.00	10.25	10.50	10.75
3	11.00	11.25	11.50	11.75	12.00	12.25	12.50	12.75	13.00
4	13.25	13.50	13.75	14.00	14.25	14.50	14.75	15.00	15.25

SALARY RATES AND STEP ADVANCEMENTS

ALL UNITS

New employees shall be hired at the "A" step of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs through the "C" step with the approval of the Director of Human Resources or designee and through the "E" step with the approval of the County Administrative Officer or designee.

Except for promotions, all step advancements shall be based upon two (2) step increments in the base salary range except in those cases in which movement to the "E" (or final) step requires only a one-step increment.

Within the base salary range, all step advancements will be made at the beginning of a pay period. Approval for advancement shall be based upon satisfactory work performance and completion of required length of service in the classification and upon the appointing authority recommendation.

Advancement to the "B" (or next) step shall be contingent upon the completion of thirteen (13) pay periods of satisfactory work performance on the "A" (or hire) step. Advancement to the "C" (or next) step shall be contingent upon completion of twenty-six (26) pay periods of satisfactory work performance on the "B" (or second) step. Advancement to the "D" (or next) step shall be contingent upon completion of twenty-six (26) pay periods of satisfactory work performance on the "C" (or third) step. Advancement to the "E" (or final) step shall be contingent upon completion of twenty-six (26) pay periods of satisfactory work performance on the "D" (or fourth) step.

As defined in this Agreement, thirteen (13) pay periods shall be equal to one thousand forty (1,040) regularly scheduled hours worked; twenty (20) pay periods shall be equal to one thousand six hundred (1,600) regularly scheduled hours worked; and, twenty-six (26) pay periods shall be equal to two thousand eighty (2,080) regularly scheduled hours worked.

An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, "Merit Advancements." The time required for step advancement shall be extended by any time spent on leave without pay which exceeds forty (40) hours in any pay period. The Director of Human Resources may authorize the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity. The Director of Human Resources or designee may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

Effective December 21, 1996, employees who have completed three years (78 pay periods) on the E step of their current classifications shall be placed on a step (designated as step F1) calculated as two and one-half percent (2-1/2%) above the E step of the pay range approved for their classification. Employees who have at that time been paid on the "E" step for less than 78 pay periods, and employees who

subsequently advance to the "E" step shall advance to the "F1" step as soon as they complete a total of 78 pay periods on the "E" step.

Effective December 20, 1997, employees who have completed six years (156 pay periods) on the E and F1 steps combined of their current classifications shall be placed on a step (designated as step F2) calculated as two and one-half percent (2-1/2%) above the F1 step of the pay range approved for their classification. Employees who have at that time been paid on the E and F1 steps for less than 156 pay periods and employees who subsequently advance to the E step shall advance to the F2 step as soon as they complete a total of 156 pay periods on the E and F1 steps.

Time at the E-step in the previously held classification will be credited towards the F1 or F2 step in those instances of job change, and promotions and reclassifications from E-step to E-step. The Director of Human Resources or designee may authorize credit for time at the E-step in the previously held classification in instances of demotion, layoff, or other special circumstances.

The following applies to all of the classes with extended ranges listed below:

Effective July 4, 1998, a 2.5% increase shall be applied to all ranges referenced below so that all ranges cited below preceded by an "M" will be preceded by an "N."

Effective December 21, 1996, employees in the classifications listed below may proceed to step F1 pursuant to the criteria outlined in the Salary Rates and Step Advancements Article. Effective December 20, 1997, employees in the classifications listed below may proceed to step F2 pursuant to the criteria outlined in the Salary Rates and Step Advancements Article.

PROFESSIONAL UNIT ONLY

(a) The following special provisions apply to Clinical Therapists.

(1) Extended salary range MXE shall be established for the classification of Clinical Therapist, Prelicensed and shall consist of 10 successive levels comprised of 20 steps, commencing with Step A of range M47 and continuing through Step F2 of range M56.

Exhibit I: Page 17

<u>CLASSIFICATION TITLE</u>	<u>UNIT</u>	<u>SALARY EFFECTIVE 06-22-96</u>	<u>SALARY EFFECTIVE 07-04-98</u>
Court Interpreter	B	M49	N49
Court Services Manager	F	M60	N60
Court Services Supervisor	H	M51	N51
Courtroom Clerk I	C	M35	N35
Courtroom Clerk II	C	M41	N41
Criminal Intelligence Specialist	B	M46	N46
Criminalist I	A	M54	N54
Criminalist II	A	M62	N62
Curatorial Assistant	M	M39	N39
Custodial Services Chief	F	M48	N48
Custodian Trainee	D	M12	N12
Custodian I	D	M22	N22
Custodian II	D	M27	N27
Cytotechnologist	A	M54	N54
Data Control Clerk I	C	M28	N28
Data Control Clerk II	C	M30	N30
Data Control Clerk III	H	M34	N34
Data Entry Operator Trainee	C	M19	N19
Data Entry Operator I	C	M27	N27
Data Entry Operator II	C	M33	N33
Data Entry Supervisor	H	M38	N38
Data Processing Scheduler	B	M43	N43
Deputy Agricultural Commissioner/ Sealer	F	M55	N55
Deputy Coroner Investigator	B	M52	N52
Deputy District Attorney I	A	M58	N58
Deputy District Attorney II	A	M69	N69
Deputy District Attorney III	A	M75	N75
Deputy District Attorney IV	A	M79	N79
Deputy Public Administrator	B	M47	N47
Deputy Public Defender I	A	M58	N58
Deputy Public Defender II	A	M69	N69
Deputy Public Defender III	A	M75	N75
Deputy Public Defender IV	A	M79	N79
Deputy Public Guardian	B	M47	N47
Deputy Public Guardian Trainee	B	M40	N40
Detention Review Officer Trainee	B	M40	N40
Detention Review Officer I	B	M49	N49
Detention Review Officer II	B	M52	N52

Range	A	1	B	2	C	3	D	4	E	F1	F2
M55	18.08	18.53	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07
	1,446.40	1,482.40	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60
	3,133.81	3,211.80	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72
	37,606.40	38,542.40	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60
M56	18.53	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64
	1,482.40	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20
	3,211.80	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52
	38,542.40	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20
M57	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21
	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80
	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32
	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80
M58	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82
	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60
	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05
	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60
M59	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44
	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20
	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52
	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20
M60	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08
	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40
	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45
	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40
M61	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71
	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80
	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64
	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80
M62	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71	27.40
	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00
	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24
	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00

Range	A	1	B	2	C	3	D	4	E	F1	F2
M55	18.08	18.53	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07
	1,446.40	1,482.40	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60
	3,133.81	3,211.80	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72
	37,606.40	38,542.40	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M56	18.53	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64
	1,482.40	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20
	3,211.80	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52
	38,542.40	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M57	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21
	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80
	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32
	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M58	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82
	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60
	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05
	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M59	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44
	1,593.60	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20
	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52
	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M60	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08
	1,635.20	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40
	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45
	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M61	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71
	1,672.80	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80
	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64
	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
M62	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71	27.40
	1,714.40	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00
	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24
	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly

Range	A	1	B	2	C	3	D	4	E	F1	F2	
N55	18.53	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	Hourly
	1,482.40	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	Bi-weekly
	3,211.80	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	Approx Mo
	38,542.40	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	Annual
N56	18.98	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	Hourly
	1,518.40	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	1,936.80	Bi-weekly
	3,289.80	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	Approx Mo
	39,478.40	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	Annual
N57	19.45	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	Hourly
	1,556.00	1,593.60	1,635.20	1,672.80	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	Bi-weekly
	3,371.27	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	Approx Mo
	40,456.00	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	Annual
N58	19.92	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	Hourly
	1,593.60	1,635.20	1,672.80	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	Bi-weekly
	3,452.73	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	Approx Mo
	41,433.60	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	Annual
N59	20.44	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	Hourly
	1,635.20	1,672.80	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	Bi-weekly
	3,542.87	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	Approx Mo
	42,515.20	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	Annual
N60	20.91	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71	Hourly
	1,672.80	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	Bi-weekly
	3,624.33	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	Approx Mo
	43,492.80	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	Annual
N61	21.43	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71	27.40	Hourly
	1,714.40	1,756.00	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00	Bi-weekly
	3,714.46	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24	Approx Mo
	44,574.40	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00	Annual
N62	21.96	22.51	23.07	23.64	24.21	24.82	25.44	26.08	26.71	27.40	28.06	Hourly
	1,756.80	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00	2,244.80	Bi-weekly
	3,806.33	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24	4,863.64	Approx Mo
	45,676.80	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00	58,364.80	Annual

Range	A	B	C	D	E	F1	F2	
N63	22.51	23.64	24.21	25.44	26.08	27.40	28.06	Hourly
	1,800.80	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	Bi-weekly
	3,901.66	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	Approx Mo
N64	46,820.80	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	Hourly
	23.07	23.64	24.21	24.82	25.44	26.08	26.71	Bi-weekly
	1,845.60	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	Approx Mo
N65	3,998.72	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	Hourly
	47,985.60	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	Bi-weekly
	23.64	24.21	24.82	25.44	26.08	26.71	27.40	Approx Mo
N66	1,891.20	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00	Hourly
	4,097.52	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24	Bi-weekly
	49,171.20	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00	Approx Mo
N67	24.21	24.82	25.44	26.08	26.71	27.40	28.06	Hourly
	1,936.80	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00	2,244.80	Bi-weekly
	4,196.32	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24	4,863.64	Approx Mo
N68	50,356.80	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00	58,364.80	Hourly
	24.82	25.44	26.08	26.71	27.40	28.06	28.77	Bi-weekly
	1,985.60	2,035.20	2,086.40	2,136.80	2,192.00	2,244.80	2,301.60	Approx Mo
N69	4,302.05	4,409.52	4,520.45	4,629.64	4,749.24	4,863.64	4,986.70	Hourly
	51,625.60	52,915.20	54,246.40	55,556.80	56,992.00	58,364.80	59,841.60	Bi-weekly
	25.44	26.08	26.71	27.40	28.06	28.77	29.48	Approx Mo
N70	2,035.20	2,086.40	2,136.80	2,192.00	2,244.80	2,301.60	2,358.40	Hourly
	4,409.52	4,520.45	4,629.64	4,749.24	4,863.64	4,986.70	5,109.77	Bi-weekly
	52,915.20	54,246.40	55,556.80	56,992.00	58,364.80	59,841.60	61,318.40	Approx Mo
N71	26.08	26.71	27.40	28.06	28.77	29.48	30.18	Hourly
	2,086.40	2,136.80	2,192.00	2,244.80	2,301.60	2,358.40	2,414.40	Bi-weekly
	4,520.45	4,629.64	4,749.24	4,863.64	4,986.70	5,109.77	5,231.10	Approx Mo
N72	54,246.40	55,556.80	56,992.00	58,364.80	59,841.60	61,318.40	62,774.40	Hourly
	26.71	27.40	28.06	28.77	29.48	30.18	30.96	Bi-weekly
	2,136.80	2,192.00	2,244.80	2,301.60	2,358.40	2,414.40	2,476.80	Approx Mo
N73	4,629.64	4,749.24	4,863.64	4,986.70	5,109.77	5,231.10	5,366.30	Hourly
	55,556.80	56,992.00	58,364.80	59,841.60	61,318.40	62,774.40	64,396.80	Bi-weekly
	27.40	28.06	28.77	29.48	30.18	30.96	31.73	Approx Mo
N74	2,192.00	2,244.80	2,301.60	2,358.40	2,414.40	2,476.80	2,538.40	Hourly
	4,749.24	4,863.64	4,986.70	5,109.77	5,231.10	5,366.30	5,499.76	Bi-weekly
	56,992.00	58,364.80	59,841.60	61,318.40	62,774.40	64,396.80	65,998.40	Approx Mo
N75	27.40	28.06	28.77	29.48	30.18	30.96	31.73	Hourly
	2,244.80	2,301.60	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	Bi-weekly
	4,863.64	4,986.70	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	Approx Mo
N76	58,364.80	59,841.60	61,318.40	62,774.40	64,396.80	65,998.40	67,641.60	Hourly
	28.06	28.77	29.48	30.18	30.96	31.73	32.52	Bi-weekly
	2,301.60	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	Approx Mo
N77	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	Hourly
	4,986.70	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	Bi-weekly
	58,364.80	59,841.60	61,318.40	62,774.40	64,396.80	65,998.40	67,641.60	Approx Mo
N78	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,800.00	Hourly
	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	Bi-weekly
	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80			Approx Mo

Range	A	1	B	2	C	3	D	4	E	F1	F2	
N71	27.40	28.06	28.77	29.48	30.18	30.96	31.73	32.52	33.33	34.16	35.06	Hourly
	2,192.00	2,244.80	2,301.60	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	Bi-weekly
	4,749.24	4,863.64	4,986.70	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	Approx Mo
	56,992.00	58,364.80	59,841.60	61,318.40	62,774.40	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	Annual
N72	28.06	28.77	29.48	30.18	30.96	31.73	32.52	33.33	34.16	35.06	35.90	Hourly
	2,244.80	2,301.60	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	Bi-weekly
	4,863.64	4,986.70	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	Approx Mo
	58,364.80	59,841.60	61,318.40	62,774.40	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	Annual
N73	28.77	29.48	30.18	30.96	31.73	32.52	33.33	34.16	35.06	35.90	36.80	Hourly
	2,301.60	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	Bi-weekly
	4,986.70	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	Approx Mo
	59,841.60	61,318.40	62,774.40	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	Annual
N74	29.48	30.18	30.96	31.73	32.52	33.33	34.16	35.06	35.90	36.80	37.72	Hourly
	2,358.40	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	Bi-weekly
	5,109.77	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	Approx Mo
	61,318.40	62,774.40	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	Annual
N75	30.18	30.96	31.73	32.52	33.33	34.16	35.06	35.90	36.80	37.72	38.66	Hourly
	2,414.40	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	Bi-weekly
	5,231.10	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	Approx Mo
	62,774.40	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	Annual
N76	30.96	31.73	32.52	33.33	34.16	35.06	35.90	36.80	37.72	38.66	39.61	Hourly
	2,476.80	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	Bi-weekly
	5,366.30	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	Approx Mo
	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	Annual
N77	31.73	32.52	33.33	34.16	35.06	35.90	36.80	37.72	38.66	39.61	40.61	Hourly
	2,538.40	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	Bi-weekly
	5,499.76	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	Approx Mo
	65,998.40	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	Annual
N78	32.52	33.33	34.16	35.06	35.90	36.80	37.72	38.66	39.61	40.61	41.63	Hourly
	2,601.60	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	Bi-weekly
	5,636.69	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	Approx Mo
	67,641.60	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	86,590.40	Annual

Exhibit I: Page 23

Range	A	1	B	2	C	3	D	4	E	F1	F2	
N79	33.33	34.16	35.06	35.90	36.80	37.72	38.66	39.61	40.61	41.63	42.65	
	2,666.40	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	
	5,777.09	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	
	69,326.40	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	86,590.40	88,712.00	
	Hourly	34.16	35.06	35.90	36.80	37.72	38.66	39.61	40.61	41.63	42.65	43.74
N80	2,732.80	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	
	5,920.95	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	
	71,052.80	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	86,590.40	88,712.00	90,979.20	
	Hourly	35.06	35.90	36.80	37.72	38.66	39.61	40.61	41.63	42.65	43.74	44.83
	Bi-weekly	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	3,676.00	3,768.00	3,863.20	3,957.60	4,056.80
N81	2,804.80	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	
	6,076.95	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	7,770.38	
	72,924.80	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	86,590.40	88,712.00	90,979.20	93,246.40	
	Hourly	36.80	37.72	38.66	39.61	40.61	41.63	42.65	43.74	44.83	45.95	47.10
	Bi-weekly	3,499.20	3,586.40	3,676.00	3,768.00	3,863.20	3,957.60	4,056.80	4,163.20	4,268.00	4,374.40	4,483.20
N82	2,872.00	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	3,676.00	
	6,222.55	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	7,770.38	7,964.51	
	74,672.00	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	86,590.40	88,712.00	90,979.20	93,246.40	95,576.00	
	Hourly	37.72	38.66	39.61	40.61	41.63	42.65	43.74	44.83	45.95	47.10	48.29
	Bi-weekly	3,768.00	3,863.20	3,957.60	4,056.80	4,163.20	4,268.00	4,374.40	4,483.20	4,595.20	4,708.00	4,821.60
N83	2,944.00	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	3,676.00	3,768.00	
	6,378.54	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	7,770.38	7,964.51	8,163.84	
	76,544.00	78,457.60	80,412.80	82,388.80	84,468.80	86,590.40	88,712.00	90,979.20	93,246.40	95,576.00	97,968.00	
	Hourly	38.66	39.61	40.61	41.63	42.65	43.74	44.83	45.95	47.10	48.29	49.47
	Bi-weekly	4,056.80	4,163.20	4,268.00	4,374.40	4,483.20	4,595.20	4,708.00	4,821.60	4,936.00	5,052.00	5,168.80
N84	3,017.60	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	3,676.00	3,768.00	3,863.20	
	6,538.01	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	7,770.38	7,964.51	8,163.84	8,370.11	
	80,412.80	82,388.80	84,468.80	86,590.40	88,712.00	90,979.20	93,246.40	95,576.00	97,968.00	100,443.20	102,997.60	
	Hourly	39.61	40.61	41.63	42.65	43.74	44.83	45.95	47.10	48.29	49.47	50.71
	Bi-weekly	4,374.40	4,483.20	4,595.20	4,708.00	4,821.60	4,936.00	5,052.00	5,168.80	5,287.20	5,407.20	5,528.00
N85	3,092.80	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	3,676.00	3,768.00	3,863.20	3,957.60	
	6,700.94	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	7,770.38	7,964.51	8,163.84	8,370.11	8,574.64	
	84,468.80	86,590.40	88,712.00	90,979.20	93,246.40	95,576.00	97,968.00	100,443.20	102,997.60	105,476.80	108,000.00	
	Hourly	40.61	41.63	42.65	43.74	44.83	45.95	47.10	48.29	49.47	50.71	52.00
	Bi-weekly	4,708.00	4,821.60	4,936.00	5,052.00	5,168.80	5,287.20	5,407.20	5,528.00	5,649.60	5,772.00	5,896.00
N86	3,168.80	3,248.80	3,330.40	3,412.00	3,499.20	3,586.40	3,676.00	3,768.00	3,863.20	3,957.60	4,056.80	
	6,865.60	7,038.93	7,215.73	7,392.52	7,581.45	7,770.38	7,964.51	8,163.84	8,370.11	8,574.64	8,789.56	
	86,590.40	88,712.00	90,979.20	93,246.40	95,576.00	97,968.00	100,443.20	102,997.60	105,476.80	108,000.00	110,500.00	
	Hourly	41.63	42.65	43.74	44.83	45.95	47.10	48.29	49.47	50.71	52.00	53.33
	Bi-weekly	5,052.00	5,168.80	5,287.20	5,407.20	5,528.00	5,649.60	5,772.00	5,896.00	6,020.00	6,145.60	6,272.00

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 4

Consolidated Memorandum of Understanding between
County and San Bernardino Public Employees Association
1998 - 2001, excerpts

DeCura

**CONSOLIDATED
MEMORANDUM
OF UNDERSTANDING**

1999 - 2001

**ADMINISTRATIVE SERVICES; CLERICAL;
CRAFT, LABOR AND TRADES;
MANAGEMENT; PROFESSIONAL;
SUPERVISORY; AND
TECHNICAL AND INSPECTION UNITS**



**COUNTY OF SAN BERNARDINO
AND
SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION**

Section 2.

For purposes of this Agreement, base salary range shall mean the salary range assigned to a specific classification as provided in Appendix B. Base salary rate shall mean the hourly rate of pay established pursuant to Section 1 herein or the hourly rate of pay established pursuant to the step placement within the Basic Salary Schedule contained in the existing County Code.

Section 3.

The parties, having jointly reviewed and considered all available factors, including those referred to in Section 13.019(f) of the San Bernardino County Code, further agree that the recommended salary ranges set forth herein are consistent with the requirements of Sections 13.019(f) and 13.0210(f) of the San Bernardino County Code.

Section 4.

Positions in the class of Public Service Employee (PSE) are assigned to entry level duties in a variety of fields and occupations. Positions may only be allocated as Extra Help or Recurrent and, as such, are in the unclassified service. For layoff purposes, Public Service Employee (PSE) positions are deemed to be the same classification as those positions performing substantially the same duties.

A Public Service Employee (PSE) range is established with a starting step of \$5.75 per hour and steps progressing at \$0.25 per hour up to a maximum of \$15.25 per hour. Increases to salary ranges for this Unit do not apply to Public Service Employee unless specified in this section.

Public Service Employees may be hired at any step within the pay range as determined by the appointing authority commensurate with their education and/or training and duties to be performed. Notwithstanding any other provision in this Agreement, step advances are at the discretion of the appointing authority after completion of not less than 1040 hours worked for each step.

SALARY RATES AND STEP ADVANCEMENTS

ALL UNITS

New employees shall be hired at step 1 of the established base salary range, except as otherwise provided in this Agreement. Variable entrance steps may be established if justified by recruitment needs through step 5 with the approval of the appointing authority and through step 11 with the approval of the Director of Human Resources or designee.

Within the base salary range, all step advancements will be made at the beginning of the pay period in which the employee completes the required number of service hours. However, when an employee reaches the required number of service hours with 80 hours of service in each pay period, the step advancement will be made at the beginning of the next pay period. Approval for advancement shall be based upon completion of required service hours in the classification, satisfactory work performance and appointing authority recommendation. An employee whose step advancement is denied shall not be eligible for reconsideration for step advancement except as provided in the Article, "Merit Advancements."

Completed service hours shall be defined as regularly scheduled hours in a paid status, up to 80 hours per pay period. Overtime hours and time without pay shall not count toward step advancements. Step advancements within a base salary range shall be based upon two (2) step increments. The employee shall be eligible for the first step advancement after completion of 1040 hours and subsequent step advancements after completion of 2080 hours.

Examples:

Hire step	1	4
After 1040 hours*	3	6
After additional 2080 hours*	5	8
After additional 2080 hours*	7	10
After additional 2080 hours*	9	11
After additional 2080 hours*	11	N/A

*Assumes satisfactory work performance and appointing authority recommendation.

Employees who had credit for completed pay periods prior to the implementation of the new payroll system, but did not receive full credit for that pay period in the new payroll system may request to receive full credit for said pay period for purposes of step advancement. Such requests are the responsibility of the employee, and must be submitted through the employee's department to the Director of Human Resources. The Director of Human Resources or designee will review the employee's request and will approve all requests meeting the criteria. The provision applies only to pay periods completed prior to the implementation of the new payroll system and will expire one year after the implementation of the new payroll system.

The Director of Human Resources or designee may authorize the adjustment of the salary step or salary rate of an employee to maintain salary equity within the system, to prevent undue hardship or unfairness due to the application of any rule or policy, or to correct any salary inequity. The Director of Human Resources or designee may authorize the adjustment of the salary step or salary rate of an employee to correct any payroll error or omission, including any such action which may have arisen in any prior fiscal year.

The following applies to all of the classes with extended ranges listed below:

Effective July 3, 1999, a 4% increase shall be applied to all ranges referenced below:

MANAGEMENT UNIT ONLY

The following special provisions apply to the Public Health Manager:

- (1) Extended salary range XN shall be established for the Classification of Public Health Manager and shall consist of 7 successive levels comprised of 17 steps, commencing with Step 1 of range 63 and continuing through step 11 of range 69.
- (2) Placement upon the range will be determined as follows:
- (3) Employees whose position scores one (1) point shall be placed at the XN level 0; those scoring two (2) points, shall be placed at XN level 3; those scoring three (3) or more points shall be placed at XN level 6.
- (4) Position assignments requiring special license/certification by law, statute, or ordinance may be granted additional points, if job market availability warrant such an adjustment, as determined by the Director of Public Health subject to the approval of the Director of Human Resources.

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CLASSIFICATION TITLE	UNIT	07-04-98	07-03-99	07-01-00	06-30-01
Curatorial Assistant	ADM	39	39	39	39
Custodial Services Chief	MGT	48	48	48	48
Custodian Trainee	CLT	12	12	12	12
Custodian I	CLT	22	22	22	22
Custodian II	CLT	27	27	27	27
Cyrotechnologist	PRF	54	54	54	54
Data Control Clerk I	CLK	28	28	28	28
Data Control Clerk II	CLK	30	30	30	30
Data Control Clerk III	SUP	34	34	34	34
Data Entry Operator Trainee	CLK	19	19	19	19
Data Entry Operator I	CLK	27	27	27	27
Data Entry Operator II	CLK	33	33	33	33
Data Entry Supervisor	SUP	36	36	36	36
Data Processing Scheduler	TI	43	43	43	43
Deputy Agricultural Commissioner/ Sealer	MGT	57	57	57	57
Deputy Coroner Investigator	TI	52	52	52	52
Deputy District Attorney I	PRF	58	58	58	58
Deputy District Attorney II	PRF	69	69	69	69
Deputy District Attorney III	PRF	75	75	75	75
Deputy District Attorney IV	PRF	79	79	79	79
Deputy Public Administrator	TI	47	47	47	47
Deputy Public Defender I	PRF	58	58	58	58
Deputy Public Defender II	PRF	69	69	69	69
Deputy Public Defender III	PRF	75	75	75	75
Deputy Public Defender IV	PRF	79	79	79	79
Deputy Public Guardian	TI	47	47	47	47
Deputy Public Guardian Trainee	TI	40	40	40	40
Detention Review Officer Trainee	TI	40	40	40	40
Detention Review Officer I	TI	49	49	49	49
Detention Review Officer II	TI	52	52	52	52
Dietary Services Manager	MGT	57	58	59	59
Dietary Services Supervisor	SUP	34	34	34	34
Dietetic Technician	TI	34	34	34	34
Dietitian	PRF	49	49	49	49
Director of Respiratory Care Services	MGT	62	62	62	62
Domestic Services Assistant	CLT	13	13	13	13
Domestic Violence Program Coordinator	ADM	51	51	51	51
ECD Analyst I	ADM	49	49	49	49
ECD Analyst II	ADM	54	54	54	54
ECD Analyst III	ADM	59	59	59	59
ECD Program Manager	MGT	64	64	64	64
ECD Specialist I	ADM	59	59	59	59
ECD Specialist II	ADM	61	61	61	61
ECD Technician	TI	42	42	42	42
ECD Technician Trainee	TI	36	36	36	36
Ecologist	PRF	49	49	49	49
Economic Development Program Manager	MGT	65	65	65	65
Education Services Supervisor	SUP	63	63	63	63
Education Specialist	ADM	45	45	45	45
Election Services Assistant	CLT	34	34	34	34
Election Support Services Supervisor	SUP	38	38	38	38
Elections Clerk	CLK	34	34	34	34
Elections Technician	TI	42	42	42	42
Electrician	CLT	46	46	46	46
Electrician Trainee	CLT	34	34	34	34
Electrocardiogram Technician	TI	30	30	30	30
Electrocardiogram Technician Trainee	TI	21	21	21	21
Electronic Drafting Technician	TI	41	41	41	41
Eligibility Worker I	TI	27	28	28	28
Eligibility Worker II	TI	34	35	35	35
Eligibility Worker III	TI	37	38	38	38
Eligibility Worker Supervisor I	SUP	41	42	42	42
Eligibility Worker Supervisor II	SUP	47	48	48	48
Eligibility Worker Trainee	TI	18	19	19	19
Embalmers Assistant	TI	42	42	42	42
Emergency Medical Services Nurse	PRF	54	54	54	54
Employee Benefits Representative	TI	33	33	33	33
Employee Benefits Specialist	ADM	48	48	48	48
Employee Services Analyst	ADM	48	49	50	50
Employment Services Analyst Trainee	ADM	41	42	43	43
Employment Services Specialist	ADM	41	42	43	43
Employment Services Specialist Trainee	ADM	33	34	35	35
Employment Services Technician	TI	31	32	33	33
Engineering Geologist	PRF	67	67	67	67
Engineering Services Technician	TI	50	50	50	50
Engineering Services Technician III (MC)	TI	57	57	57	57
Engineering Technician I	TI	34	34	34	34
Engineering Technician II	TI	40	40	40	40
Engineering Technician III	TI	45	45	45	45
Engineering Technician IV	TI	52	52	52	52
Engineering Technician V	TI	54	54	54	54
Environmental Health Specialist Trainee	PRF	44	44	44	44
Environmental Health Specialist I	PRF	52	52	52	52
Environmental Health Specialist II	PRF	54	54	54	54
Environmental Health Specialist III	PRF	57	57	57	57
Environmental Specialist III (MC)	ADM	51	51	51	51
Environmental Specialist IV (MC)	SUP	55	55	55	55
Environmental Technician I	TI	36	36	36	36
Environmental Technician II	TI	42	42	42	42
Environmental Technician III	TI	45	45	45	45
Environmental Technician IV	TI	48	48	48	48
Equipment Operator I	CLT	38	38	38	38
Equipment Operator II	CLT	35	35	35	35
Equipment Operator II Trainee	CLT	42	42	42	42
Equipment Operator III	CLT	40	40	40	40
Equipment Operator III Trainee	CLT	45	45	45	45
Equipment Parts Specialist I	CLT	39	39	39	39
Equipment Parts Specialist II	CLT	43	43	43	43
Equipment Parts Supervisor	SUP	51	51	51	51
Equipment Services Specialist I	CLT	31	31	31	31
Equipment Services Specialist II	CLT	33	33	33	33
Facilities Management Cost Estimator	TI	50	50	50	50
Facilities Management Division Manager	MGT	63	63	63	63
Facilities Management Project Scheduler	TI	47	47	47	47
Family Court Mediator	PRF	56	56	56	56
Family Court Services Supervisor	SUP	62	62	62	62
Financial Interviewer	CLK	34	34	34	34
Fiscal Clerk I	CLK	26	26	26	26
Fiscal Clerk II	CLK	31	31	31	31
Fiscal Clerk III	CLK	36	36	36	36
Fleet and Stores Manager	MGT	54	54	54	54
Food Service Worker I	CLT	17	17	17	17
Food Service Worker II	CLT	21	21	21	21
Forensic Laboratory Technician Trainee	TI	37	37	37	37
Forensic Laboratory Technician I	TI	43	43	43	43
Forensic Laboratory Technician II	TI	48	48	48	48
Forensic Specialist I	TI	35	36	36	36
Forensic Specialist II	TI	41	42	42	42
Forensic Specialist III	TI	45	46	46	46
Franchise Analyst	ADM	56	56	56	56

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
55 Hourly	2,279.20	2,335.20	2,391.20	2,447.20	2,503.20	2,559.20	2,615.20	2,671.20	2,727.20	2,783.20	2,839.20
Appx. Bi-weekly	4,558.40	4,670.40	4,782.40	4,894.40	5,006.40	5,118.40	5,230.40	5,342.40	5,454.40	5,566.40	5,678.40
Appx. Monthly	13,675.20	14,011.20	14,347.20	14,683.20	15,019.20	15,355.20	15,691.20	16,027.20	16,363.20	16,699.20	17,035.20
Appx. Annual	164,102.40	168,134.40	172,166.40	176,198.40	180,230.40	184,262.40	188,294.40	192,326.40	196,358.40	200,390.40	204,422.40
56 Hourly	2,325.20	2,381.20	2,437.20	2,493.20	2,549.20	2,605.20	2,661.20	2,717.20	2,773.20	2,829.20	2,885.20
Appx. Bi-weekly	4,650.40	4,762.40	4,874.40	4,986.40	5,098.40	5,210.40	5,322.40	5,434.40	5,546.40	5,658.40	5,770.40
Appx. Monthly	13,951.20	14,287.20	14,623.20	14,959.20	15,295.20	15,631.20	15,967.20	16,303.20	16,639.20	16,975.20	17,311.20
Appx. Annual	167,414.40	171,446.40	175,478.40	179,510.40	183,542.40	187,574.40	191,606.40	195,638.40	199,670.40	203,702.40	207,734.40
57 Hourly	2,371.20	2,427.20	2,483.20	2,539.20	2,595.20	2,651.20	2,707.20	2,763.20	2,819.20	2,875.20	2,931.20
Appx. Bi-weekly	4,742.40	4,854.40	4,966.40	5,078.40	5,190.40	5,302.40	5,414.40	5,526.40	5,638.40	5,750.40	5,862.40
Appx. Monthly	14,226.40	14,562.40	14,898.40	15,234.40	15,570.40	15,906.40	16,242.40	16,578.40	16,914.40	17,250.40	17,586.40
Appx. Annual	170,716.80	174,748.80	178,780.80	182,812.80	186,844.80	190,876.80	194,908.80	198,940.80	202,972.80	207,004.80	211,036.80
58 Hourly	2,417.20	2,473.20	2,529.20	2,585.20	2,641.20	2,697.20	2,753.20	2,809.20	2,865.20	2,921.20	2,977.20
Appx. Bi-weekly	4,834.40	4,946.40	5,058.40	5,170.40	5,282.40	5,394.40	5,506.40	5,618.40	5,730.40	5,842.40	5,954.40
Appx. Monthly	14,502.40	14,838.40	15,174.40	15,510.40	15,846.40	16,182.40	16,518.40	16,854.40	17,190.40	17,526.40	17,862.40
Appx. Annual	174,028.80	178,060.80	182,092.80	186,124.80	190,156.80	194,188.80	198,220.80	202,252.80	206,284.80	210,316.80	214,348.80
59 Hourly	2,463.20	2,519.20	2,575.20	2,631.20	2,687.20	2,743.20	2,799.20	2,855.20	2,911.20	2,967.20	3,023.20
Appx. Bi-weekly	4,926.40	5,038.40	5,150.40	5,262.40	5,374.40	5,486.40	5,598.40	5,710.40	5,822.40	5,934.40	6,046.40
Appx. Monthly	14,778.40	15,114.40	15,450.40	15,786.40	16,122.40	16,458.40	16,794.40	17,130.40	17,466.40	17,802.40	18,138.40
Appx. Annual	177,340.80	181,372.80	185,404.80	189,436.80	193,468.80	197,500.80	201,532.80	205,564.80	209,596.80	213,628.80	217,660.80
60 Hourly	2,509.20	2,565.20	2,621.20	2,677.20	2,733.20	2,789.20	2,845.20	2,901.20	2,957.20	3,013.20	3,069.20
Appx. Bi-weekly	5,018.40	5,130.40	5,242.40	5,354.40	5,466.40	5,578.40	5,690.40	5,802.40	5,914.40	6,026.40	6,138.40
Appx. Monthly	15,055.20	15,391.20	15,727.20	16,063.20	16,399.20	16,735.20	17,071.20	17,407.20	17,743.20	18,079.20	18,415.20
Appx. Annual	180,662.40	184,694.40	188,726.40	192,758.40	196,790.40	200,822.40	204,854.40	208,886.40	212,918.40	216,950.40	220,982.40
61 Hourly	2,555.20	2,611.20	2,667.20	2,723.20	2,779.20	2,835.20	2,891.20	2,947.20	3,003.20	3,059.20	3,115.20
Appx. Bi-weekly	5,110.40	5,222.40	5,334.40	5,446.40	5,558.40	5,670.40	5,782.40	5,894.40	6,006.40	6,118.40	6,230.40
Appx. Monthly	15,330.40	15,666.40	16,002.40	16,338.40	16,674.40	17,010.40	17,346.40	17,682.40	18,018.40	18,354.40	18,690.40
Appx. Annual	184,564.80	188,596.80	192,628.80	196,660.80	200,692.80	204,724.80	208,756.80	212,788.80	216,820.80	220,852.80	224,884.80
62 Hourly	2,601.20	2,657.20	2,713.20	2,769.20	2,825.20	2,881.20	2,937.20	2,993.20	3,049.20	3,105.20	3,161.20
Appx. Bi-weekly	5,202.40	5,314.40	5,426.40	5,538.40	5,650.40	5,762.40	5,874.40	5,986.40	6,098.40	6,210.40	6,322.40
Appx. Monthly	15,606.40	15,942.40	16,278.40	16,614.40	16,950.40	17,286.40	17,622.40	17,958.40	18,294.40	18,630.40	18,966.40
Appx. Annual	187,276.80	191,308.80	195,340.80	199,372.80	203,404.80	207,436.80	211,468.80	215,500.80	219,532.80	223,564.80	227,596.80
63 Hourly	2,647.20	2,703.20	2,759.20	2,815.20	2,871.20	2,927.20	2,983.20	3,039.20	3,095.20	3,151.20	3,207.20
Appx. Bi-weekly	5,294.40	5,406.40	5,518.40	5,630.40	5,742.40	5,854.40	5,966.40	6,078.40	6,190.40	6,302.40	6,414.40
Appx. Monthly	15,882.40	16,218.40	16,554.40	16,890.40	17,226.40	17,562.40	17,898.40	18,234.40	18,570.40	18,906.40	19,242.40
Appx. Annual	190,588.80	194,620.80	198,652.80	202,684.80	206,716.80	210,748.80	214,780.80	218,812.80	222,844.80	226,876.80	230,908.80
64 Hourly	2,693.20	2,749.20	2,805.20	2,861.20	2,917.20	2,973.20	3,029.20	3,085.20	3,141.20	3,197.20	3,253.20
Appx. Bi-weekly	5,386.40	5,498.40	5,610.40	5,722.40	5,834.40	5,946.40	6,058.40	6,170.40	6,282.40	6,394.40	6,506.40
Appx. Monthly	16,158.40	16,494.40	16,830.40	17,166.40	17,502.40	17,838.40	18,174.40	18,510.40	18,846.40	19,182.40	19,518.40
Appx. Annual	193,905.60	197,937.60	201,969.60	206,001.60	210,033.60	214,065.60	218,097.60	222,129.60	226,161.60	230,193.60	234,225.60
65 Hourly	2,739.20	2,795.20	2,851.20	2,907.20	2,963.20	3,019.20	3,075.20	3,131.20	3,187.20	3,243.20	3,299.20
Appx. Bi-weekly	5,478.40	5,590.40	5,702.40	5,814.40	5,926.40	6,038.40	6,150.40	6,262.40	6,374.40	6,486.40	6,598.40
Appx. Monthly	16,437.20	16,773.20	17,109.20	17,445.20	17,781.20	18,117.20	18,453.20	18,789.20	19,125.20	19,461.20	19,797.20
Appx. Annual	197,250.40	201,282.40	205,314.40	209,346.40	213,378.40	217,410.40	221,442.40	225,474.40	229,506.40	233,538.40	237,570.40
66 Hourly	2,785.20	2,841.20	2,897.20	2,953.20	3,009.20	3,065.20	3,121.20	3,177.20	3,233.20	3,289.20	3,345.20
Appx. Bi-weekly	5,570.40	5,682.40	5,794.40	5,906.40	6,018.40	6,130.40	6,242.40	6,354.40	6,466.40	6,578.40	6,690.40
Appx. Monthly	16,713.20	17,049.20	17,385.20	17,721.20	18,057.20	18,393.20	18,729.20	19,065.20	19,401.20	19,737.20	20,073.20
Appx. Annual	200,558.40	204,590.40	208,622.40	212,654.40	216,686.40	220,718.40	224,750.40	228,782.40	232,814.40	236,846.40	240,878.40
67 Hourly	2,831.20	2,887.20	2,943.20	2,999.20	3,055.20	3,111.20	3,167.20	3,223.20	3,279.20	3,335.20	3,391.20
Appx. Bi-weekly	5,662.40	5,774.40	5,886.40	5,998.40	6,110.40	6,222.40	6,334.40	6,446.40	6,558.40	6,670.40	6,782.40
Appx. Monthly	17,006.40	17,342.40	17,678.40	18,014.40	18,350.40	18,686.40	19,022.40	19,358.40	19,694.40	20,030.40	20,366.40
Appx. Annual	204,076.80	208,108.80	212,140.80	216,172.80	220,204.80	224,236.80	228,268.80	232,300.80	236,332.80	240,364.80	244,396.80
68 Hourly	2,877.20	2,933.20	2,989.20	3,045.20	3,101.20	3,157.20	3,213.20	3,269.20	3,325.20	3,381.20	3,437.20
Appx. Bi-weekly	5,754.40	5,866.40	5,978.40	6,090.40	6,202.40	6,314.40	6,426.40	6,538.40	6,650.40	6,762.40	6,874.40
Appx. Monthly	17,298.40	17,634.40	17,970.40	18,306.40	18,642.40	18,978.40	19,314.40	19,650.40	19,986.40	20,322.40	20,658.40
Appx. Annual	207,580.80	211,612.80	215,644.80	219,676.80	223,708.80	227,740.80	231,772.80	235,804.80	239,836.80	243,868.80	247,900.80
69 Hourly	2,923.20	2,979.20	3,035.20	3,091.20	3,147.20	3,203.20	3,259.20	3,315.20	3,371.20	3,427.20	3,483.20
Appx. Bi-weekly	5,846.40	5,958.40	6,070.40	6,182.40	6,294.40	6,406.40	6,518.40	6,630.40	6,742.40	6,854.40	6,966.40
Appx. Monthly	17,540.40	17,876.40	18,212.40	18,548.40	18,884.40	19,220.40	19,556.40	19,892.40	20,228.40	20,564.40	20,900.40
Appx. Annual	210,484.80	214,516.80	218,548.80	222,580.80	226,612.80	230,644.80	234,676.80	238,708.80	242,740.80	246,772.80	250,804.80
70 Hourly	2,969.20	3,025.20	3,081.20	3,137.20	3,193.20	3,249.20	3,305.20	3,361.20	3,417.20	3,473.20	3,529.20
Appx. Bi-weekly	5,938.40	6,050.40	6,162.40	6,274.40	6,386.40	6,498.40	6,610.40	6,722.40	6,834.40	6,946.40	7,058.40
Appx. Monthly	17,802.40	18,138.40	18,474.40	18,810.40	19,146.40	19,482.40	19,818.40	20,154.40	20,490.40	20,826.40	21,162.40
Appx. Annual	213,628.80	217,660.80	221,692.80	225,724.80	229,756.80	233,788.80	237,820.80	241,852.80	245,884.80	249,916.80	253,948.80

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
35 Hourly	19.74	20.22	20.72	21.25	21.75	22.29	22.84	23.41	23.99	24.58	25.18
Appx. Bi-wkly	1,579.20	1,617.60	1,657.60	1,700.00	1,740.00	1,783.20	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20
Appx. Monthly	3,421.60	3,504.80	3,591.47	3,683.33	3,770.00	3,863.60	3,958.93	4,057.73	4,159.27	4,263.53	4,370.53
Appx. Annual	41,059.20	42,057.60	43,097.60	44,200.00	45,240.00	46,332.80	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80
36 Hourly	20.22	20.72	21.25	21.75	22.29	22.84	23.41	23.99	24.58	25.18	25.81
Appx. Bi-wkly	1,617.60	1,657.60	1,700.00	1,740.00	1,783.20	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80
Appx. Monthly	3,504.80	3,591.47	3,683.33	3,770.00	3,863.60	3,958.93	4,057.73	4,159.27	4,263.53	4,370.53	4,473.73
Appx. Annual	42,057.60	43,097.60	44,200.00	45,240.00	46,332.80	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80
37 Hourly	20.72	21.25	21.75	22.29	22.84	23.41	23.99	24.58	25.18	25.81	26.46
Appx. Bi-wkly	1,657.60	1,700.00	1,740.00	1,783.20	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80
Appx. Monthly	3,591.47	3,683.33	3,770.00	3,863.60	3,958.93	4,057.73	4,159.27	4,263.53	4,370.53	4,473.73	4,586.40
Appx. Annual	43,097.60	44,200.00	45,240.00	46,332.80	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00
38 Hourly	21.25	21.75	22.29	22.84	23.41	23.99	24.58	25.18	25.81	26.46	27.12
Appx. Bi-wkly	1,700.00	1,740.00	1,783.20	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40
Appx. Monthly	3,683.33	3,770.00	3,863.60	3,958.93	4,057.73	4,159.27	4,263.53	4,370.53	4,473.73	4,586.40	4,700.80
Appx. Annual	44,200.00	45,240.00	46,332.80	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80
39 Hourly	21.75	22.29	22.84	23.41	23.99	24.58	25.18	25.81	26.46	27.12	27.78
Appx. Bi-wkly	1,740.00	1,783.20	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20
Appx. Monthly	3,770.00	3,863.60	3,958.93	4,057.73	4,159.27	4,263.53	4,370.53	4,473.73	4,586.40	4,700.80	4,815.20
Appx. Annual	45,240.00	46,332.80	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00
40 Hourly	22.29	22.84	23.41	23.99	24.58	25.18	25.81	26.46	27.12	27.78	28.49
Appx. Bi-wkly	1,783.20	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20
Appx. Monthly	3,958.93	4,057.73	4,159.27	4,263.53	4,370.53	4,473.73	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60
Appx. Annual	46,332.80	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80
41 Hourly	22.84	23.41	23.99	24.58	25.18	25.81	26.46	27.12	27.78	28.49	29.19
Appx. Bi-wkly	1,827.20	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20	2,392.00
Appx. Monthly	4,057.73	4,159.27	4,263.53	4,370.53	4,473.73	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13
Appx. Annual	47,507.20	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00
42 Hourly	23.41	23.99	24.58	25.18	25.81	26.46	27.12	27.78	28.49	29.19	30.05
Appx. Bi-wkly	1,872.00	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60
Appx. Monthly	4,159.27	4,263.53	4,370.53	4,473.73	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67
Appx. Annual	48,829.60	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00
43 Hourly	23.99	24.58	25.18	25.81	26.46	27.12	27.78	28.49	29.19	30.05	30.86
Appx. Bi-wkly	1,917.60	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20
Appx. Monthly	4,263.53	4,370.53	4,473.73	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93
Appx. Annual	50,299.20	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00
44 Hourly	24.58	25.18	25.81	26.46	27.12	27.78	28.49	29.19	30.05	30.86	31.72
Appx. Bi-wkly	1,964.00	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80
Appx. Monthly	4,370.53	4,473.73	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20
Appx. Annual	51,824.00	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00	69,944.00
45 Hourly	25.18	25.81	26.46	27.12	27.78	28.49	29.19	30.05	30.86	31.72	32.58
Appx. Bi-wkly	2,011.20	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40
Appx. Monthly	4,473.73	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47
Appx. Annual	53,404.80	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00	69,944.00	71,984.00
46 Hourly	25.81	26.46	27.12	27.78	28.49	29.19	30.05	30.86	31.72	32.58	33.44
Appx. Bi-wkly	2,064.80	2,116.80	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00
Appx. Monthly	4,586.40	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73
Appx. Annual	55,036.80	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00	69,944.00	71,984.00	74,024.00
47 Hourly	26.46	27.12	27.78	28.49	29.19	30.05	30.86	31.72	32.58	33.44	34.30
Appx. Bi-wkly	2,116.80	2,168.00	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00
Appx. Monthly	4,700.80	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73	5,954.00
Appx. Annual	56,720.00	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00	69,944.00	71,984.00	74,024.00	76,064.00
48 Hourly	27.12	27.78	28.49	29.19	30.05	30.86	31.72	32.58	33.44	34.30	35.16
Appx. Bi-wkly	2,168.00	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00	2,737.60
Appx. Monthly	4,815.20	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73	5,954.00	6,082.27
Appx. Annual	58,460.80	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00	69,944.00	71,984.00	74,024.00	76,064.00	78,104.00
49 Hourly	27.78	28.49	29.19	30.05	30.86	31.72	32.58	33.44	34.30	35.16	36.02
Appx. Bi-wkly	2,222.40	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00	2,737.60	2,795.20
Appx. Monthly	4,938.27	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73	5,954.00	6,082.27	6,210.53
Appx. Annual	59,299.20	61,192.00	63,184.00	65,276.00	67,368.00	69,460.00	71,552.00	73,644.00	75,736.00	77,828.00	79,920.00
50 Hourly	28.49	29.19	30.05	30.86	31.72	32.58	33.44	34.30	35.16	36.02	36.88
Appx. Bi-wkly	2,279.20	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00	2,737.60	2,795.20	2,852.80
Appx. Monthly	5,059.60	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73	5,954.00	6,082.27	6,210.53	6,338.80
Appx. Annual	60,256.00	62,100.80	63,992.00	65,928.00	67,912.00	69,944.00	71,984.00	74,024.00	76,064.00	78,104.00	80,144.00
51 Hourly	29.19	30.05	30.86	31.72	32.58	33.44	34.30	35.16	36.02	36.88	37.74
Appx. Bi-wkly	2,335.20	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00	2,737.60	2,795.20	2,852.80	2,910.40
Appx. Monthly	5,186.13	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73	5,954.00	6,082.27	6,210.53	6,338.80	6,467.07
Appx. Annual	61,192.00	63,184.00	65,276.00	67,368.00	69,460.00	71,552.00	73,644.00	75,736.00	77,828.00	79,920.00	82,012.00
52 Hourly	30.05	30.86	31.72	32.58	33.44	34.30	35.16	36.02	36.88	37.74	38.60
Appx. Bi-wkly	2,392.00	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00	2,737.60	2,795.20	2,852.80	2,910.40	2,968.00
Appx. Monthly	5,312.67	5,440.93	5,569.20	5,697.47	5,825.73	5,954.00	6,082.27	6,210.53	6,338.80	6,467.07	6,595.33
Appx. Annual	62,100.80	64,192.00	66,284.00	68,376.00	70,468.00	72,560.00	74,652.00	76,744.00	78,836.00	80,928.00	83,020.00
53 Hourly	30.86	31.72	32.58	33.44	34.30	35.16	36.02	36.88	37.74	38.60	39.46
Appx. Bi-wkly	2,449.60	2,507.20	2,564.80	2,622.40	2,680.00	2,737.60	2,795.20				

Range Eff.	1	2	3	4	5	6	7	8	9	10	11
55 Hourly	20.43	20.93	21.45	22.00	22.51	23.07	23.64	24.23	24.83	25.44	26.07
Appx. Bi-Wkly	1,634.40	1,674.40	1,716.00	1,760.00	1,800.80	1,845.20	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60
Appx. Monthly	5,248.40	5,322.40	5,448.00	5,616.00	5,803.20	6,014.40	6,245.60	6,504.00	6,785.60	7,098.40	7,456.80
Appx. Annual	62,980.80	63,868.80	65,376.00	67,392.00	70,238.40	73,771.20	78,168.00	83,568.00	89,824.00	97,180.80	105,883.20
56 Hourly	20.93	21.45	22.00	22.51	23.07	23.64	24.23	24.83	25.44	26.07	26.73
Appx. Bi-Wkly	1,674.40	1,716.00	1,760.00	1,800.80	1,845.20	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60
Appx. Monthly	5,023.20	5,148.00	5,292.00	5,464.00	5,665.60	5,896.80	6,158.40	6,452.00	6,778.40	7,136.00	7,526.40
Appx. Annual	60,278.40	61,776.00	63,504.00	65,568.00	68,384.00	72,000.00	76,424.00	81,824.00	88,176.00	95,616.00	104,116.80
57 Hourly	21.45	22.00	22.51	23.07	23.64	24.23	24.83	25.44	26.07	26.73	27.38
Appx. Bi-Wkly	1,716.00	1,760.00	1,800.80	1,845.20	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40
Appx. Monthly	5,148.00	5,292.00	5,464.00	5,665.60	5,896.80	6,158.40	6,452.00	6,778.40	7,136.00	7,526.40	7,949.60
Appx. Annual	61,776.00	63,504.00	65,568.00	68,384.00	72,000.00	76,424.00	81,824.00	88,176.00	95,616.00	104,116.80	113,798.40
58 Hourly	22.00	22.51	23.07	23.64	24.23	24.83	25.44	26.07	26.73	27.38	28.07
Appx. Bi-Wkly	1,760.00	1,800.80	1,845.20	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40
Appx. Monthly	5,280.00	5,424.00	5,584.00	5,760.00	5,953.60	6,165.60	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40
Appx. Annual	63,360.00	65,088.00	67,008.00	69,120.00	72,432.00	76,992.00	82,752.00	88,704.00	94,848.00	101,184.00	107,816.00
59 Hourly	22.51	23.07	23.64	24.23	24.83	25.44	26.07	26.73	27.38	28.07	28.76
Appx. Bi-Wkly	1,800.80	1,845.20	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80
Appx. Monthly	5,424.00	5,584.00	5,760.00	5,953.60	6,165.60	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40	7,854.40
Appx. Annual	65,088.00	67,008.00	69,120.00	72,432.00	76,992.00	82,752.00	88,704.00	94,848.00	101,184.00	107,816.00	114,656.00
60 Hourly	23.07	23.64	24.23	24.83	25.44	26.07	26.73	27.38	28.07	28.76	29.49
Appx. Bi-Wkly	1,845.20	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20
Appx. Monthly	5,584.00	5,760.00	5,953.60	6,165.60	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40	7,854.40	8,195.20
Appx. Annual	67,008.00	69,120.00	72,432.00	76,992.00	82,752.00	88,704.00	94,848.00	101,184.00	107,816.00	114,656.00	121,696.00
61 Hourly	23.64	24.23	24.83	25.44	26.07	26.73	27.38	28.07	28.76	29.49	30.21
Appx. Bi-Wkly	1,891.20	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40
Appx. Monthly	5,760.00	5,953.60	6,165.60	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40	7,854.40	8,195.20	8,550.40
Appx. Annual	69,120.00	72,432.00	76,992.00	82,752.00	88,704.00	94,848.00	101,184.00	107,816.00	114,656.00	121,696.00	128,976.00
62 Hourly	24.23	24.83	25.44	26.07	26.73	27.38	28.07	28.76	29.49	30.21	30.96
Appx. Bi-Wkly	1,938.40	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40
Appx. Monthly	5,953.60	6,165.60	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40	7,854.40	8,195.20	8,550.40	8,919.20
Appx. Annual	71,440.00	74,752.00	79,312.00	84,176.00	89,232.00	94,584.00	100,232.00	106,176.00	112,416.00	118,960.00	125,808.00
63 Hourly	24.83	25.44	26.07	26.73	27.38	28.07	28.76	29.49	30.21	30.96	31.73
Appx. Bi-Wkly	1,986.40	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40
Appx. Monthly	6,165.60	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40	7,854.40	8,195.20	8,550.40	8,919.20	9,292.00
Appx. Annual	73,984.00	77,392.00	82,176.00	87,232.00	92,584.00	98,232.00	104,176.00	110,416.00	116,960.00	123,808.00	130,960.00
64 Hourly	25.44	26.07	26.73	27.38	28.07	28.76	29.49	30.21	30.96	31.73	32.49
Appx. Bi-Wkly	2,035.20	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40
Appx. Monthly	6,396.80	6,648.00	6,920.00	7,212.00	7,526.40	7,854.40	8,195.20	8,550.40	8,919.20	9,292.00	9,668.80
Appx. Annual	76,752.00	80,160.00	84,848.00	89,808.00	95,056.00	100,600.00	106,448.00	112,592.00	119,040.00	125,792.00	132,832.00
65 Hourly	26.07	26.73	27.38	28.07	28.76	29.49	30.21	30.96	31.73	32.49	33.26
Appx. Bi-Wkly	2,085.60	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40	2,658.40
Appx. Monthly	6,520.00	6,771.20	7,032.00	7,303.20	7,594.40	7,906.40	8,239.20	8,592.00	8,964.80	9,347.20	9,739.20
Appx. Annual	78,240.00	81,616.00	86,384.00	91,440.00	96,736.00	102,272.00	108,048.00	114,064.00	120,320.00	126,816.00	133,552.00
66 Hourly	26.73	27.38	28.07	28.76	29.49	30.21	30.96	31.73	32.49	33.26	34.03
Appx. Bi-Wkly	2,137.60	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40	2,658.40	2,718.40
Appx. Monthly	6,648.00	6,900.00	7,171.20	7,452.00	7,753.60	8,076.00	8,419.20	8,782.40	9,156.00	9,539.20	9,931.20
Appx. Annual	79,776.00	83,160.00	87,856.00	92,816.00	98,048.00	103,552.00	109,328.00	115,352.00	121,632.00	128,160.00	134,944.00
67 Hourly	27.38	28.07	28.76	29.49	30.21	30.96	31.73	32.49	33.26	34.03	34.80
Appx. Bi-Wkly	2,190.40	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40	2,658.40	2,718.40	2,778.40
Appx. Monthly	6,771.20	7,032.00	7,303.20	7,594.40	7,906.40	8,239.20	8,592.00	8,964.80	9,347.20	9,739.20	10,139.20
Appx. Annual	81,216.00	84,592.00	89,232.00	94,192.00	99,344.00	104,704.00	110,272.00	116,048.00	122,032.00	128,224.00	134,656.00
68 Hourly	28.07	28.76	29.49	30.21	30.96	31.73	32.49	33.26	34.03	34.80	35.57
Appx. Bi-Wkly	2,246.40	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40	2,658.40	2,718.40	2,778.40	2,838.40
Appx. Monthly	6,900.00	7,171.20	7,452.00	7,753.60	8,076.00	8,419.20	8,782.40	9,156.00	9,539.20	9,931.20	10,322.40
Appx. Annual	82,800.00	86,176.00	91,008.00	96,160.00	101,536.00	107,120.00	112,912.00	118,912.00	125,120.00	131,536.00	138,160.00
69 Hourly	28.76	29.49	30.21	30.96	31.73	32.49	33.26	34.03	34.80	35.57	36.34
Appx. Bi-Wkly	2,300.80	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40	2,658.40	2,718.40	2,778.40	2,838.40	2,898.40
Appx. Monthly	7,032.00	7,303.20	7,594.40	7,906.40	8,239.20	8,592.00	8,964.80	9,347.20	9,739.20	10,139.20	10,539.20
Appx. Annual	83,776.00	87,152.00	92,112.00	97,360.00	102,896.00	108,608.00	114,496.00	120,560.00	126,896.00	133,408.00	140,096.00
70 Hourly	29.49	30.21	30.96	31.73	32.49	33.26	34.03	34.80	35.57	36.34	37.11
Appx. Bi-Wkly	2,359.20	2,418.40	2,478.40	2,538.40	2,598.40	2,658.40	2,718.40	2,778.40	2,838.40	2,898.40	2,958.40
Appx. Monthly	7,163.20	7,444.00	7,745.60	8,068.00	8,412.00	8,776.00	9,150.40	9,534.40	9,928.00	10,331.20	10,744.00
Appx. Annual	85,558.40	88,928.00	94,144.00	99,696.00	105,488.00	111,408.00	117,552.00	123,920.00	130,512.00	137,328.00	144,368.00

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 5

State Bar of California Response to Public Records Act Request
Dated May 30, 2024



The State Bar
of California

DIVISION OF REGULATION

180 Howard Street, San Francisco, CA 94105

AttorneyRegulation@calbar.ca.gov
888-800-3400

May 30, 2024

TO WHOM IT MAY CONCERN:

I, Linda Knitter, Custodian of Records of the State Bar of California, hereby certify that attached is a full, true and correct copy of attorney records from the Division of Regulation of the State Bar of California for:

- Michael Patrick Milligan (SBN 144481)

THE STATE BAR OF CALIFORNIA

A handwritten signature in blue ink that reads "Linda Knitter".

Linda Knitter
Custodian of Records

Exhibit I: Page 33

MM595R2

MEMBER ADDRESS CHANGE HISTORY

Print Date: 5/30/24

Member #: 144481

Date of Admission: 12/26/1989 Status: Active

Effective: 12/26/1989

Name: Michael P. Milligan

Address: San Bernardino County Public Defender Eff:12/27/2022
323 W Court St
San Bernrdno CA 92401 1607

San Berbnardino County Eff: 1/11/2018
512 Goldenwest drive
Redlands CA 92373

San Berbnardino County Eff:10/17/2014
364 N Mountain View Ave
San Bernardino CA 92415

San Berbnardino County Eff: 1/25/2012
17830 Arrow Blvd
Fontana CA 92335

SBPD Eff:12/16/2011
41301 Valley of the Falls
17830 Arrow Blvd
Fontana CA 92335

Cabin 7 Eff: 7/10/2003

[REDACTED]

[REDACTED]

Eff: 3/04/1996

Exhibit I: Page 34

MM595R2

MEMBER ADDRESS CHANGE HISTORY

Print Date: 5/30/24

Member #: 144481

Date of Admission: 12/26/1989 Status: Active

Effective: 12/26/1989

Name: Michael P. Milligan

Address:

Eff: 8/28/1995



Eff:12/26/1989

Milligan & Beswick
323 West Court St #402
San Bernardino CA 92401 1697

APPEAL RE SERVICE PURCHASE REQUEST

MEMBER: Michael Milligan

EXHIBIT 6

Michael Milligan – Hearing Brief
Dated 02/14/2024

[See **Exhibit F** to Board Agenda Item]