SALARY AND BENEFITS COMPENSATION COMPARISON COMMITTEE

The Salary and Benefits Compensation Comparison Committee meeting was held on October 13, 2011 at 6:01 p.m. with Dr. McGlumphy presiding. Members present included Mr. Richard Cook, Mr. Tim Horne, Mr. Mike Karia, Ms. Prameela Kaza, Mr. Alan Machtinger, Mr. Adam Perza, and Dr. Kim Warfield. Councilman Hare was also present.

AGENDA ADDITIONS/DELETIONS

By unanimous consent, the agenda was approved as presented.

Self Introduction of Membership

Mr. Richard Cook stated that he is retired but formerly served as the Director of Civilian Personnel at Dover Air Force Base and previously performed functions related to labor and employee relations, training and career programs, and salary and wage administration at the Base.

Mr. Alan Machtinger advised members that he is a retired State employee who served as Human Resources Director for the Department of Corrections and previously worked for State Personnel, primarily in recruitment and selection.

Mr. Mike Karia explained that he is a retired City of Dover employee and former Finance Director/Treasurer, currently works at Wilmington University in the MBA program, and has an independent management consulting business.

Mr. Tim Horne stated that he is Chief Financial Officer and Treasurer for Dover Downs and Dover Motorsports and formerly worked with KPMG, an international accounting firm.

Ms. Prameela Kaza explained that she is a grant administrator at PPC and a former candidate for City of Dover elected office.

Dr. Kim Warfield stated that she is a retired New York City Police detective, former pastor of a church in New York City, and current administrator of an outreach program that assists underprivileged minority individuals in becoming self-sufficient.

Mr. Adam Perza stated that he is an attorney who practices in the City.

Welcome by Dr. McGlumphy and Review of the Committee's Purpose

Members reviewed excerpts from the minutes of the Regular City Council Meeting of August 22, 2011 explaining the purpose of the Salary and Benefits Compensation Comparison Committee. Dr. McGlumphy stated that in May 2011, several members of Council requested information regarding salary and benefits granted by other local jurisdictions. Due to reduced staffing at that time, the resources were not available to obtain the information, so it was suggested that a committee be formed to do so. Dr. McGlumphy explained that the purpose of the Committee was to compare salary and benefit information from the State of Delaware; New Castle, Kent, and Sussex Counties; Wilmington; Newark; Middletown; Smyrna; Lewes; Seaford; Milford; and Dover.

Dr. McGlumphy provided an overview of the history of salary and compensation studies that were performed for the City by Public Administration Services (PAS). He noted that PAS subsequently underwent an organizational change and was retitled Management Advisory Group (MAG). He advised members that the City's current Pay for Performance (PFP) system is based on the MAG model and that the MAG studies are available for review on the City's website.

Dr. McGlumphy explained that in recent years, due to the decline in the economy that began in approximately 2008, the City has encountered difficulties in abiding by the guidelines of the PFP system as a result of a lack of available funds. Rather than granting performance-based pay raises, the City granted across-the-board increases of 3% to 3.5% to non-bargaining employees. He explained that during one year, due to a financial shortfall, the City furloughed employees one day each month; however, this created additional stress on staff.

Dr. McGlumphy stated that it was his hope that the Committee would be able to provide an overview of the City's competitive position in respect to other similar employers within the State of Delaware.

Mr. Hare noted that he felt it was the Committee's goal to analyze the information and highlight the differences between jurisdictions; however, Council was responsible for making decisions based on the Committee's findings.

Adoption of Robert's Rules of Order Newly Revised - Parliamentary Authority for Conducting Meetings

Mr. Perza moved for the adoption of Robert's Rules of Order Newly Revised as the parliamentary authority for conducting meetings, seconded by Mr. Cook and unanimously carried.

Distribution of Materials

Members were provided binders containing 2011 Salary and Benefit Data ***(Attachment #1)*** for review and comparison. Mr. Scott Koenig, City Manager, gave a brief overview of the information included. In response to Mr. Perza, Mr. Koenig stated that the City Manager position in Dover was graded through the Public Administration Services (PAS) system as a Grade 139 with a salary range of $102,000 to $160,000, which he stated was a wide range that included below market, at market, and above market levels.

Mr. Machtinger requested copies of collective bargaining agreements, Management Advisory Group (MAG) and Public Administration Services (PAS) studies, position descriptions that correlate with the City's job classification plan under the Pay for Performance (PFP) System and information regarding the provisions of the PFP (such as a performance evaluation instrument, advanced starting salaries, advanced promotional increases), as well as an analysis of where the City's workforce comes from and transitions to (if available).

Dr. McGlumphy suggested that members contact him by email if additional material is required and he could forward this information to the City Manager for dissemination to appropriate staff members.

In response to Mr. Cook, Mr. Koenig stated that the City is currently experiencing some loss of City employees to State jobs; however, he did not perceive a large migration of staff from the City in general. He indicated that the City typically has some concerns regarding the staffing of technical jobs in the electric utility and engineering fields.

Discussion - Meeting Dates and Times, Meeting Format, Etc.

Dr. McGlumphy stated that union negotiations for the City of Dover would begin in January and suggested setting a goal of February or March for completing the project.

Mr. Perza suggested that the selection of a Committee Chair be placed on the next meeting agenda.

After further discussion, members agreed to schedule the next meeting for October 19, 2012 at 6:00 p.m.

Mr. Karia expressed his appreciation for the work performed by staff in gathering and compiling the information provided.

Mr. Hare explained that members were prohibited from assembling in any group where a quorum of members was present without providing public notice.

By unanimous consent, the meeting adjourned at 7:06 P.M.

William P. McGlumphy
Councilman, Second District

WPM/TM/js/dd
S:\AGENDAS-MINUTES-PACKETS\Misc-Minutes\SALARY AND BENEFITS COMPENSATION COMPARISON COMMITTEE\2011\10-13-2011 Salary and Benefits Compensation Comparison Committee.wpd

Attachment to Original
Attachment #1 - 2011 Salary and Benefit Data

2011

Benefit & Salary Data

Provided by : Kim Hawkins,
Human Resources Director

Below are the eleven communities that were requested to be survey, along the City of Harrington and the City of New Castle, and their 2010 census population.

Community	Population		Community	Population
Wilmington	70,851		Lewes	2,747
Dover	36,047		Harrington	3,562
Newark	31,454		City of New Castle	5,285
Middletown	18,871		State of Delaware	897,934
Smyrna	10,023		New Castle County	538,479
Milford	9,559		Sussex County	197,145
Seaford	6,928		Kent County	162,310

Dover

City of Dover

New Employee Benefit Summary

Health Insurance: Open Enrollment May/Effective July 1
State of Delaware Group Health Insurance Program – City pays 100% of employee premium and 75% of dependent premium. If hired on or before the 15th of the month, coverage is effective on the 1st of the following month. If hired after the 15th of the month, coverage is effective on the 1st of the month after 1 month of employment.

Aetna

Two Plans to choose from:
Aetna HMO Plan
Local and National Network Access - It's simple to access care from Aetna's large network of providers in DE, PA, SNJ, MD and across the country!

Primary Care Physician Selection is required – Your PCP will assist in coordinating your care with your other Health Care providers.

Referrals are required for certain services and are obtained through your primary care physician.

Aetna CDH Gold Plan (Open Choice PPO) with an HRA
You can see any doctor you want, without a referral.
Most Preventive Care is covered at 100% when rendered in-network.
A fund is provided to help cover eligible health expenses.

Here's how your fund would work with the Aetna CDH Gold Plan, there are three parts – the fund, the deductible and the health plan. Here's how they work:
The Fund:
Each year, your employer funds a health reimbursement account – the fund- for you. You can use fund dollars to pay eligible out-of-pocket health care costs. Fund dollars can even pay partial amounts of these costs. If you don't use the whole fund in one year, no worries, unused amounts can roll over to the next year. However, if you change employers or leave the CDH Gold Plan, you can't take the fund with you.

Your Deductible:
This is an amount you must pay for eligible expenses. Once you pay the full deductible, your health plan begins to pay benefits. As you use the fund, the payments count toward your deductible. That means you have less to pay out of your own pocket!

Your Health Plan:
Once you meet your deductible, your health plan pays its share for eligible expenses. You pay a smaller share of these costs from your own pocket.

Call customer service at 1-877-542-3862 to learn more about how the Aetna HMO Plan and Aetna CDH Gold Plan has everything you need to help you be your healthiest.

***Complete information on all Aetna plans, including a summary plan description, can be found at www.ben.omb.delaware.gov/medical/Aetna.**

Blue Cross Blue Shield of Delaware

Blue Cross Blue Shield of Delaware: First State Basic Plan

In-network services will have a deductible of $500 per individual and $1,000 per family. The plan will then pay at 90% of the BCBSD allowable charge. The out-of-pocket maximum is $2,000 per individual and $4,000 per family (including the deductible) per plan year. The out-of-pocket maximum applies to medical services only. Copays for prescription medications are not applied to the out-of-pocket maximum. Preventive services are covered in network at 100% of the allowable charge and are not subject to a deductible or coinsurance. Out-of-network services will be subject to a deductible of $1,000 per individual and $2,000 per family and then the plan will pay at 70% of the allowable charge. The out-of-pocket maximum is $4,000 per individual and $8,000 per family per plan year.

Blue Cross Blue Shield of Delaware: Comprehensive Preferred Provider Organization (PPO) Plan

Using in-network services you will pay a small copay/coinsurance with no deductible. If you use out-of-network providers, you must meet a $300 per person/$600 per family plan year deductible unless otherwise noted. The out-of-pocket maximum is $1,800 per person/$3,600 per family (including the deductible) per plan year. The out-of-pocket maximum applies to medical services only. Copays for prescription medications are not applied to the out-of-pocket maximum.

Blue Cross Blue Shield of Delaware: Blue Care® HMO

Blue Care® is BCBSD's HMO-Managed Care plan in which each member must select a primary care physician (PCP) to coordinate his/her health care needs. Referrals are required for certain services and are obtained through your primary care physician.

Blue Cross Blue Shield of Delaware: CDH Gold

BCBSD's CDH Gold Plan offers many of the features of a Preferred Provider Organization (PPO) plan with the added advantage of a State-funded Health Reimbursement Account (HRA). The plan includes a $1,500 deductible for employee only (Individual) coverage and $3,000 for Family coverage. The HRA pays the first $1,250 in deductible expenses for Individuals and $2,500 for Families. The member is financially responsible for the remaining in-network deductible ($250 for Individuals and $500 for Families). When the deductible is satisfied, in-network health care services are paid at 90 percent, with an in-network coinsurance maximum of $3,000 for Individuals and $6,000 for Families. When the deductible is satisfied, out-of-network health care services are paid at 70 percent, with an out-of-network coinsurance maximum of $6,000 for Individuals and $12,000 for Families. Benefits are subject to a single plan year deductible, combining in- and out-of-network deductible amounts. In- and out-of-network coinsurance amounts accumulate together toward the coinsurance maximums. In addition, preventive care services are covered at 100 percent and are not subject to a deductible or coinsurance. Prescriptions are provided through the prescription benefits manager, Medco, and prescription copays are not applicable to the medical deductible or out-of-pocket
maximum.

NOTE: BCBSD's allowable charges are based on the price BCBSD determines is reasonable for care or services provided.

***Complete information on all Blue Cross Blue Shield of Delaware plans, including a summary plan description, can be found at www.ben.omb.delaware.gov/medical/bcbs**

City of Dover

New Employee Benefit Summary

Please review the 2011 Open Enrollment booklet contained in your orientation packet for further details of coverages.

Medco Prescription Plan – When you enroll in a health care plan, you will automatically be enrolled in the prescription drug plan by Medco Health Solutions, Inc. (Medco). The State of Delaware, in partnership with Medco, has designed and implemented a comprehensive prescription drug program to provide you with the medication required in a cost effective and efficient manner. The Coordination of Benefits (COB) policy also applies to prescription coverage. If your spouse or dependent have other coverage that is primary (pays first),the prescription coverage provided through the State's plan for the spouse or dependents will become secondary. The prescription plan incorporates Smart Prior Authorization and Step Therapy. These automated processes are used to determine whether you qualify for coverage using factors Medco has on file, such as medical history, drug history, age and gender. If you history does not qualify you for coverage, a prior authorizations is required to permit coverage. For Step Therapy, certain medications may not be covered unless you have tried another medication or therapy. Examples of when Step Therapy is used: Ulcer Therapy, Pain and Inflammation, Rheumatoid Arthritis, High Blood Pressure, and Antidepressants.

The prescription plan also has a Choice Program...Generic vs. Brand Drugs. This means those members who choose to purchase a brand name medication instead of the generic alternative, will be responsible for the difference in cost between the brand name and the generic in addition to the generic copay. This provision will apply regardless of whether the member makes the decision to take only brand name medications or the physician indicates no substitutions. It is important to note that this plan allows the member the choice of brand name medications rather than generic medications, but not at an increased cost to the State and other employees. Generic drugs are both safe and effective. The Food and Drug Administration requires that a generic medication is the same chemical make-up as the brand name drug. Although chemically identical, the brand name medication is typically 50-75% more expensive than the generic. With the Choice Program, members may still receive the brand name, but will have to pay the cost difference between the generic and the brand name medication.

Medco Customer Service: 1-800-939-2142

Delta Dental: Premiums are paid entirely by the employee.

Two plan options are available. The low plan provides coverage for basis dental care services. For example, exams, cleanings, x-rays and fillings. In addition to the services provided with the low plan, the high plan provides coverage for endodontics, periodontics, oral surgery, major services and prosthodontics.

Enrollment is binding therefore an employee's enrollment is required for the entire plan year.

Visit www.deltadentalins.com for more information or call 800-932-0783.

New Employee Benefit Summary

Employee Assistance Program (EAP)

The EAP is administered by Human Management Services (HMS). This program is a confidential counseling and referral program for all employees, retirees under 65 and dependents experiencing personal problems. Employees are entitled to 5 visits per problem per calendar year at no cost. The EAP is available to all employees enrolled in a health insurance plan.

HMS Contact Information: www.hmsincorp.com or 1-800-343-2186

Section 125

Employees can elect to have health and dental insurance premiums deducted on a pretax basis. (Would not pay taxes on money used for health and dental insurance premiums). Changes are only permitted as a result of a life event after initial election.

Pension

401A Defined Contribution Plan – Employees are required to enroll in the 401A plan and must contribute 3% of their bi-weekly pay. Wages subject to pension are regular pay and on-call pay. The City will match the 3%. Shall an employee leave City employment; they will keep all contributions in the plan. The Employee is responsible for all investment decisions.

457 Deferred Compensation Plan – Employees may elect to participate in the 457 plan. The City will match the employee's contribution up to 3%; however, the City's match must be deposited into the 401A pension plan. Enrollment in the 457 is optional and can occur at any time.

Payroll Roth IRA – A Payroll Roth IRA is simply a Roth IRA funded through contributions that are made directly from your pay. Making regular contributions through payroll deduction is a simple and efficient way of investing for your retirement. By opening a Vantagepoint Payroll IRA, you may be able to add an important component to your retirement income sources and benefit through the convenience of having your retirement investing plans with ICMA-RC. You will not pay taxes on your investment earnings while they remain in the Vantagepoint Roth IRA as long as (1) your Vantagepoint Roth IRA has met certain five year aging requirements and (2) you have a qualifying event (such as first time home purchase, age 59 ½). This opportunity for lifetime tax free earnings is what makes a Roth IRA such an attractive way to build your retirement assets. Contributions can be withdrawn any time, without penalty and tax free. There are no required minimum distributions from a Roth IRA when you turn age 70 ½. Enrollment is permitted at any time.

ICMA Investor Services: 1-800-669-7400

Direct Deposit

City of Dover payroll is paid biweekly on Friday. Direct Deposit of your paycheck into a specified bank account is required for anyone hired after July 1, 2004. Complete the enrollment form and attach a voided check for a checking account or deposit slip for savings account. It normally takes one pay cycle to get started.

Vision Care – Open Enrollment May / Effective July 1

Vision Benefits of America (VBA) – Vision Benefits of America has been providing quality service for over 14 years to our employees. The City pays the full premium for all full time regular employees. Employees must pay the premiums for their dependents. The plan provides a complete vision exam, clear lenses, and a quality frame at no out-of-pocket cost to your other than the $10 copayment. Also the plan provides Polycarbonate Lenses and 1 year scratch protection, when spectacle lenses are obtained through a VBA participating provider. This is a two year binding election. Vision Insurance is also provided to employees and dependents that are enrolled in the Blue Care and/or Aetna health plan.

VBA Customer Service: www.visionbenefits.com or 1-800-432-4966

Life & Disability Insurance

UNUM Life, Accident & Short Term Disability Insurance (LID) – Open Enrollment October / Effective November 1.

LID insurance is an optional life, accidental death, and disability insurance product. For those who select this benefit, the premium is shared 50% - 50% between the employee and the City (this cost sharing is for full-time employees). Part time employees have a 25% - 75% cost sharing with the City's portion being 25%. The employee's contribution is deducted from the first paycheck of each month. Premiums are based on the employee's annual salary. Enrollment is a binding election for one year. Long Term Disability is offered only to non-bargaining employees (at no cost).

Life Insurance Benefit = 2x annual salary (maximum $350,000)
Accidental Death Benefit = Additional 2x annual salary (maximum $350,000)
Disability Insurance Benefit (off the job injury/sickness) = 70% of weekly salary up to a maximum of $400 week. Benefits available for up to 52 weeks. Waiting period may apply.

Supplemental Life Insurance AIG American General – Life insurance is available for employees, as well as, dependents. The employee shall pay the total premium. Coverage must be taken in increments of $10,000. Coverage ceases at age 21 for dependents and at age 70 for active employees. Rates are based upon the participant's age. Employees can enroll at any time. Premiums are deducted from the 2nd pay of the month. Part time employees are not eligible.

Dependent Care Accounts – Open Enrollment November / Effective January 1.
You can establish a dependent care spending account where you use pretax dollars to pay a provider who takes care of dependents so that you or your spouse can work or attend school full-time. Eligible expenses include licensed day care centers, after-school care, baby-sitting costs (with limitations), or day care for an elderly member of your household. You can redirect up to $5,000 if you are single or married filing a joint tax return, or $2,500 if you are married and filing a separate return. Part time employees are not eligible.

Medical Spending Account – Open Enrollment November / Effective January 1.
You can establish a medical spending account to use pretax dollars to pay unreimbursed health care expenses. Eligible expenses include medical plan deductibles, insurance payments, hearing care expenses, and unreimbursed vision and dental expenses. You can redirect up to $2,000 (annually) of your pay, on a pretax basis, to fund your medical spending account. Part time employees are not eligible.

Credit Unions: DelOne & Dover Federal Credit Union – Costs are $1.00 to join; must deposit $5.00 into an account. Once a member, always a member. Can put money into accounts through payroll deductions. Must go to credit union to join, you can join at any time. Many different services: savings accounts, checking accounts, Christmas Club, Vacation Club, CD's, loans, etc. Must be a member of the credit union and employed by the City for one year before eligible to borrow money.

DelOne: www.del-one.org or 302-739-4496
Dover Federal Credit Union: www.doverfcu.com or 302-678-8000

Educational Assistance Program – The City of Dover offers its fulltime, regular employees the opportunity to take courses relating to his/her job. The City will reimburse the employee for the tuition, cost of books, and lab fees based on the University of Delaware credit hour fee schedule for in-state residents and course level, with a maximum of three courses per term. The courses must be related to the employee's job. This does require approval from the Human Resources Director and City Manager. Reimbursement is done on a sliding scale after the course is taken and grades are given. An "A" means 100% reimbursement; "B" means 90% reimbursement, "C" means 80% reimbursement, anything below will not be reimbursed. Part time employees are not eligible.

Blood Bank of Delaware – City pays the premium to join the Blood Bank. As a member of the Blood Bank, the employee's whole family is covered and is eligible to receive blood when needed (such as a severe accident or surgery) at no cost. The employee is obligated to give a blood donation when contacted. Initially, this contact is within 6 months of joining, thereafter approximately once every two years. Employee may get someone to give in his/her place, or may pay a fee in place of donating. May join anytime by filling out membership application. Part time employees are not eligible.

Bonus Programs – The City offers several bonus programs intended to formally recognize individuals, as well as, group initiatives, ideas, commitments, and accomplishments. These programs support the City's Vision and Mission statement and are intended to foster personal and group achievements. The program is based on three categories of bonuses and includes specific bonus programs within these categories. The three categories are Health, Performance, and Suggestions/Ideas.

Health Bonuses
STOP Program (Sensibly Taking Off Pounds) – Weight Loss Incentive Program
Breathe Program (No Smoking Incentive)
SHAPE Program (So Have A Physical Exam)

Performance Bonuses
"On the CA$E" Program (Cost And Savings Excavation)
"DUCS in a Row" Program (Doing Useful Community Service)
Caught Doing It Right Program

Part-Time Employees – Part time regular employees working twenty (20) or more hours per week are eligible for certain benefits; however, the City's share of the cost of the coverage shall be one-half (1/2) that for full time regular employees. For each coverage where the City pays the full cost or a portion of the cost for full time employees, the City will pay only one-half (1/2) of the same costs for eligible part time employees. Part time employees working less than twenty (20) hours per week shall not be eligible for benefits.

Open Enrollment 2011: Health, Dental & Vision

Health, Dental & Visions Premiums for 2011 Plan Year

HEALTH

		Employee Pays	City Pays	Total Cost Monthly
BCBSDE: First State Basic	Employee Only	$0.00	$542.99	$542.99
	Employee & Child(ren)	$70.26	$753.75	$824.01
	Employee & Spouse	$144.40	$976.19	$1,120.59
	Family	$214.28	$1,185.82	$1,400.10
BCBSDE: Blue Care HMP (IPA)	Employee Only	$0.00	$567.24	$567.24
	Employee & Child(ren)	$74.80	$791.65	$866.45
	Employee & Spouse	$157.12	$1,038.61	$1,195.73
	Family	$231.00	$1,260.20	$1,491.20
BCBSDE: Comprehensive PPO	Employee Only	$0.00	$619.53	$619.53
	Employee & Child(ren)	$83.46	$869.89	$953.35
	Employee & Spouse	$165.80	$1,166.89	$1,282.69
	Family	$245.84	$1,357.04	$1,602.88
	Medicfill	$0.00	$437.67	$437.67
	Medicfill without Prescription	$0.00	$204.05	$204.05
BCBSDE: CDH Gold Plan	Employee Only	$0.00	$561.89	$561.89
	Employee & Child(ren)	$73.80	$783.29	$857.09
	Employee & Spouse	$150.08	$1,012.09	$1,162.17
	Family	$228.46	$1,247.24	$1,475.70
Aetna HMO	Employee Only	$0.00	$566.78	$566.78
	Employee & Child(ren)	$74.70	$790.89	$865.59
	Employee & Spouse	$156.30	$1,035.67	$1,191.97
	Family	$229.98	$1,256.69	$1,486.67
Aetna: CDH Gold Plan	Employee Only	$0.00	$561.89	$561.89
	Employee & Child(ren)	$73.80	$783.29	$857.09
	Employee & Spouse	$150.08	$1,012.09	$1,162.17
	Family	$228.46	$1,247.24	$1,475.70

DENTAL

Coverage Level	Delta Low	Delta High
Employee Only	$23.78	$35.22
Employee + One	$45.68	$66.08
Family	$85.61	$104.45

VISION

Employee Only	Employee & Spouse	Employee & Child(ren)	Family
$0.00	$3.97	$4.09	$8.21

NEW Delta Dental PPO **NEW**

As you are aware, the City of Dover is committed to providing its employees and retirees with the best dental coverage available at a reasonable rate of premium. Due to a potential increase in monthly premiums to our members of 31% in the 2011 plan year, the decision was made to change dental insurance carriers from MetLife to Delta Dental PPO effective July 1, 2011. MetLife Dental insurance will no longer be valid after June 30, 2011.

The Delta Dental PPO plan makes it easy for you to find a dentist, and easy to control your costs when you visit a network dentist. Here are some of the great things you'll need to know about enrolling with Delta Dental:

* ***Save money with Delta Dental PPO Dentist.***

Delta Dental's PPO network of dentists accept reduced fees for covered services they provide you, so you'll usually pay the least when you visit a PPO network dentist. This also ensure Delta Dental dentists won't balance bill you the difference between the contracted amount and their usual fee.

Visit the dentist of your choice.

Want to visit a non-Delta Dental dentist? No problem. You can visit any licensed dentist, but your costs are usually lowest when you see a PPO dentist.

* ***Many network dentist choose from.***

Since Delta Dental offers access to some of the largest dentist networks in the U.S., chances are there's a wide choice of network dentist near your home or office. Four out of five dentists nationwide are contracted Delta Dental dentists, giving more enrollees convenient access to more dentists. Visit Delta Dental's website at www.deltadetalins.com to search the dentist directory by location or specialty.

* ***Easy to use your benefits.***

When you visit a Delta Dental dentist, pay only your portion for services. Delta Dental dentists will file claim forms for you and receive payment directly from Delta Dental. Many non-Delta Dental dentists ask that you pay the entire cost up front and wait for reimbursement.

* ***Delta Dental's Online Services make getting information quick and easy.***

Access your benefits and eligibility, print ID cards and get information about your claims. And check out Delta Dental's oral health resources too for tips and information that can help keep your smile healthy.

Some enhanced benefits with Delta Dental PPO...

Teeth Cleanings

In years past, dental participants were eligible for two teeth cleanings every six months; HOWEVER, with Delta Dental PPO, participants may receive teeth cleaning services twice per contract year. For example, you may have your teeth cleaned in July and again in September with no penalty.

ID Cards

All participants will receive in the mail personalized ID Cards in the month of June from Delta Dental PPO. These cards will be printed with the employee or retirees information but are to be used for all members enrolled in the employee or retirees plan. Shall you misplace the cards or not receive them in the mail, then log on to www.deltadentalins.com to print new ID Cards.

NEW Delta Dental—High Plan **NEW**

Eligibility	Primary enrollee, spouse and eligible dependent children to age 19 or to age 23 if dependent is full-time student.
Deductible Deductibles waived for Diagnostic & Preventive (D&P)?	$50 per person / $150 per family each plan year Yes
Maximums	$1,250 per person each plan year

Benefits and Covered Services*	Delta Dental PPO Dentists**	Non-PPO Dentists (Delta Dental Premier & Non-Delta Dental Dentists)
Diagnostic & Preventive Services Exams, cleanings (two per contract year), x-rays (two per contract year), sealants, fluoride treatment, space maintainers	**100%**	**100%**
Basic Services Fillings, palliative treatment, simple extractions	**80%**	**80%**
Endodontics Root canals	**50%**	**50%**
Periodontics Surgical gum treatment	**50%**	**50%**
Oral Surgery	**50%**	**50%**
Major Services Crowns, inlays, onlays and cast restorations	**50%**	**50%**
Prosthodontics Bridges, dentures and implants	**50%**	**50%**

**Limitations or waiting periods may apply for some benefits; some services may be excluded from your plan. Reimbursement is based on Delta Dental maximum contract allowances and not necessarily each dentist's submitted fees.*

*** Reimbursement is based on PPO contracted fees for PPO dentists, Premier contracted fees for Premier Dentists and 90th percentile for non-Delta Dental dentists.*

NEW Delta Dental PPO (Continued) **NEW**

Delta Dental PPO plus Premier Plan Payment Example

	Delta Dental Participating Providers		
Example	**PPO Dentists**	**Premier Dentists**	**Non-Participating**
Dentist's Charge for a Filling	$100	$100	$100
Plan Allowance	$70	$80	$90
Percentage Paid by Dental	80%	80%	80%
Dental Plan Payment	$56	$64	$72
Patient Payment	**$14** ($70—$56=)	**$16** ($80—$64=)	**$28** ($100—$72=)

For a complete list of Delta Dental PPO and Premier Dentists in your area, visit www.deltadentalins.com or contact a member of the Human Resources Department.

If you are enrolling, changing or canceling coverage during open enrollment, please contact a member of the Human Resources Department to obtain an enrollment form. If you are not making any changes and wish to continue your current level of coverage and plan selection, no action is needed.

Please see page 14 for 2011 plan year premium information.

Don't forget...

If you have Employee & Spouse or Family Health Insurance, you must complete a Spousal Coordination of Benefits Form online at: www.ben.omb.delaware.gov/documents/cob

Vision Insurance



Vision Benefits of America—VBA

What are the Benefits?

Vision Examination—A complete analysis of the eyes and related structures to determine the presence of vision problems.

Lenses—The program provides the finest quality lenses fabricated to VBA's exacting standards. A VBA Participating Doctor will order the proper lenses and verify their accuracy when finished.

Frames—The plan offers a wide selection of fames; however, if you select a frame which costs more than the amount allowed by your plan, you will be responsible for any additional charges.

Contacts—(In lieu of Glasses) When contact lenses are selected in lieu of glasses, they are considered cosmetic in nature. Your plan will provide a total allowance of up to $90.00 toward their cost.

Laser Vision Correction—All VBA covered subscribers are eligible to receive a discount off of prevailing fees at any TLC Laser Eye Center location. For more information regarding the benefit, please cal TLC at 1-877-PLANTLC.

How often are these services available?

Examination—	Adults: Once every 24 months
	Children up to age 19: Once every 12 months
Lenses—	Adults: Once every 24 months
	Children up to age 19: Once every 12 months
Frames—	Adults and Children: Once every 24 months
Contact Lenses—	Adults: Once every 24 months in lieu of glasses
	Children up to age 19: Once every 12 months in lieu of glasses

How do I use the plan?

Prior to receiving vision care services, you must obtain a validated VBA benefit form by doing one of the following:

Call VBA at 1-800-432-4966 (or) Visit VBA's website at www.visionbenefits.com

While visiting the website you will notice doctors listed in bold. This indicates the doctors that accept the E-Claim system: these doctors do not require a benefit form, rather all services would be done electronically. When making your appointment, please let the office know that you would like to use the VBA E-Claim system.

Please see page 14 for FY 2012 plan year rate information.

If you are enrolling, changing or canceling coverage during open enrollment, please contact a member of the Human Resources Department to obtain an enrollment form. If you are not making any changes and wish to continue your current level of coverage, no action is needed.

City of Dover				
Finance Department				
Pay Plan & Benefit Comparisons				
Revised 6/14/11				
	Non - Bargaining	**FOP**	**IUE**	**IBEW**
Contract Wage Increases:				
7/1/2007 - 6/30/08 (FY08)	PFP Scale 2.0% - 6.5%	3.50%	3.50%	3.00%
7/1/2008 - 6/30/09 (FY09)	3.5%, 3.66%, or 4.0%	4.00%	3.50%	3.50%
7/1/2009 - 6/30/10 (FY10)	3.5	3.50%	3.50%	4.00%
7/1/2010 - 6/30/11 (FY11)	PFP Scale 0% to 4.7%	3.00%	8/15/2010 --3.0%	3% eff. 1/25/11 plus $500
7/1/2011 - 6/30/12 (FY12)	0.0% Proposed	0.0% Proposed	2.00%	2.00%
Career Development - training based or years of service	Yes	Yes	Yes (Not all positions)	Yes (Not all positions)
% Between Steps	PFP %'s	8% - 2% declining	3%	3% - 4%
% Between Ranks/Grades	5%	4% - 11%	4% - 5%	5% - 19%
Lowest Hourly Rate FY2011	$10.66	$21.68	$10.33	$15.31
Highest Hourly Rate FY2011	$60.35	$47.00	$30.50	$33.68
Average Actual Hourly Rate FY2011	$26.08	$31.87	$18.03	$27.52
Stand By or On Call Pay	N/A	7 hrs reg time	7 hrs reg time	7 hrs reg time
Court Pay - unscheduled overtime		2 - 3 hrs		
Extra Duty Pay at 1 1/2 Salary minimum 3 hrs per assignment		OT min 3 hrs		
Furloughs		No Furloughs FY 11/12	No Furloughs FY11/12	
Holidays - (IBEW in lieu of Personal Days)	11 or 6	11	11	6
Personal Days - (IBEW & IBEW Management in lieu of Holidays)	0 or 6	0	0	6
Vacation Time - Days				
0-6 months	6	6	6	10
6 months to 8 years	15	15	15	15
8 to 15 years	21	21	21	21
15 to 20 years	24	24	24	24
20 years and over	27	27	27	27
Maximum Accruals	Yes	Yes	Yes	Yes
		Eff. 1/31/10 same as IBEW/FOP		
Vacation Sell Back				
Maximum hours	80	80	80	80
Increments	40 hr increments	any amt up to 40 than 20 hr increments	40 hr increments	40 hr increments
Sick Leave - Days per Year	12	12	12	11
Maximum Accrual	No	180	No	150
Day Paid Out Upon Retirement - 20 years	130	130	130	130
Days Paid Out Upon Retirement - 25 years	150	150	150	150
Terminal leave sick payments hired after effective date	100 (eff 7/1/04)	100 (eff 4/21/04)	100 (eff 7/1/04)	
Prorated for 21 -24 years if hired prior to effective date	134-146 (eff 7/1/04)	134-146 (eff 4/21/04)		
Disability Plan	Yes	Yes	Yes	Yes
Attendance Bonus - Days	0 or 1 - 2	0	0	1 - 2
Health Care - Active				
Employee Premium - Employer Contribution	100%	100%	100%	100%
Dependent Premium - Employer Contribution	75%	75%	75%	75%
Retiree Health Care - Normal Retirement				
Retiree	100%	100%	100%	100%
Retiree - Dependent Care	75%	75%	75%	
Retiree Dependent Care (Hire date prior to 7/1/86)				75%
Retiree Dependent Care (Hire date after 7/1/86)				0%
Retiree Health Care - Early Retirement				
Retiree - with unreduced pension				100%
Retiree - with reduced pension				0%
Retiree - Hired before 7/1/94	100%		100%	
Retiree - Dependent Care - Hired before 7/1/94	75%		75%	
Retiree - Hired after 7/1/94	100%		0%	
Retiree - Dependent Care - Hired after 7/1/94	75%		0%	

City of Dover				
Finance Department				
Pay Plan & Benefit Comparisons				
Revised 6/14/11				
	Non - Bargaining	FOP	IUE	IBEW
Medicare B Premium Reimbursement	No new hires 7/28/09	Retire before 9/30/06	Retire before 1/31/10	Retire before 7/1/09
Shift Differential per hour	No	$.75/hr & $1.10/hr	$.75/hr & $.75/hr	$1.10
Safety Shoes	Yes	$175	$75 & $125	$150
Uniforms Paid by the Employer	No	Yes	Yes	Yes
Clothing Allowance	No	$750	$150/Comm Oper & Insp	No
Contract Cleaning	No	10 articles/two wks	Uniforms cleaned	Uniforms cleaned
Educational Assistance Program	Yes	Yes	Yes	Yes
Education Incentive Program	No	$550 - $1,250	No	No
Physical Fitness Bonus	No	$75 & $150	No	No
SORT Pay	No	$50 per month	No	No
Field Training Officer	No	$1/hr worked as FTO	No	No
Provision to provide recommendations for promotions	No	No	Can Submit up to 5 pay grade/job title requests for budget	No

City of Dover Employee's Census
Alpha by Department
October 4, 2011

DEPARTMENT	POSITION	GRADE	STEP	HRLY RATE	ANNUAL RATE	HOURS PER YEAR = 2,080 UNLESS NOTED	DATE OF HIRE	COMMENTS
ADMINISTRATIVE SERVICES	ACCOUNT CLERK III	114		21.27	44,242.58		08/28/00	
ADMINISTRATIVE SERVICES	ACCOUNT CLERK III	114		22.44	46,683.68		06/18/90	
ADMINISTRATIVE SERVICES	BILLING CLERK	111		14.69	30,545.20		11/03/08	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK I	12	13	18.12	37,689.60		04/01/97	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	4	15.05	31,304.00		05/14/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	4	15.05	31,304.00		03/19/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	4	15.05	31,304.00		03/12/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	5	15.57	32,385.60		06/18/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	13	19.73	41,038.40		02/22/00	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	13	19.73	41,038.40		11/17/03	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	13	19.73	41,038.40		05/18/83	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE SUPERVISOR	117		19.30	40,152.33		06/12/06	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICES MANAGER	122		30.16	62,729.83		09/18/90	
ADMINISTRATIVE SERVICES	OFFICE ASSISTANT I	8	13	15.39	32,011.20		06/12/00	
CENTRAL SERVICES	ADMINISTRATIVE ASSISTANT	112		19.14	39,813.67		10/03/02	
CENTRAL SERVICES	CENTRAL MAILROOM CLERK	13	3	13.93	28,974.40		08/11/08	
CENTRAL SERVICES	CONTRACT & PROCUREMENT MANAGER	122		31.18	64,861.20		05/01/02	
CENTRAL SERVICES	MATERIALS EXPEDITER	17	11	21.13	43,950.40		11/22/93	
CENTRAL SERVICES	STOREKEEPER/BUYER II	15	12	20.00	41,600.00		05/20/92	
CENTRAL SERVICES	STOREKEEPER/BUYER II	15	13	20.61	42,868.80		11/09/98	
CITY CLERK	ADMINISTRATIVE ASSISTANT	112		15.12	31,443.08		08/11/08	
CITY CLERK	ASSIST CITY CLERK	116		$19.45	$40,452.00		09/19/10	
CITY CLERK	CITY CLERK	127		31.95	66,459.92		08/03/87	
CITY MANAGER	ADMINISTRATIVE ASSISTANT	112		16.35	34,000.73		12/01/08	
CITY MANAGER	ADMINISTRATIVE ASSISTANT	112		20.00	41,607.29		08/02/04	
CITY MANAGER	CITY MANAGER	139		60.35	125,520.01		09/30/91	
CITY MANAGER	PUBLIC AFFAIRS COORDINATOR	116		19.63	40,833.17		06/25/07	
COMMUNITY BLOCK GRANT	COMMUNITY DEVELOPMENT MANAGER	120		25.75	53,550.75		03/13/00	
ECONOMIC DEVELOPMENT OFFICE	ADMINISTRATIVE ASSISTANT	112		15.49	32,212.52		09/08/08	
ECONOMIC DEVELOPMENT OFFICE	DOWNTOWN COORDINATOR	114		19.90	41,400.11		07/01/08	
ECONOMIC DEVELOPMENT OFFICE	ECONOMIC DEVELOPMENT MANAGER	121		29.52	61,396.25		10/06/08	
ELECTRIC - TRANSMISSION/DISTRIBUTION	ELECTRIC METER TECH CREWLEADER	020	4	26.65	55,432.00		04/11/88	
ELECTRIC - TRANSMISSION/DISTRIBUTION	ELECTRIC METER TECHNICIAN II	019	4	25.49	53,019.20		08/22/88	
ELECTRIC - TRANSMISSION/DISTRIBUTION	GROUNDWORKER I	10	2	16.08	33,446.40		03/07/11	
ELECTRIC - TRANSMISSION/DISTRIBUTION	GROUNDWORKER I	10	2	16.08	33,446.40		06/19/06	
ELECTRIC - TRANSMISSION/DISTRIBUTION	GROUNDWORKER I	010	2	16.08	33,446.40		10/19/10	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINE CREW SUPERINTENDENT	127		40.79	84,845.46		02/14/85	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS I	023	4	30.68	63,814.40		06/22/04	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		07/29/96	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		06/05/00	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		06/10/91	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		02/06/02	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		10/02/89	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.60	67,808.00		08/28/78	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		09/19/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		09/19/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		09/19/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		04/25/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS II	021	4	27.89	58,011.20		04/19/04	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS II	021	4	27.89	58,011.20		03/14/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 3RD CLASS I	17	4	23.34	48,547.20		08/13/07	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEWORKER CREW LEADER	025	4	34.35	71,448.00		09/25/94	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEWORKER CREW LEADER	025	4	34.35	71,448.00		03/21/88	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEWORKER CREW LEADER	025	4	34.35	71,448.00		08/30/82	
ELECTRIC - TRANSMISSION/DISTRIBUTION	T&D AND ENGINEERING COORD	014	3	19.76	41,100.80		12/17/07	
ELECTRIC ADMINISTRATION	ACCOUNT CLERK II	14	13	19.73	41,038.40		07/10/95	
ELECTRIC ADMINISTRATION	ADMINISTRATIVE ASSISTANT	112		18.98	39,487.35		07/03/02	
ELECTRIC ADMINISTRATION	DEPT. BDG & SUPPORT SUPERVISOR	119		22.22	46,227.19		09/02/86	
ELECTRIC ADMINISTRATION	PUBLIC UTILITIES MANAGER	136		55.83	116,124.15		12/01/06	
ELECTRIC ENGINEERING	ELECTRIC DRAFTMAN III	019	4	27.19	56,555.20		04/17/89	
ELECTRIC ENGINEERING	ELECTRICAL ENGINEER I	124		30.92	64,314.78		11/30/07	
ELECTRIC ENGINEERING	ENG. SERVICES & SYSTEM OPS SUP	128		38.43	79,938.51		11/06/89	
ELECTRIC ENGINEERING	ENGINEERING FIELDMAN CRWLEADER	023	4	30.68	63,814.40		09/14/92	
ELECTRIC ENGINEERING	ENGINEERING FIELDMAN II	022	4	29.26	60,860.80		03/19/90	
ELECTRIC ENGINEERING	SUBSTATION RELAY FOREMAN	119		29.11	60,553.19		07/09/07	
ELECTRIC ENGINEERING	SUBSTATION TECH CREW LEADER	020	4	26.65	55,432.00		06/06/94	
ELECTRIC ENGINEERING	SUBSTATION TECHNICIAN II	019	4	25.49	53,019.20		10/08/82	
ELECTRIC ENGINEERING	SUBSTATION TECHNICIAN II	019	4	25.49	53,019.20		05/16/94	
ELECTRIC METERING	FIELD SERVICE REP I	12	13	18.12	37,689.60		06/01/98	
ELECTRIC METERING	FIELD SERVICE REP II	14	13	19.73	41,038.40		11/05/80	
ELECTRIC METERING	FIELD SERVICE REP III	117		20.31	42,251.83		10/13/94	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR CREWLEADER	024	4	32.70	68,016.00		12/10/79	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	23	3	29.50	61,360.00		08/31/92	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	23	3	29.50	61,360.00		02/06/07	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	023	4	30.68	63,814.40		02/05/90	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	23	4	30.68	63,814.40		09/09/91	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON I	15	13	20.61	42,868.80		03/28/84	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON II	19	13	24.54	51,043.20		09/19/94	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON II	19	13	24.54	51,043.20		06/17/96	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON II	19	13	25.14	52,291.20		06/05/78	

City of Dover Employee's Census
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DEPARTMENT	POSITION	GRADE	STEP	HRLY RATE	ANNUAL RATE	HOURS PER YEAR = 2,080 UNLESS NOTED	DATE OF HIRE	COMMENTS
FACILITIES MAINTENANCE	CUSTODIAN I	10	4	12.73	26,478.40		06/30/08	
FACILITIES MAINTENANCE	CUSTODIAN I	10	13	16.69	34,715.20		07/17/95	
FACILITIES MAINTENANCE	CUSTODIAN I	10	13	16.69	34,715.20		07/30/90	
FACILITIES MAINTENANCE	CUSTODIAN I	10	13	17.19	35,755.20		04/24/78	
FACILITIES MAINTENANCE	CUSTODIAN II	12	12	17.59	36,587.20		02/23/98	
FACILITIES MAINTENANCE	CUSTODIAN II	12	13	18.12	37,689.60		10/16/89	
FACILITIES MAINTENANCE	ELECTRICIAN II	20	4	26.65	55,432.00		05/14/01	
FIRE DEPT	FIRE CHIEF'S ASSISTANT	117		18.03	37,500.00		01/07/08	
FIRE DEPT	FIRE DISPATCHER	17	4	17.10	35,568.00		11/05/07	
FIRE DEPT	FIRE DISPATCHER	17	5	17.69	36,795.20		08/31/06	
FIRE DEPT	FIRE DISPATCHER	17	13	22.41	46,612.80		05/02/97	
FIRE DEPT	FIRE DISPATCHER	17	13	22.41	46,612.80		08/19/01	
FIRE DEPT	FIRE DISPATCHER	17	13	22.41	46,612.80		05/09/94	
GROUNDS	ARBORIST	16	13	21.49	44,699.20		09/05/89	
GROUNDS	ARBORIST	16	13	21.49	44,699.20		02/14/03	
GROUNDS	CREW LEADER	17	10	20.51	42,660.80		02/04/91	
GROUNDS	LABORER II	12	13	18.12	37,689.60		11/30/98	
GROUNDS	LEAD LABORER	15	6	16.75	34,840.00		11/15/05	
GROUNDS	LEAD LABORER	15	12	20.00	41,600.00		06/14/04	
GROUNDS	MOTOR EQUIPMENT OPERATOR I	11	3	12.83	26,686.40		08/26/08	
GROUNDS	MOTOR EQUIPMENT OPERATOR II	13	6	15.38	31,990.40		03/07/05	
GROUNDS	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		10/13/92	
GROUNDS	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		04/12/04	
GROUNDS	NURSERYPERSON I	13	4	14.42	29,993.60		02/19/08	
GROUNDS	NURSERYPERSON II	15	13	20.61	42,868.80		06/02/03	
GROUNDS	SMALL ENGINE MECHANIC	13	10	17.30	35,984.00		05/04/05	
GROUNDS	SUPERINTENDENT OF GROUNDS	122		34.62	72,007.04		08/30/78	
HUMAN RESOURCES	HUMAN RESOURCES CLERK	109		21.18	44,053.88		05/19/86	
HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR	132		39.90	82,982.71		09/18/95	
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	112		19.30	40,153.96		10/17/85	
INFORMATION TECHNOLOGY	COMPUTER OPERATOR	113		21.11	43,916.16		10/10/85	
INFORMATION TECHNOLOGY	INFORMATION TECHNOLOGY DIR.	133		36.69	76,314.00		10/22/01	
INFORMATION TECHNOLOGY	LAN ANALYST	120		20.91	43,500.00		04/18/11	
INFORMATION TECHNOLOGY	LAN ANALYST	120		23.22	48,292.46		07/28/08	
INFORMATION TECHNOLOGY	SENIOR COMPUTER PROGR.ANALYST	123		29.58	61,533.24		05/19/08	
INSPECTIONS	INSPECTOR I	17	4	17.10	35,568.00		10/22/07	
INSPECTIONS	INSPECTOR I	17	5	17.69	36,795.20		03/05/07	
INSPECTIONS	INSPECTOR II	20	13	25.75	53,560.00		04/23/01	
INSPECTIONS	INSPECTOR III	119		24.28	50,503.99		07/07/97	
INSPECTIONS / PUBLIC	CHIEF BUILDING INSPECTOR	124		30.21	62,840.06		03/31/03	
INSPECTIONS / PUBLIC	INSPECTOR I	17	6	18.23	37,918.40		11/17/08	
INSPECTIONS / PUBLIC	INSPECTOR II	20	10	23.58	49,046.40		02/28/00	
INSPECTIONS / PUBLIC	INSPECTOR II	20	10	23.58	49,046.40		04/17/00	
INSPECTIONS / PUBLIC	OFFICE ASSISTANT II	12	5	14.30	29,744.00		10/09/06	
INSPECTIONS / PUBLIC	OFFICE ASSISTANT II	12	6	14.73	30,638.40		09/19/05	
INSPECTIONS / PUBLIC	SECRETARY II	13	13	18.91	39,332.80		09/23/02	
INSPECTIONS LIFE SAFETY	INSPECTOR I	17	7	18.78	39,062.40		07/04/05	
INSPECTIONS LIFE SAFETY	INSPECTOR II	20	10	23.58	49,046.40		12/02/96	
INSPECTIONS LIFE SAFETY	INSPECTOR III	119		26.65	55,442.21		10/01/90	
LIBRARY	ADMINISTRATIVE ASSISTANT	112		19.46	40,471.58		10/10/02	
LIBRARY	ASST LIBRARY DIRECTOR	123		25.96	54,000.00		02/07/11	
LIBRARY	LIBRARIAN I	119		19.23	40,000.00		10/04/10	
LIBRARY	LIBRARIAN I	119		21.24	44,187.10		04/25/06	
LIBRARY	LIBRARIAN I	119		24.54	51,049.65		04/17/95	
LIBRARY	LIBRARIAN I	119		25.53	26,554.97	1040	04/10/95	
LIBRARY	LIBRARIAN II	121		22.60	47,000.00		10/25/10	
LIBRARY	LIBRARIAN II	121		24.57	51,112.31		01/29/07	
LIBRARY	LIBRARY ASSISTANT	14	13	19.73	41,038.40		11/03/80	
LIBRARY	LIBRARY ASSISTANT	14	13	19.73	41,038.40		11/11/02	
LIBRARY	LIBRARY CLERK I	12	2	12.90	8,049.60	624	10/21/10	
LIBRARY	LIBRARY CLERK I	12	3	13.35	12,495.60	936	08/19/08	
LIBRARY	LIBRARY CLERK I	12	13	18.12	37,689.60		02/28/94	
LIBRARY	LIBRARY CLERK I	12	13	18.12	18,844.80	1040	11/18/02	
LIBRARY	LIBRARY CLERK I	12	13	18.12	18,844.80	1040	03/08/99	
LIBRARY	LIBRARY CLERK I	12	13	18.12	37,689.60		02/10/97	
LIBRARY	LIBRARY CLERK I	12	13	18.12	18,844.80	1040	10/12/00	
LIBRARY	LIBRARY CLERK II	13	7	15.83	13,170.56	832	10/04/04	
LIBRARY	LIBRARY DIRECTOR	127		34.97	72,746.10		09/16/08	
LIBRARY	LIBRARY PAGE	7	6	12.03	11,260.08	936	10/25/05	
LIBRARY	LIBRARY PAGE	7	13	14.79	13,843.44	936	06/05/04	
MAYOR	MAYOR	CE		21.63	45,000.00		05/14/02	
PLANNING	ADMINISTRATIVE ASSISTANT	112		21.16	44,009.90		07/03/89	
PLANNING	PLANNER II	118		20.92	43,505.40		10/17/05	
PLANNING	PLANNING & COMM DVLPMNT DIR.	134		44.12	91,775.00		03/20/06	
PLANNING	PRINCIPAL PLANNER	125		30.89	64,259.13		04/11/02	
POLICE - CIVILIAN	911 SUPERVISOR	118		26.48	55,073.67		09/10/89	
POLICE - CIVILIAN	ADMINISTRATIVE ASSISTANT	112		15.67	32,600.05		09/12/11	
POLICE - CIVILIAN	ADMINISTRATIVE ASSISTANT	112		20.41	42,462.04		09/02/86	
POLICE - CIVILIAN	ANIMAL CONTR0L OFFICER	12	13	18.12	37,689.60		10/01/01	
POLICE - CIVILIAN	CENTRAL SERVICES COORDINATOR	116		24.78	51,551.83		05/21/07	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	2	16.67	34,673.60		01/10/11	

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DEPARTMENT	POSITION	GRADE	STEP	HRLY RATE	ANNUAL RATE	HOURS PER YEAR = 2,080 UNLESS NOTED	DATE OF HIRE	COMMENTS
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	3	17.26	35,900.80		01/05/09	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	4	17.86	37,148.80		08/20/07	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	6	19.04	39,603.20		03/20/06	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		08/31/98	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		06/16/00	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		12/20/93	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		10/23/00	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		07/26/99	
POLICE - CIVILIAN	LAN ANALYST	120		25.78	53,622.83		02/25/92	
POLICE - CIVILIAN	PARKING ENFORCEMENT OFFICER	11	13	17.41	36,212.80		04/28/03	
POLICE - CIVILIAN	PARKING ENFORCEMENT OFFICER	11	13	17.41	36,212.80		04/02/01	
POLICE - CIVILIAN	PHOTOGRAPHER/PROP EVIDENCE CLK	16	13	21.49	44,699.20		09/10/01	
POLICE - CIVILIAN	POLICE CLERK II	13	4	14.42	29,993.60		11/09/07	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		11/09/92	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		12/02/90	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		03/22/99	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		02/21/95	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		07/27/98	
POLICE - CIVILIAN	POLICE RESOURCES MGR.	125		33.49	69,659.64		10/14/99	
POLICE - CIVILIAN	RECORDS UNIT SUPERVISOR	118		26.28	54,657.26		02/17/92	
POLICE - CIVILIAN	SECRETARY II	13	3	13.93	28,974.40		01/05/09	
POLICE - CIVILIAN	VICTIM SERVICES COORDINATOR	118		28.30	58,856.57		03/29/93	
POLICE - LAW ENFORCEMENT	CHIEF OF POLICE	136		56.06	116,609.41		09/19/88	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		12/14/09	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		05/10/10	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		06/28/10	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		01/04/10	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		02/17/09	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		06/09/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		11/03/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		11/03/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		11/03/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/14/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/10/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/10/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/10/08	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	5	26.92	55,993.60		08/20/07	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	6	28.11	58,468.80		09/11/06	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	6	28.11	58,468.80		09/11/06	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	6	28.11	58,468.80		09/11/06	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		08/01/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		01/05/04	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		11/03/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/20/04	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		03/21/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		03/14/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	9	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/13/04	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	POLICE CAPTAIN	CPT	26	47.00	97,760.00		09/02/86	
POLICE - LAW ENFORCEMENT	POLICE CAPTAIN	CPT	21	47.00	97,760.00		10/22/90	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	9	30.78	64,022.40		08/11/03	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		09/03/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		07/29/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		07/29/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		07/29/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	11	32.24	67,059.20		03/12/01	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	11	32.24	67,059.20		08/13/01	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	15	32.24	67,059.20		09/22/97	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	13	32.24	67,059.20		07/19/99	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	12	32.24	67,059.20		04/13/00	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	15	32.24	67,059.20		01/20/97	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	13	32.24	67,059.20		08/09/99	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	16	32.88	68,390.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	17	32.88	68,390.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	16	32.88	68,390.40		09/03/96	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	17	32.88	68,390.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	20	32.88	68,390.40		01/06/92	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	19	32.88	68,390.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	28	42.34	88,067.20		09/05/84	

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POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	22	42.34	88,067.20		07/15/90	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	26	42.34	88,067.20		09/02/86	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	23	42.34	88,067.20		05/15/89	
POLICE - LAW ENFORCEMENT	POLICE MAJOR	130		51.33	106,769.35		07/24/89	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	14	35.42	73,673.60		11/10/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	15	35.42	73,673.60		09/22/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	13	35.42	73,673.60		07/19/99	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	15	35.42	73,673.60		07/10/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	12	35.42	73,673.60		03/27/00	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	11	35.42	73,673.60		03/12/01	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	15	35.42	73,673.60		09/22/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	17	36.13	75,150.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	19	36.13	75,150.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	19	36.13	75,150.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	19	36.13	75,150.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	20	36.13	75,150.40		01/06/92	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	23	36.13	75,150.40		01/09/89	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	17	36.13	75,150.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	23	36.13	75,150.40		01/09/89	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	16	36.13	75,150.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	16	36.13	75,150.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	16	36.13	75,150.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	30	38.86	80,828.80		09/13/82	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	25	38.86	80,828.80		09/08/87	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	18	38.86	80,828.80		08/15/94	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	22	38.86	80,828.80		07/15/90	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	17	38.86	80,828.80		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	19	38.86	80,828.80		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	16	38.86	80,828.80		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	20	38.86	80,828.80		01/06/92	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	17	38.86	80,828.80		07/24/95	
PUBLIC WORKS - ENGINEERING	CIVIL ENGINEER I	124		29.47	61,287.52		10/29/07	
PUBLIC WORKS - ENGINEERING	CIVIL ENGINEER II	126		30.43	63,300.02		05/21/07	
PUBLIC WORKS - ENGINEERING	PU OPERATIONS/CONSTRUCTION MGR	126		36.01	74,900.00		05/02/11	
PUBLIC WORKS - ENGINEERING	PUBLIC WORKS INSPECTOR	20	13	25.75	53,560.00		01/18/00	
PUBLIC WORKS - ENGINEERING	PUBLIC WORKS INSPECTOR	20	13	25.75	53,560.00		09/29/03	
PUBLIC WORKS - ENGINEERING	WATER/WASTEWATER MANAGER	131		42.35	88,078.18		02/18/03	
PUBLIC WORKS - SANITATION	FIELD SUPERVISOR I	118		25.80	53,660.17		11/17/80	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	2	12.40	25,792.00		01/10/11	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	5	13.74	28,579.20		01/16/07	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	9	15.48	32,198.40		07/02/04	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	13	17.41	36,212.80		10/02/00	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR II	13	11	17.82	37,065.60		11/06/00	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		09/05/89	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	5	16.26	33,820.80		06/20/05	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	11	19.42	40,393.60		11/10/03	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	13	20.61	42,868.80		10/15/01	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	13	20.61	42,868.80		03/04/02	
PUBLIC WORKS - STREETS	LEAD LABORER	15	13	20.61	42,868.80		04/08/96	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	2	12.40	25,792.00		11/22/10	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	5	13.74	28,579.20		10/09/06	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	5	13.74	28,579.20		03/26/07	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	13	17.41	36,212.80		06/23/87	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR II	13	8	16.31	33,924.80		07/19/04	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		10/26/98	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR III	15	12	20.00	41,600.00		11/13/00	
PUBLIC WORKS - STREETS	PUBLIC WORKS OPERATION MANAGER	126		33.02	68,686.70		02/04/91	
PUBLIC WORKS - STREETS	SIGN/STREET PAINTER	13	13	18.91	39,332.80		09/17/90	
PUBLIC WORKS ADMINISTRATION	ADMINISTRATIVE ASSISTANT	112		20.86	43,378.49		12/17/90	
PUBLIC WORKS ADMINISTRATION	GIS MANAGER	122		27.78	57,783.17		03/28/05	
PUBLIC WORKS ADMINISTRATION	GIS TECHNICIAN	113		15.40	32,038.18		10/08/07	
PUBLIC WORKS ADMINISTRATION	PUBLIC SERVICES MANAGER	136		53.27	110,810.56		06/18/90	
PUBLIC WORKS ADMINISTRATION	PUBLIC WORKS INSPECTOR	20	13	25.75	53,560.00		08/28/00	
RECREATION	ADMINISTRATIVE ASSISTANT	112		19.06	39,650.19		10/09/00	
RECREATION	BUILDING SUPERVISOR	109		15.37	15,982.20	1040	05/05/08	
RECREATION	BUILDING SUPERVISOR	109		15.37	15,982.20	1040	04/30/08	
RECREATION	OFFICE ASSISTANT I	8	13	15.39	32,011.20		01/05/98	
RECREATION	PARKS AND RECREATION DIRECTOR	132		39.11	81,338.98		09/06/88	
RECREATION	RECREATION CENTER COORDINATOR	117		22.21	46,194.51		03/26/01	
RECREATION	RECREATION PROGRAM SPECIALIST	117		20.62	42,883.77		09/18/95	
RECREATION	SERVICE CENTER CLERK	102		10.66	11,086.33	1040	09/21/09	
RECREATION	SERVICE CENTER CLERK	102		11.02	11,464.96	1040	04/30/08	
RECREATION	SPORTS COORDINATOR	117		23.16	48,181.74		09/03/96	
TAX ASSESSOR	ADMINISTRATIVE ASSISTANT	112		16.55	34,432.92		03/12/07	
TAX ASSESSOR	CITY ASSESSOR	123		27.60	57,410.27		04/27/92	
TAX ASSESSOR	RESIDENTIAL ASSESSMENT TECH	112		15.00	31,202.89		01/07/08	
TREASURER / FINANCE	ACCOUNT CLERK II	14	13	19.73	41,038.40		02/18/00	
TREASURER / FINANCE	ACCOUNTANT II	120		22.22	46,222.66		05/11/09	
TREASURER / FINANCE	ACCOUNTANT II	120		23.50	48,871.80		05/19/08	
TREASURER / FINANCE	ADMINISTRATIVE ASSISTANT	112		19.33	40,195.98		12/01/93	
TREASURER / FINANCE	ASSISTANT FINANCE DIRECTOR	128		37.84	78,711.93		08/20/07	

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TREASURER / FINANCE	CONTROLLER/TREASURER	137		56.33	117,165.54		10/16/00	
TREASURER / FINANCE	FINANCIAL REPORTING & ACCT MGR	125		33.09	68,835.24		10/02/00	
TREASURER / FINANCE	PAYROLL SPECIALIST	117		22.11	45,998.80		05/28/09	
VEHICLE MAINTENANCE	MECHANIC I	15	11	19.42	40,393.60		06/05/89	
VEHICLE MAINTENANCE	MECHANIC I	15	11	19.42	40,393.60		02/08/02	
VEHICLE MAINTENANCE	MECHANIC I	15	13	20.61	42,868.80		04/16/01	
VEHICLE MAINTENANCE	MECHANIC I	15	13	20.61	42,868.80		07/01/98	
VEHICLE MAINTENANCE	MECHANIC II	19	13	24.54	51,043.20		07/01/98	
VEHICLE MAINTENANCE	MECHANIC II	19	13	24.54	51,043.20		07/01/98	
WATER	CREW LEADER	17	13	22.41	46,612.80		07/17/00	
WATER	MOTOR EQUIPMENT OPERATOR I	11	4	13.28	27,622.40		05/05/08	
WATER	MOTOR EQUIPMENT OPERATOR I	11	4	13.28	27,622.40		02/04/08	
WATER	MOTOR EQUIPMENT OPERATOR II	13	5	14.92	31,033.60		12/19/05	
WATER	MOTOR EQUIPMENT OPERATOR III	15	5	16.26	33,820.80		07/18/05	
WATER	WATER SERVICE PERSON	14	4	15.05	31,304.00		05/05/08	
WATER	WATER SERVICE PERSON	14	13	19.73	41,038.40		07/31/00	
WATER	WATER/WASTE MAINTENANCE SUPER.	121		26.24	54,576.14		06/29/87	
WATER CONSTRUCTION	HEAVY EQUIPMENT OPERATOR I	15	13	20.61	42,868.80		10/14/91	
WATER CONSTRUCTION	HEAVY EQUIPMENT OPERATOR II	19	13	24.54	51,043.20		04/03/95	
WATER CONSTRUCTION	LABORER II	12	13	18.12	37,689.60		05/24/88	
WATER CONSTRUCTION	MOTOR EQUIPMENT OPERATOR II	13	4	14.42	29,993.60		11/26/07	
WATER CONSTRUCTION	UTILITY CONSTRUCTION CREW LDR	20	4	19.65	40,872.00		12/03/07	
WATER CONSTRUCTION	UTILITY CONSTRUCTION WORKER	14	4	15.05	31,304.00		06/09/08	
WATER TREATMENT PLANT	WATER PRODUCTION SUPERVISOR	124		30.64	63,730.93		08/20/90	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	4	15.71	32,676.80		11/05/07	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	6	16.75	34,840.00		03/06/06	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	11	19.42	40,393.60		07/20/04	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	13	20.61	42,868.80		06/28/04	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	13	20.61	42,868.80		05/22/00	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	13	20.61	42,868.80		07/14/86	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR II	19	10	22.46	46,716.80		10/21/02	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR II	19	10	22.46	46,716.80		04/17/00	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR II	19	10	22.46	46,716.80		10/21/02	
WATER/WASTEWATER	UTILITY MAINTENANCE MECANIC II	19	4	18.72	38,937.60		05/17/10	
WATER/WASTEWATER	UTILITY MAINTENANCE MECANIC II	19	4	18.72	38,937.60		08/23/10	
WATER/WASTEWATER	UTILITY MAINTENANCE MECANIC II	19	10	22.46	46,716.80		05/20/96	
WATER/WASTEWATER	UTILITY MAINTENANCE MECHANIC I	15	4	15.71	32,676.80		08/23/10	
WATER/WASTEWATER	UTILITY MAINTENANCE MECHANIC I	15	6	16.75	34,840.00		02/27/06	
WATER/WASTEWATER	UTILITY MAINTENANCE MECHANIC I	15	13	20.61	42,868.80		03/24/86	

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DEPARTMENT	POSITION	GRADE	STEP	HRLY RATE	Annual Rate	HOURS PER YEAR = 20,080 UNLESS NOTED	DATE OF HIRE	COMMENTS
POLICE - CIVILIAN	911 SUPERVISOR	118		$26.48	$55,073.67		09/10/89	
ELECTRIC ADMINISTRATION	ACCOUNT CLERK II	14	13	19.73	41,038.40		07/10/95	
TREASURER / FINANCE	ACCOUNT CLERK II	14	13	19.73	41,038.40		02/18/00	
ADMINISTRATIVE SERVICES	ACCOUNT CLERK III	114		21.27	44,242.58		08/28/00	
ADMINISTRATIVE SERVICES	ACCOUNT CLERK III	114		22.44	46,683.68		06/18/90	
TREASURER / FINANCE	ACCOUNTANT II	120		22.22	46,222.66		05/11/09	
TREASURER / FINANCE	ACCOUNTANT II	120		23.50	48,871.80		05/19/08	
CITY CLERK	ADMINISTRATIVE ASSISTANT	112		15.12	31,443.08		08/11/08	
ECONOMIC DEVELOPMENT OFFICE	ADMINISTRATIVE ASSISTANT	112		15.49	32,212.52		09/08/08	
POLICE - CIVILIAN	ADMINISTRATIVE ASSISTANT	112		15.67	32,600.05		09/12/11	
CITY MANAGER	ADMINISTRATIVE ASSISTANT	112		16.35	34,000.73		12/01/08	
TAX ASSESSOR	ADMINISTRATIVE ASSISTANT	112		16.55	34,432.92		03/12/07	
ELECTRIC ADMINISTRATION	ADMINISTRATIVE ASSISTANT	112		18.98	39,487.35		07/03/02	
RECREATION	ADMINISTRATIVE ASSISTANT	112		19.06	39,650.19		10/09/00	
CENTRAL SERVICES	ADMINISTRATIVE ASSISTANT	112		19.14	39,813.67		10/03/02	
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	112		19.30	40,153.96		10/17/85	
TREASURER / FINANCE	ADMINISTRATIVE ASSISTANT	112		19.33	40,195.98		12/01/93	
LIBRARY	ADMINISTRATIVE ASSISTANT	112		19.46	40,471.58		10/10/02	
CITY MANAGER	ADMINISTRATIVE ASSISTANT	112		20.00	41,607.29		08/02/04	
POLICE - CIVILIAN	ADMINISTRATIVE ASSISTANT	112		20.41	42,462.04		09/02/86	
PUBLIC WORKS ADMINISTRATION	ADMINISTRATIVE ASSISTANT	112		20.86	43,378.49		12/17/90	
PLANNING	ADMINISTRATIVE ASSISTANT	112		21.16	44,009.90		07/03/89	
POLICE - CIVILIAN	ANIMAL CONTROL OFFICER	12	13	18.12	37,689.60		10/01/01	
GROUNDS	ARBORIST	16	13	21.49	44,699.20		09/05/89	
GROUNDS	ARBORIST	16	13	21.49	44,699.20		02/14/03	
CITY CLERK	ASSIST CITY CLERK	116		19.45	40,452.00		09/19/10	
TREASURER / FINANCE	ASSISTANT FINANCE DIRECTOR	128		37.84	78,711.93		08/20/07	
LIBRARY	ASST LIBRARY DIRECTOR	123		25.96	54,000.00		02/07/11	
ADMINISTRATIVE SERVICES	BILLING CLERK	111		14.69	30,545.20		11/03/08	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON I	15	13	20.61	42,868.80		03/28/84	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON II	19	13	24.54	51,043.20		09/19/94	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON II	19	13	24.54	51,043.20		06/17/96	
FACILITIES MAINTENANCE	BLDG. MAINT. CRAFTSPERSON II	19	13	25.14	52,291.20		06/05/78	
RECREATION	BUILDING SUPERVISOR	109		15.37	15,982.20	1040	05/05/08	
RECREATION	BUILDING SUPERVISOR	109		15.37	15,982.20	1040	04/30/08	
CENTRAL SERVICES	CENTRAL MAILROOM CLERK	13	3	13.93	28,974.40		08/11/08	
POLICE - CIVILIAN	CENTRAL SERVICES COORDINATOR	116		24.78	51,551.83		05/21/07	
INSPECTIONS / PUBLIC	CHIEF BUILDING INSPECTOR	124		30.21	62,840.06		03/31/03	
POLICE - LAW ENFORCEMENT	CHIEF OF POLICE	136		56.06	116,609.41		09/19/88	
TAX ASSESSOR	CITY ASSESSOR	123		27.60	57,410.27		04/27/92	
CITY CLERK	CITY CLERK	127		31.95	66,459.92		08/03/87	
CITY MANAGER	CITY MANAGER	139		60.35	125,520.01		09/30/91	
PUBLIC WORKS - ENGINEERING	CIVIL ENGINEER I	124		29.47	61,287.52		10/29/07	
PUBLIC WORKS - ENGINEERING	CIVIL ENGINEER II	126		30.43	63,300.02		05/21/07	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	2	16.67	34,673.60		01/10/11	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	3	17.26	35,900.80		01/05/09	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	4	17.86	37,148.80		08/20/07	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	6	19.04	39,603.20		03/20/06	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		08/31/98	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		06/16/00	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		12/20/93	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		10/23/00	
POLICE - CIVILIAN	COMMUNICATIONS OPERATOR	18	13	23.41	48,692.80		07/26/99	
COMMUNITY BLOCK GRANT	COMMUNITY DEVELOPMENT MANAGER	120		25.75	53,550.75		03/13/00	
INFORMATION TECHNOLOGY	COMPUTER OPERATOR	113		21.11	43,916.16		10/10/85	
CENTRAL SERVICES	CONTRACT & PROCUREMENT MANAGER	122		31.18	64,861.20		05/01/02	
TREASURER / FINANCE	CONTROLLER/TREASURER	137		56.33	117,165.54		10/16/00	
GROUNDS	CREW LEADER	17	10	20.51	42,660.80		02/04/91	
WATER	CREW LEADER	17	13	22.41	46,612.80		07/17/00	
FACILITIES MAINTENANCE	CUSTODIAN I	10	4	12.73	26,478.40		06/30/08	
FACILITIES MAINTENANCE	CUSTODIAN I	10	13	16.69	34,715.20		07/17/95	
FACILITIES MAINTENANCE	CUSTODIAN I	10	13	16.69	34,715.20		07/30/90	
FACILITIES MAINTENANCE	CUSTODIAN I	10	13	17.19	35,755.20		04/24/78	
FACILITIES MAINTENANCE	CUSTODIAN II	12	12	17.59	36,587.20		02/23/98	
FACILITIES MAINTENANCE	CUSTODIAN II	12	13	18.12	37,689.60		10/16/89	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK I	12	13	18.12	37,689.60		04/01/97	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	4	15.05	31,304.00		05/14/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	4	15.05	31,304.00		03/19/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	4	15.05	31,304.00		03/12/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	5	15.57	32,385.60		06/18/07	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	13	19.73	41,038.40		02/22/00	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	13	19.73	41,038.40		11/17/03	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE CLERK II	14	13	19.73	41,038.40		05/18/83	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICE SUPERVISOR	117		19.30	40,152.33		06/12/06	
ADMINISTRATIVE SERVICES	CUSTOMER SERVICES MANAGER	122		30.16	62,729.83		09/18/90	
ELECTRIC ADMINISTRATION	DEPT. BDG & SUPPORT SUPERVISOR	119		22.22	46,227.19		09/02/86	
ECONOMIC DEVELOPMENT OFFICE	DOWNTOWN COORDINATOR	114		19.90	41,400.11		07/01/08	
ECONOMIC DEVELOPMENT OFFICE	ECONOMIC DEVELOPMENT MANAGER	121		29.52	61,396.25		10/06/08	
ELECTRIC ENGINEERING	ELECTRIC DRAFTMAN III	019	4	27.19	56,555.20		04/17/89	
ELECTRIC - TRANSMISSION/DISTRIBUTION	ELECTRIC METER TECH CREWLEADER	020	4	26.65	55,432.00		04/11/88	

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ELECTRIC - TRANSMISSION/DISTRIBUTION	ELECTRIC METER TECHNICIAN II	019	4	25.49	53,019.20		08/22/88	
ELECTRIC ENGINEERING	ELECTRICAL ENGINEER I	124		30.92	64,314.78		11/30/07	
FACILITIES MAINTENANCE	ELECTRICIAN II	20	4	26.65	55,432.00		05/14/01	
ELECTRIC ENGINEERING	ENG. SERVICES & SYSTEM OPS SUP	128		38.43	79,938.51		11/06/89	
ELECTRIC ENGINEERING	ENGINEERING FIELDMAN CRWLEADER	023	4	30.68	63,814.40		09/14/92	
ELECTRIC ENGINEERING	ENGINEERING FIELDMAN II	022	4	29.26	60,860.80		03/19/90	
ELECTRIC METERING	FIELD SERVICE REP I	12	13	18.12	37,689.60		06/01/98	
ELECTRIC METERING	FIELD SERVICE REP II	14	13	19.73	41,038.40		11/05/80	
ELECTRIC METERING	FIELD SERVICE REP III	117		20.31	42,251.83		10/13/94	
PUBLIC WORKS - SANITATION	FIELD SUPERVISOR I	118		25.80	53,660.17		11/17/80	
TREASURER / FINANCE	FINANCIAL REPORTING & ACCT MGR	125		33.09	68,835.24		10/02/00	
FIRE DEPT	FIRE CHIEF'S ASSISTANT	117		18.03	37,500.00		01/07/08	
FIRE DEPT	FIRE DISPATCHER	17	4	17.10	35,568.00		11/05/07	
FIRE DEPT	FIRE DISPATCHER	17	5	17.69	36,795.20		08/31/06	
FIRE DEPT	FIRE DISPATCHER	17	13	22.41	46,612.80		05/02/97	
FIRE DEPT	FIRE DISPATCHER	17	13	22.41	46,612.80		08/19/01	
FIRE DEPT	FIRE DISPATCHER	17	13	22.41	46,612.80		05/09/94	
PUBLIC WORKS ADMINISTRATION	GIS MANAGER	122		27.78	57,783.17		03/28/05	
PUBLIC WORKS ADMINISTRATION	GIS TECHNICIAN	113		15.40	32,038.18		10/08/07	
ELECTRIC - TRANSMISSION/DISTRIBUTION	GROUNDWORKER I	10	2	16.08	33,446.40		03/07/11	
ELECTRIC - TRANSMISSION/DISTRIBUTION	GROUNDWORKER I	10	2	16.08	33,446.40		06/19/06	
ELECTRIC - TRANSMISSION/DISTRIBUTION	GROUNDWORKER I	010	2	16.08	33,446.40		10/19/10	
WATER CONSTRUCTION	HEAVY EQUIPMENT OPERATOR I	15	13	20.61	42,868.80		10/14/91	
WATER CONSTRUCTION	HEAVY EQUIPMENT OPERATOR II	19	13	24.54	51,043.20		04/03/95	
HUMAN RESOURCES	HUMAN RESOURCES CLERK	109		21.18	44,053.88		05/19/86	
HUMAN RESOURCES	HUMAN RESOURCES DIRECTOR	132		39.90	82,982.71		09/18/95	
INFORMATION TECHNOLOGY	INFORMATION TECHNOLOGY DIR.	133		36.69	76,314.00		10/22/01	
INSPECTIONS	INSPECTOR I	17	4	17.10	35,568.00		10/22/07	
INSPECTIONS	INSPECTOR I	17	5	17.69	36,795.20		03/05/07	
INSPECTIONS / PUBLIC	INSPECTOR I	17	6	18.23	37,918.40		11/17/08	
INSPECTIONS LIFE SAFETY	INSPECTOR I	17	7	18.78	39,062.40		07/04/05	
INSPECTIONS / PUBLIC	INSPECTOR II	20	10	23.58	49,046.40		02/28/00	
INSPECTIONS / PUBLIC	INSPECTOR II	20	10	23.58	49,046.40		04/17/00	
INSPECTIONS LIFE SAFETY	INSPECTOR II	20	10	23.58	49,046.40		12/02/96	
INSPECTIONS	INSPECTOR II	20	13	25.75	53,560.00		04/23/01	
INSPECTIONS	INSPECTOR III	119		24.28	50,503.99		07/07/97	
INSPECTIONS LIFE SAFETY	INSPECTOR III	119		26.65	55,442.21		10/01/90	
GROUNDS	LABORER II	12	13	18.12	37,689.60		11/30/98	
WATER CONSTRUCTION	LABORER II	12	13	18.12	37,689.60		05/24/88	
INFORMATION TECHNOLOGY	LAN ANALYST	120		20.91	43,500.00		04/18/11	
INFORMATION TECHNOLOGY	LAN ANALYST	120		23.22	48,292.46		07/28/08	
POLICE - CIVILIAN	LAN ANALYST	120		25.78	53,622.83		02/25/92	
GROUNDS	LEAD LABORER	15	6	16.75	34,840.00		11/15/05	
GROUNDS	LEAD LABORER	15	12	20.00	41,600.00		06/14/04	
PUBLIC WORKS - STREETS	LEAD LABORER	15	13	20.61	42,868.80		04/08/96	
LIBRARY	LIBRARIAN I	119		19.23	40,000.00		10/04/10	
LIBRARY	LIBRARIAN I	119		21.24	44,187.10		04/25/06	
LIBRARY	LIBRARIAN I	119		24.54	51,049.65		04/17/95	
LIBRARY	LIBRARIAN I	119		25.53	26,554.97	1040	04/10/95	
LIBRARY	LIBRARIAN II	121		22.60	47,000.00		10/25/10	
LIBRARY	LIBRARIAN II	121		24.57	51,112.31		01/29/07	
LIBRARY	LIBRARY ASSISTANT	14	13	19.73	41,038.40		11/03/80	
LIBRARY	LIBRARY ASSISTANT	14	13	19.73	41,038.40		11/11/02	
LIBRARY	LIBRARY CLERK I	12	2	12.90	8,049.60	624	10/21/10	
LIBRARY	LIBRARY CLERK I	12	3	13.35	12,495.60	936	08/19/08	
LIBRARY	LIBRARY CLERK I	12	13	18.12	37,689.60		02/28/94	
LIBRARY	LIBRARY CLERK I	12	13	18.12	18,844.80	1040	11/18/02	
LIBRARY	LIBRARY CLERK I	12	13	18.12	18,844.80	1040	03/08/99	
LIBRARY	LIBRARY CLERK I	12	13	18.12	37,689.60		02/10/97	
LIBRARY	LIBRARY CLERK I	12	13	18.12	18,844.80	1040	10/12/00	
LIBRARY	LIBRARY CLERK II	13	7	15.83	13,170.56	832	10/04/04	
LIBRARY	LIBRARY DIRECTOR	127		34.97	72,746.10		09/16/08	
LIBRARY	LIBRARY PAGE	7	6	12.03	11,260.08	936	10/25/05	
LIBRARY	LIBRARY PAGE	7	13	14.79	13,843.44	936	06/05/04	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINE CREW SUPERINTENDENT	127		40.79	84,845.46		02/14/85	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS I	023	4	30.68	63,814.40		06/22/04	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		07/29/96	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		06/05/00	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		06/10/91	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		02/06/02	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.10	66,768.00		10/02/89	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 1ST CLASS II	024	4	32.60	67,808.00		08/28/78	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		09/19/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		09/19/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		09/19/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS I	020	4	26.65	55,432.00		04/25/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS II	021	4	27.89	58,011.20		04/19/04	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 2ND CLASS II	021	4	27.89	58,011.20		03/14/05	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEMAN 3RD CLASS I	17	4	23.34	48,547.20		08/13/07	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEWORKER CREW LEADER	025	4	34.35	71,448.00		09/25/94	
ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEWORKER CREW LEADER	025	4	34.35	71,448.00		03/21/88	

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ELECTRIC - TRANSMISSION/DISTRIBUTION	LINEWORKER CREW LEADER	025	4	34.35	71,448.00		08/30/82	
CENTRAL SERVICES	MATERIALS EXPEDITER	17	11	21.13	43,950.40		11/22/93	
MAYOR	MAYOR	CE		21.63	45,000.00		05/14/02	
VEHICLE MAINTENANCE	MECHANIC I	15	11	19.42	40,393.60		06/05/89	
VEHICLE MAINTENANCE	MECHANIC I	15	11	19.42	40,393.60		02/08/02	
VEHICLE MAINTENANCE	MECHANIC I	15	13	20.61	42,868.80		04/16/01	
VEHICLE MAINTENANCE	MECHANIC I	15	13	20.61	42,868.80		07/01/98	
VEHICLE MAINTENANCE	MECHANIC II	19	13	24.54	51,043.20		07/01/98	
VEHICLE MAINTENANCE	MECHANIC II	19	13	24.54	51,043.20		07/01/98	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	2	12.40	25,792.00		01/10/11	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	2	12.40	25,792.00		11/22/10	
GROUNDS	MOTOR EQUIPMENT OPERATOR I	11	3	12.83	26,686.40		08/26/08	
WATER	MOTOR EQUIPMENT OPERATOR I	11	4	13.28	27,622.40		05/05/08	
WATER	MOTOR EQUIPMENT OPERATOR I	11	4	13.28	27,622.40		02/04/08	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	5	13.74	28,579.20		01/16/07	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	5	13.74	28,579.20		10/09/06	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	5	13.74	28,579.20		03/26/07	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	9	15.48	32,198.40		07/02/04	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR I	11	13	17.41	36,212.80		10/02/00	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR I	11	13	17.41	36,212.80		06/23/87	
WATER CONSTRUCTION	MOTOR EQUIPMENT OPERATOR II	13	4	14.42	29,993.60		11/26/07	
WATER	MOTOR EQUIPMENT OPERATOR II	13	5	14.92	31,033.60		12/19/05	
GROUNDS	MOTOR EQUIPMENT OPERATOR II	13	6	15.38	31,990.40		03/07/05	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR II	13	8	16.31	33,924.80		07/19/04	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR II	13	11	17.82	37,065.60		11/06/00	
GROUNDS	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		10/13/92	
GROUNDS	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		04/12/04	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		09/05/89	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR II	13	13	18.91	39,332.80		10/26/98	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	5	16.26	33,820.80		06/20/05	
WATER	MOTOR EQUIPMENT OPERATOR III	15	5	16.26	33,820.80		07/18/05	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	11	19.42	40,393.60		11/10/03	
PUBLIC WORKS - STREETS	MOTOR EQUIPMENT OPERATOR III	15	12	20.00	41,600.00		11/13/00	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	13	20.61	42,868.80		10/15/01	
PUBLIC WORKS - SANITATION	MOTOR EQUIPMENT OPERATOR III	15	13	20.61	42,868.80		03/04/02	
GROUNDS	NURSERYPERSON I	13	4	14.42	29,993.60		02/19/08	
GROUNDS	NURSERYPERSON II	15	13	20.61	42,868.80		06/02/03	
ADMINISTRATIVE SERVICES	OFFICE ASSISTANT I	8	13	15.39	32,011.20		06/12/00	
RECREATION	OFFICE ASSISTANT I	8	13	15.39	32,011.20		01/05/98	
INSPECTIONS / PUBLIC	OFFICE ASSISTANT II	12	5	14.30	29,744.00		10/09/06	
INSPECTIONS / PUBLIC	OFFICE ASSISTANT II	12	6	14.73	30,638.40		09/19/05	
POLICE - CIVILIAN	PARKING ENFORCEMENT OFFICER	11	13	17.41	36,212.80		04/28/03	
POLICE - CIVILIAN	PARKING ENFORCEMENT OFFICER	11	13	17.41	36,212.80		04/02/01	
RECREATION	PARKS AND RECREATION DIRECTOR	132		39.11	81,338.98		09/06/88	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	1	21.68	45,094.40		04/18/11	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		12/14/09	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		05/10/10	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		06/28/10	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	2	23.33	48,526.40		01/04/10	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		02/17/09	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		06/09/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		11/03/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		11/03/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PTL	3	24.79	51,563.20		11/03/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/14/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/10/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/10/08	
POLICE - LAW ENFORCEMENT	PATROLMAN	PFC	4	25.88	53,830.40		04/10/08	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	5	26.92	55,993.60		08/20/07	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	6	28.11	58,468.80		09/11/06	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	6	28.11	58,468.80		09/11/06	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	6	28.11	58,468.80		09/11/06	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		08/01/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		01/05/04	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		11/03/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/20/04	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		03/21/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		03/14/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	9	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/22/03	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	8	29.59	61,547.20		09/13/04	
POLICE - LAW ENFORCEMENT	PATROLMAN FIRST CLASS	PFC	7	29.59	61,547.20		09/12/05	

City of Dover Employee's Census
Alpha Order by Position
October 4, 2011

DEPARTMENT	POSITION	GRADE	STEP	HRLY RATE	Annual Rate	HOURS PER YEAR = 20,080 UNLESS NOTED	DATE OF HIRE	COMMENTS
TREASURER / FINANCE	PAYROLL SPECIALIST	117		22.11	45,998.80		05/28/09	
POLICE - CIVILIAN	PHOTOGRAPHER/PROP EVIDENCE CLK	16	13	21.49	44,699.20		09/10/01	
PLANNING	PLANNER II	118		20.92	43,505.40		10/17/05	
PLANNING	PLANNING & COMM DVLPMNT DIR.	134		44.12	91,775.00		03/20/06	
POLICE - LAW ENFORCEMENT	POLICE CAPTAIN	CPT	26	47.00	97,760.00		09/02/86	
POLICE - LAW ENFORCEMENT	POLICE CAPTAIN	CPT	21	47.00	97,760.00		10/22/90	
POLICE - CIVILIAN	POLICE CLERK II	13	4	14.42	29,993.60		11/09/07	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		11/09/92	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		12/02/90	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		03/22/99	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		02/21/95	
POLICE - CIVILIAN	POLICE CLERK II	13	13	18.91	39,332.80		07/27/98	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	9	30.78	64,022.40		08/11/03	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		09/03/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		07/29/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		07/29/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	10	30.78	64,022.40		07/29/02	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	11	32.24	67,059.20		03/12/01	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	11	32.24	67,059.20		08/13/01	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	15	32.24	67,059.20		09/22/97	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	13	32.24	67,059.20		07/19/99	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	12	32.24	67,059.20		04/13/00	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	15	32.24	67,059.20		01/20/97	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	13	32.24	67,059.20		08/09/99	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	16	32.88	68,390.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	17	32.88	68,390.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	16	32.88	68,390.40		09/03/96	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	17	32.88	68,390.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	20	32.88	68,390.40		01/06/92	
POLICE - LAW ENFORCEMENT	POLICE CORPORAL	CPL	19	32.88	68,390.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	28	42.34	88,067.20		09/05/84	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	22	42.34	88,067.20		07/15/90	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	26	42.34	88,067.20		09/02/86	
POLICE - LAW ENFORCEMENT	POLICE LIEUTENANT	LT	23	42.34	88,067.20		05/15/89	
POLICE - LAW ENFORCEMENT	POLICE MAJOR	130		51.33	106,769.35		07/24/89	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	14	35.42	73,673.60		11/10/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	15	35.42	73,673.60		09/22/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	13	35.42	73,673.60		07/19/99	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	15	35.42	73,673.60		07/10/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	12	35.42	73,673.60		03/27/00	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	11	35.42	73,673.60		03/12/01	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	15	35.42	73,673.60		09/22/97	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	17	36.13	75,150.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	19	36.13	75,150.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	19	36.13	75,150.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	19	36.13	75,150.40		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	20	36.13	75,150.40		01/06/92	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	23	36.13	75,150.40		01/09/89	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	17	36.13	75,150.40		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	23	36.13	75,150.40		01/09/89	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	16	36.13	75,150.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	16	36.13	75,150.40		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE MASTER CORPORAL	MCP	16	36.13	75,150.40		03/18/96	
POLICE - CIVILIAN	POLICE RESOURCES MGR.	125		33.49	69,659.64		10/14/99	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	30	38.86	80,828.80		09/13/82	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	25	38.86	80,828.80		09/08/87	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	18	38.86	80,828.80		08/15/94	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	22	38.86	80,828.80		07/15/90	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	17	38.86	80,828.80		07/24/95	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	19	38.86	80,828.80		07/05/93	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	16	38.86	80,828.80		03/18/96	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	20	38.86	80,828.80		01/06/92	
POLICE - LAW ENFORCEMENT	POLICE SERGEANT	SGT	17	38.86	80,828.80		07/24/95	
PLANNING	PRINCIPAL PLANNER	125		30.89	64,259.13		04/11/02	
PUBLIC WORKS - ENGINEERING	PU OPERATIONS/CONSTRUCTION MGR	126		36.01	74,900.00		05/02/11	
CITY MANAGER	PUBLIC AFFAIRS COORDINATOR	116		19.63	40,833.17		06/25/07	
PUBLIC WORKS ADMINISTRATION	PUBLIC SERVICES MANAGER	136		53.27	110,810.56		06/18/90	
ELECTRIC ADMINISTRATION	PUBLIC UTILITIES MANAGER	136		55.83	116,124.15		12/01/06	
PUBLIC WORKS - ENGINEERING	PUBLIC WORKS INSPECTOR	20	13	25.75	53,560.00		01/18/00	
PUBLIC WORKS - ENGINEERING	PUBLIC WORKS INSPECTOR	20	13	25.75	53,560.00		09/29/03	
PUBLIC WORKS ADMINISTRATION	PUBLIC WORKS INSPECTOR	20	13	25.75	53,560.00		08/28/00	
PUBLIC WORKS - STREETS	PUBLIC WORKS OPERATION MANAGER	126		33.02	68,686.70		02/04/91	
POLICE - CIVILIAN	RECORDS UNIT SUPERVISOR	118		26.28	54,657.26		02/17/92	
RECREATION	RECREATION CENTER COORDINATOR	117		22.21	46,194.51		03/26/01	
RECREATION	RECREATION PROGRAM SPECIALIST	117		20.62	42,883.77		09/18/95	
TAX ASSESSOR	RESIDENTIAL ASSESSMENT TECH	112		15.00	31,202.89		01/07/08	
POLICE - CIVILIAN	SECRETARY II	13	3	13.93	28,974.40		01/05/09	
INSPECTIONS / PUBLIC	SECRETARY II	13	13	18.91	39,332.80		09/23/02	
INFORMATION TECHNOLOGY	SENIOR COMPUTER PROGR.ANALYST	123		29.58	61,533.24		05/19/08	
RECREATION	SERVICE CENTER CLERK	102		10.66	11,086.33	1040	09/21/09	
RECREATION	SERVICE CENTER CLERK	102		11.02	11,464.96	1040	04/30/08	

City of Dover Employee's Census
Alpha Order by Position
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DEPARTMENT	POSITION	GRADE	STEP	HRLY RATE	Annual Rate	HOURS PER YEAR = 20,080 UNLESS NOTED	DATE OF HIRE	COMMENTS
PUBLIC WORKS - STREETS	SIGN/STREET PAINTER	13	13	18.91	39,332.80		09/17/90	
GROUNDS	SMALL ENGINE MECHANIC	13	10	17.30	35,984.00		05/04/05	
RECREATION	SPORTS COORDINATOR	117		23.16	48,181.74		09/03/96	
CENTRAL SERVICES	STOREKEEPER/BUYER II	15	12	20.00	41,600.00		05/20/92	
CENTRAL SERVICES	STOREKEEPER/BUYER II	15	13	20.61	42,868.80		11/09/98	
ELECTRIC ENGINEERING	SUBSTATION RELAY FOREMAN	119		29.11	60,553.19		07/09/07	
ELECTRIC ENGINEERING	SUBSTATION TECH CREW LEADER	020	4	26.65	55,432.00		06/06/94	
ELECTRIC ENGINEERING	SUBSTATION TECHNICIAN II	019	4	25.49	53,019.20		10/08/82	
ELECTRIC ENGINEERING	SUBSTATION TECHNICIAN II	019	4	25.49	53,019.20		05/16/94	
GROUNDS	SUPERINTENDENT OF GROUNDS	122		34.62	72,007.04		08/30/78	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR CREWLEADER	024	4	32.70	68,016.00		12/10/79	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	23	3	29.50	61,360.00		08/31/92	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	23	3	29.50	61,360.00		02/06/07	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	023	4	30.68	63,814.40		02/05/90	
ELECTRIC SYSTEM OPERATORS	SYSTEM OPERATOR II	23	4	30.68	63,814.40		09/09/91	
ELECTRIC - TRANSMISSION/DISTRIBUTION	T&D AND ENGINEERING COORD	014	3	19.76	41,100.80		12/17/07	
WATER CONSTRUCTION	UTILITY CONSTRUCTION CREW LDR	20	4	19.65	40,872.00		12/03/07	
WATER CONSTRUCTION	UTILITY CONSTRUCTION WORKER	14	4	15.05	31,304.00		06/09/08	
WASTEWATER	UTILITY MAINTENANCE MECANIC II	19	4	18.72	38,937.60		05/17/10	
WASTEWATER	UTILITY MAINTENANCE MECANIC II	19	4	18.72	38,937.60		08/23/10	
WASTEWATER	UTILITY MAINTENANCE MECANIC II	19	10	22.46	46,716.80		05/20/96	
WASTEWATER	UTILITY MAINTENANCE MECHANIC I	15	4	15.71	32,676.80		08/23/10	
WASTEWATER	UTILITY MAINTENANCE MECHANIC I	15	6	16.75	34,840.00		02/27/06	
WASTEWATER	UTILITY MAINTENANCE MECHANIC I	15	13	20.61	42,868.80		03/24/86	
POLICE - CIVILIAN	VICTIM SERVICES COORDINATOR	118		28.30	58,856.57		03/29/93	
WATER TREATMENT PLANT	WATER PRODUCTION SUPERVISOR	124		30.64	63,730.93		08/20/90	
WATER	WATER SERVICE PERSON	14	4	15.05	31,304.00		05/05/08	
WATER	WATER SERVICE PERSON	14	13	19.73	41,038.40		07/31/00	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	4	15.71	32,676.80		11/05/07	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	6	16.75	34,840.00		03/06/06	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	11	19.42	40,393.60		07/20/04	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	13	20.61	42,868.80		06/28/04	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	13	20.61	42,868.80		05/22/00	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR I	15	13	20.61	42,868.80		07/14/86	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR II	19	10	22.46	46,716.80		10/21/02	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR II	19	10	22.46	46,716.80		04/17/00	
WATER TREATMENT PLANT	WATER TRTMENT PLT. OPERATOR II	19	10	22.46	46,716.80		10/21/02	
WATER	WATER/WASTE MAINTENANCE SUPER.	121		26.24	54,576.14		06/29/87	
PUBLIC WORKS - ENGINEERING	WATER/WASTEWATER MANAGER	131		42.35	88,078.18		02/18/03	

Select a fiscal year: 2011

Add New Grade

Actions	Grade	Positions	Market	Below Market Range	At Market Range	Above Market Range
View / Edit / Delete	101	- 4 -	$ 19,390	$ 16,016 - $ 19,070	$ 19,071 - $ 22,124	$ 22,125 - $ 25,178
View / Edit / Delete	102	- 1 -	$ 20,358	$ 16,816 - $ 20,023	$ 20,024 - $ 23,230	$ 23,231 - $ 26,437
View / Edit / Delete	104	0	$ 22,446	$ 18,540 - $ 22,076	$ 22,077 - $ 25,612	$ 25,613 - $ 29,148
View / Edit / Delete	108	0	$ 27,281	$ 22,535 - $ 26,832	$ 26,833 - $ 31,129	$ 31,130 - $ 35,428
View / Edit / Delete	109	- 2 -	$ 28,646	$ 23,662 - $ 28,174	$ 28,175 - $ 32,686	$ 32,687 - $ 37,199
View / Edit / Delete	110	- 1 -	$ 30,081	$ 24,845 - $ 29,583	$ 29,584 - $ 34,321	$ 34,322 - $ 39,060
View / Edit / Delete	111	- 2 -	$ 31,583	$ 26,088 - $ 31,062	$ 31,063 - $ 36,036	$ 36,037 - $ 41,012
View / Edit / Delete	112	- 4 -	$ 33,160	$ 27,392 - $ 32,615	$ 32,616 - $ 37,838	$ 37,839 - $ 43,062
View / Edit / Delete	113	- 3 -	$ 34,817	$ 28,762 - $ 34,246	$ 34,247 - $ 39,730	$ 39,731 - $ 45,215
View / Edit / Delete	114	- 4 -	$ 36,563	$ 30,200 - $ 35,958	$ 35,959 - $ 41,716	$ 41,717 - $ 47,475
View / Edit / Delete	115	0	$ 38,387	$ 31,709 - $ 37,756	$ 37,757 - $ 43,803	$ 43,804 - $ 49,850
View / Edit / Delete	116	- 4 -	$ 40,309	$ 33,295 - $ 39,644	$ 39,645 - $ 45,993	$ 45,994 - $ 52,342
View / Edit / Delete	117	- 9 -	$ 42,323	$ 34,959 - $ 41,626	$ 41,627 - $ 48,293	$ 48,294 - $ 54,960
View / Edit / Delete	118	- 5 -	$ 44,443	$ 36,708 - $ 43,707	$ 43,708 - $ 50,706	$ 50,707 - $ 57,706
View / Edit / Delete	119	- 8 -	$ 46,663	$ 38,543 - $ 45,892	$ 45,893 - $ 53,241	$ 53,242 - $ 60,592
View / Edit / Delete	120	- 9 -	$ 48,997	$ 40,471 - $ 48,187	$ 48,188 - $ 55,903	$ 55,904 - $ 63,621
View / Edit / Delete	121	- 7 -	$ 51,447	$ 42,494 - $ 50,596	$ 50,597 - $ 58,698	$ 58,699 - $ 66,802
View / Edit / Delete	122	- 6 -	$ 54,020	$ 44,619 - $ 53,127	$ 53,128 - $ 61,635	$ 61,636 - $ 70,143
View / Edit / Delete	123	- 4 -	$ 56,719	$ 46,849 - $ 55,783	$ 55,784 - $ 64,717	$ 64,718 - $ 73,651
View / Edit /	124	- 4 -	$ 59,558	$ 49,191 - $ 58,571	$ 58,572 - $ 67,951	$ 67,952 - $ 77,332

Delete						
View / Edit / Delete	125	- 4 -	$ 62,537	$ 51,652 - $ 61,501	$ 61,502 - $ 71,350	$ 71,351 - $ 81,199
View / Edit / Delete	126	- 6 -	$ 65,659	$ 54,235 - $ 64,576	$ 64,577 - $ 74,917	$ 74,918 - $ 85,258
View / Edit / Delete	127	- 4 -	$ 68,945	$ 56,947 - $ 67,805	$ 67,806 - $ 78,663	$ 78,664 - $ 89,521
View / Edit / Delete	128	- 2 -	$ 72,394	$ 59,794 - $ 71,195	$ 71,196 - $ 82,596	$ 82,597 - $ 93,997
View / Edit / Delete	129	- 1 -	$ 76,013	$ 62,783 - $ 74,754	$ 74,755 - $ 86,725	$ 86,726 - $ 98,697
View / Edit / Delete	130	- 1 -	$ 79,810	$ 65,922 - $ 78,491	$ 78,492 - $ 91,060	$ 91,061 - $ 103,631
View / Edit / Delete	131	- 3 -	$ 83,800	$ 69,219 - $ 82,417	$ 82,418 - $ 95,615	$ 95,616 - $ 108,814
View / Edit / Delete	132	- 4 -	$ 87,995	$ 72,679 - $ 86,537	$ 86,538 - $ 100,395	$ 100,396 - $ 114,254
View / Edit / Delete	133	- 2 -	$ 92,393	$ 76,314 - $ 90,865	$ 90,866 - $ 105,416	$ 105,417 - $ 119,967
View / Edit / Delete	134	- 1 -	$ 97,014	$ 80,130 - $ 95,408	$ 95,409 - $ 110,686	$ 110,687 - $ 125,966
View / Edit / Delete	135	0	$ 101,868	$ 84,137 - $ 100,179	$ 100,180 - $ 116,221	$ 116,222 - $ 132,264
View / Edit / Delete	136	- 3 -	$ 106,957	$ 88,344 - $ 105,188	$ 105,189 - $ 122,032	$ 122,033 - $ 138,877
View / Edit / Delete	137	- 1 -	$ 112,303	$ 92,759 - $ 110,445	$ 110,446 - $ 128,131	$ 128,132 - $ 145,819
View / Edit / Delete	138	0	$ 117,921	$ 97,397 - $ 115,968	$ 115,969 - $ 134,539	$ 134,540 - $ 153,110
View / Edit / Delete	139	- 1 -	$ 123,813	$ 102,267 - $ 121,766	$ 121,767 - $ 141,265	$ 141,266 - $ 160,766
Add New Grade						

Intranet Menu | Reviews | Employees | Grades | Positions | Departments | Performance Ratings | Annual Rollovers | Reports

Select a fiscal year: 2011

Add New Position

Actions	Grade	Position	Weights	Employees
View / Edit / Delete	101	#TEST_POSITION	5 / 5	
View / Edit / Delete	118	911 Supervisor	5 / 5	- 1 -
View / Edit / Delete	114	Account Clerk III	4 / 6	- 2 -
View / Edit / Delete	117	Accountant I	5 / 5	
View / Edit / Delete	120	Accountant II	5 / 5	- 2 -
View / Edit / Delete	116	Admin Asst To City Mgr	4 / 6	
View / Edit / Delete	112	Administrative Assistant	4 / 6	- 15 -
View / Edit / Delete	114	Assessment Valuation Specialist	3 / 7	
View / Edit / Delete	116	Assist City Clerk	5 / 5	- 1 -
View / Edit / Delete	114	Assistant City Assessor	5 / 5	
View / Edit / Delete	127	Assistant City Engineer	6 / 4	
View / Edit / Delete	128	Assistant Finance Director	7 / 3	- 1 -
View / Edit / Delete	123	Assistant Library Director	7 / 3	- 1 -
View / Edit / Delete	125	Assistant Planning Director/Planner	6 / 4	
View / Edit / Delete	111	Billing Clerk	3 / 7	- 1 -
View / Edit / Delete	120	Billing Supervisor	5 / 5	
View / Edit / Delete	113	Building Maintenance Supervisor	3 / 7	
View / Edit / Delete	109	Building Supervisor	3 / 7	- 2 -
View / Edit / Delete	116	Central Services Coordinator	5 / 5	- 1 -
View / Edit / Delete	132	Central Services Director	7 / 3	- 1 -
View / Edit / Delete	124	Chief Building Inspector	5 / 5	- 1 -
View / Edit / Delete	129	Chief Electrical Engineer	0 / 0	
View / Edit / Delete	136	Chief Of Police	7 / 3	- 1 -
View / Edit / Delete	123	City Assessor	7 / 3	- 1 -
View / Edit / Delete	127	City Clerk	7 / 3	- 1 -
View / Edit / Delete	139	City Manager	7 / 3	- 1 -
View / Edit / Delete	124	Civil Engineer I	5 / 5	- 1 -
View / Edit / Delete	126	Civil Engineer II	6 / 4	- 1 -
View / Edit / Delete	120	Community Development Manager	5 / 5	- 1 -
View / Edit / Delete	113	Computer Operator	3 / 7	- 1 -
View / Edit / Delete	119	Computer Programmer	6 / 4	

View / Edit / Delete	126	Construction / Inspection Manager	5 / 5	
View / Edit / Delete	122	Construction Manager	5 / 5	
View / Edit / Delete	122	Contract and Procurement Manager	5 / 5	- 1 -
View / Edit / Delete	137	Controller/Treasurer	7 / 3	- 1 -
View / Edit / Delete	126	Customer Service Dept. Director	7 / 3	
View / Edit / Delete	117	Customer Service Supervisor	5 / 5	- 1 -
View / Edit / Delete	122	Customer Services Manager	6 / 4	- 1 -
View / Edit / Delete	119	Department Budget & Support Supervisor	5 / 5	- 1 -
View / Edit / Delete	114	Downtown Coordinator	5 / 5	- 1 -
View / Edit / Delete	121	Economic Development Manager	6 / 4	- 1 -
View / Edit / Delete	133	Electric Director	7 / 3	
View / Edit / Delete	124	Electrical Engineer I	5 / 5	- 1 -
View / Edit / Delete	126	Electrical Engineer II	5 / 5	
View / Edit / Delete	120	Emergency Management Coordinator	5 / 5	
View / Edit / Delete	128	Eng. Services & System Ops Sup	5 / 5	- 1 -
View / Edit / Delete	117	Field Service Rep III	3 / 7	- 1 -
View / Edit / Delete	118	Field Supervisor I	4 / 6	- 2 -
View / Edit / Delete	120	Field Supervisor II	5 / 5	
View / Edit / Delete	125	Financial Reporting & Accounting Manager	6 / 4	- 1 -
View / Edit / Delete	101	Fire Chief	0 / 0	- 1 -
View / Edit / Delete	117	Fire Chief's Assistant	5 / 5	- 1 -
View / Edit / Delete	119	GIS Coordinator	6 / 4	
View / Edit / Delete	122	GIS Manager	6 / 4	- 1 -
View / Edit / Delete	113	GIS Technician	3 / 7	- 1 -
View / Edit / Delete	121	HR & Safety Coordinator	5 / 5	- 1 -
View / Edit / Delete	112	Human Resouces Specialist	5 / 5	
View / Edit / Delete	109	Human Resources Clerk	3 / 7	- 2 -
View / Edit / Delete	120	Human Resources Coordinator	5 / 5	
View / Edit / Delete	132	Human Resources Director	7 / 3	- 2 -
View / Edit / Delete	133	Information Technology Dir.	7 / 3	- 1 -
View / Edit / Delete	119	Inspector III	5 / 5	- 2 -
View / Edit / Delete	120	Lan Analyst	6 / 4	- 2 -
View / Edit / Delete	119	Librarian I	4 / 6	- 4 -
View / Edit / Delete	121	Librarian II	5 / 5	- 2 -
View / Edit / Delete	127	Library Director	6 / 4	- 1 -
View / Edit / Delete	127	Line Crew Superintendent	5 / 5	- 1 -
View / Edit / Delete	101	Mayor	0 / 0	- 1 -

	119	Meter Crew Leader	5 / 5	
View / Edit / Delete	132	Parks And Recreation Director	7 / 3	- 1 -
View / Edit / Delete	117	Payroll Specialist	5 / 5	- 1 -
View / Edit / Delete	117	Planner I	6 / 4	
View / Edit / Delete	118	Planner II	6 / 4	- 2 -
View / Edit / Delete	134	Planning & Community Development Directo	7 / 3	- 1 -
View / Edit / Delete	131	Planning and Inspection Director	7 / 3	
View / Edit / Delete	101	Police Captain	0 / 0	- 2 -
View / Edit / Delete	130	Police Major	7 / 3	- 1 -
View / Edit / Delete	125	Police Resources Mgr.	6 / 4	- 1 -
View / Edit / Delete	125	Principal Planner	6 / 4	- 1 -
View / Edit / Delete	121	Programmer Analyst	6 / 4	
View / Edit / Delete	126	PU Operatons/Construction Manager	7 / 3	- 1 -
View / Edit / Delete	116	Public Affairs Coordinator	5 / 5	- 1 -
View / Edit / Delete	136	Public Services Manager	7 / 3	- 1 -
View / Edit / Delete	136	Public Utilities Manager	7 / 3	- 1 -
View / Edit / Delete	131	Public Works Director	7 / 3	
View / Edit / Delete	126	Public Works Operation Manager	5 / 5	- 1 -
View / Edit / Delete	120	Purchaser	5 / 5	
View / Edit / Delete	111	Records Management Coordinator	3 / 7	
View / Edit / Delete	118	Records Unit Supervisor	5 / 5	- 1 -
View / Edit / Delete	117	Recreation Center Coordinator	5 / 5	- 1 -
View / Edit / Delete	117	Recreation Program Specialist	5 / 5	- 1 -
View / Edit / Delete	112	Residential Assessment Tech	4 / 6	- 1 -
View / Edit / Delete	121	Senior Accountant	5 / 5	
View / Edit / Delete	132	Senior City Administrator	7 / 3	- 1 -
View / Edit / Delete	123	Senior Construction Manager	5 / 5	
View / Edit / Delete	121	Senior Engineering Fieldworker	5 / 5	
View / Edit / Delete	122	Senior LAN Analyst	5 / 5	
View / Edit / Delete	119	Senior Planner	6 / 4	
View / Edit / Delete	123	Senior Programmer Analyst	6 / 4	- 1 -
View / Edit / Delete	102	Service Center Clerk	3 / 7	- 2 -
View / Edit / Delete	117	Sports Coordinator	5 / 5	- 1 -
View / Edit / Delete	119	Substation Relay Foreman	5 / 5	- 1 -
View / Edit / Delete	122	Superintendent Of Grounds	5 / 5	- 1 -
View / Edit / Delete	112	Support Services Manager	0 / 0	
View / Edit / Delete	118	Victim Services Coordinator	5 / 5	- 1 -

	124	Water Production Supervisor	5 / 5	- 1 -
View / Edit / Delete	121	Water/Waste Maintenance Super.	5 / 5	- 1 -
View / Edit / Delete	131	Water/Wastewater Manager	6 / 4	- 1 -
View / Edit / Delete	120	Water/Wastewater Project Supervisor	5 / 5	
View / Edit / Delete	110	Weed & Seed Program Coordinator	5 / 5	
Add New Position				

AGREEMENT

BETWEEN

THE IUE-CWA-CWA-AFL-CIO AND ITS AFFILIATE LOCAL 88315 –

DOVER ORGANIZATION OF EMPLOYEES

AND

THE CITY OF DOVER, DELAWARE

JULY 1, 2010 - JUNE 30, 2012

APPENDIX A
JOB TITLE/GRADES ASSIGNMENTS

JOB TITLE	GRADE
CLERICAL/FINANCE	
ACCOUNT CLERK I	12
ACCOUNT CLERK II	14
COMPUTER OPERATOR	15
CUSTOMER SERVICE CLERK I	12
CUSTOMER SERVICE CLERK II	14
FIELD SERVICE REP I	12
FIELD SERVICE REP II	14
KEY PUNCH OPERATOR	12
OFFICE ASSISTANT I	8
OFFICE ASSISTANT II	12
RECEPTIONIST	7
SECRETARY I	10
SECRETARY II	13
LIBRARY	
LIBRARY ASSISTANT	14
LIBRARY CLERK I	12
LIBRARY CLERK II	13
LIBRARY PAGE	7
INSPECTIONS/PLANNING	
INSPECTOR I	17
INSPECTOR II	20
INSPECTOR AIDE	7
PLANNING TECHNICIAN	12
POLICE	
ANIMAL CONTROL OFFICER	12
COMMUNICATION OPERATOR	18
PARKING ENFORCEMENT OFFICER	11
POLICE CLERK I	9
POLICE CLERK II	13
FIRE	
FIRE DISPATCHER	17
WAREHOUSE/PURCHASING	
CENTRAL MAILROOM CLERK	13
INVENTORY CLERK	15
MATERIAL EXPEDITURE	17
STOREKEEPER/BUYER I	13
STOREKEEPER/BUYER II	15
VEHICLE MAINTENANCE	
MECHANIC HELPER	12
MECHANIC I	15
MECHANIC II	19

JOB TITLE	GRADE
LABOR, TRADES AND TRANSPORTATION	
CAD TECHNICIAN	23
CONSTRUCTION INSPECTOR	21
PW INSPECTOR	20
BUILDING MAINTENANCE	
BUILDING MAINTENANCE CRAFTSPERSON I	15
BUILDING MAINTENANCE CRAFTSPERSON II	19
BUILDING MAINTENANCE UTILITY TECH	17
CUSTODIAN I	10
CUSTODIAN II	12
GROUNDS MAINTENANCE	
ARBORIST	16
CREW LEADER	17
LABORER I	7
LABORER II	12
LEAD LABORER	15
MEO I	11
MEO II	13
NURSERYPERSON I	13
NURSERYPERSON II	15
SMALL ENGINE MECHANIC	13
SANITATION/STREETS/CONSTRUCTION/ WATER/WASTEWATER	
CREW LEADER	17
HEAVY EQUIPMENT OPERATOR I	15
HEAVY EQUIPMENT OPERATOR II	19
LABORER I	7
LABORER II	12
LEAD LABORER	15
MEO I	11
MEO II	13
MEO III	15
SIGN/STREET PAINTER	13
UTILITY CONSTRUCTION WORKER	14
UTILITY CONSTRUCTION CREW LEADER	20
UTILITY LOCATOR I	14
UTILITY LOCATOR II	16
UTILITY MAINTENANCE MECHANIC I	15
UTILITY MAINTANENCE MECHANIC II	19
WATER SERVICE PERSON	14
WATER TREATMENT PLANT OPERATOR I	15
WATER TREATMENT PLANT OPERATOR II	19

Effective 7/1/08

Appendix B
IUE Wage Scale
July 1, 2011 - June 30, 2012

102.00%

Grade	1 Step A	2 Step B	3 Step C	4 Step D	5 Step E	6 Step F	7 Step G	8 Step H	9 Step I	10 Step J	11 Step K	12 Step L	13 Step M
7	$10.33	$10.54	$10.91	$11.29	$11.68	$12.03	$12.39	$12.77	$13.14	$13.54	$13.94	$14.36	$14.79
8	$10.73	$10.95	$11.33	$11.73	$12.14	$12.51	$12.88	$13.27	$13.66	$14.07	$14.50	$14.93	$15.39
9	$11.19	$11.41	$11.81	$12.22	$12.65	$13.02	$13.42	$13.81	$14.23	$14.67	$15.10	$15.55	$16.02
10	$11.65	$11.88	$12.30	$12.73	$13.17	$13.57	$13.98	$14.40	$14.83	$15.27	$15.73	$16.20	$16.69
11	$12.15	$12.40	$12.83	$13.28	$13.74	$14.16	$14.58	$15.03	$15.48	$15.93	$16.41	$16.91	$17.41
12	$12.65	$12.90	$13.35	$13.82	$14.30	$14.73	$15.18	$15.63	$16.10	$16.59	$17.08	$17.59	$18.12
13	$13.19	$13.46	$13.93	$14.42	$14.92	$15.38	$15.83	$16.31	$16.80	$17.30	$17.82	$18.36	$18.91
14	$13.77	$14.05	$14.54	$15.05	$15.57	$16.04	$16.52	$17.02	$17.53	$18.05	$18.59	$19.15	$19.73
15	$14.38	$14.67	$15.18	$15.71	$16.26	$16.75	$17.25	$17.78	$18.30	$18.85	$19.42	$20.00	$20.61
16	$15.00	$15.30	$15.83	$16.39	$16.96	$17.47	$18.00	$18.53	$19.09	$19.66	$20.26	$20.86	$21.49
17	$15.65	$15.96	$16.52	$17.10	$17.69	$18.23	$18.78	$19.34	$19.92	$20.51	$21.13	$21.76	$22.41
18	$16.35	$16.67	$17.26	$17.86	$18.49	$19.04	$19.62	$20.20	$20.80	$21.43	$22.07	$22.74	$23.41
19	$17.13	$17.47	$18.08	$18.72	$19.37	$19.95	$20.56	$21.18	$21.81	$22.46	$23.13	$23.83	$24.54
20	$17.98	$18.34	$18.99	$19.65	$20.34	$20.94	$21.57	$22.21	$22.89	$23.58	$24.27	$25.01	$25.75
21	$18.85	$19.23	$19.90	$20.60	$21.32	$21.96	$22.61	$23.28	$23.98	$24.71	$25.45	$26.21	$27.00
22	$19.77	$20.16	$20.87	$21.60	$22.35	$23.02	$23.70	$24.41	$25.15	$25.91	$26.69	$27.49	$28.31
23	$20.71	$21.13	$21.87	$22.63	$23.42	$24.14	$24.86	$25.60	$26.37	$27.16	$27.98	$28.82	$29.68
24	$21.72	$22.16	$22.93	$23.74	$24.57	$25.30	$26.06	$26.84	$27.65	$28.48	$29.33	$30.22	$31.11

Amounts represent hourly rates.

Step A, B and C are for all employees hired on or after July 1, 2004.

AN AGREEMENT

BETWEEN THE

DOVER POLICE DEPARTMENT MEMBERS
FRATERNAL ORDER OF POLICE LODGE #15

AND THE

CITY OF DOVER, DELAWARE

JULY 1, 2009 - JUNE 30, 2012

SALARY SCHEDULE
July 1, 2010 - June 30, 2011

103.00%							
PATROLMAN	**1 YEAR**	**2 YEARS**	**3 YEARS**				
HOURLY	$21.68	$23.33	$24.79				
ANNUAL	45,094.40	48,526.40	51,563.20				
PATROLMAN 1ST CLASS		**4 YEARS**	**5 YEARS**	**6 YEARS**	**7-10 YEARS**	**11-15 YEARS**	**16-20 YEARS**
HOURLY		$25.88	$26.92	$28.11	$29.59	$31.00	$31.62
ANNUAL		53,830.40	55,993.60	58,468.80	61,547.20	64,480.00	65,769.60
CORPORAL					**9-10 YEARS**	**11-15 YEARS**	**16-20 YEARS**
HOURLY					$30.78	$32.24	$32.88
ANNUAL					64,022.40	67,059.20	68,390.40
MASTER CORPORAL		**6-7 YEARS**	**8 YEARS**	**9 YEARS**	**10 YEARS**	**11-15 YEARS**	**16-20 YEARS**
HOURLY		$31.25	$32.07	$32.91	$34.01	$35.42	$36.13
ANNUAL		65,000.00	66,705.60	68,452.80	70,740.80	73,673.60	75,150.40
SERGEANT			**8 YEARS**	**9 YEARS**	**10 YEARS**	**11-15 YEARS**	**16-20 YEARS**
HOURLY			$35.00	$36.06	$37.14	$38.23	$38.86
ANNUAL			72,800.00	75,004.80	77,251.20	79,518.40	80,828.80
LIEUTENANT						**11-15 YEARS**	**16-20 YEARS**
HOURLY						$41.72	$42.34
ANNUAL						86,777.60	88,067.20
CAPTAIN							**16-20 YEARS**
HOURLY							$47.00
ANNUAL							97,760.00

The above pay plan represents a 3% increase over the July 1, 2009 pay plan.

Hourly rate times 2080 equals annual rate.

An Officer's annual salary increase will be his or her hire date.

0 to 1 year service time = 1 year.

1 yr 1 day to 2 yrs service time = 2 years

2 yr 1 day to 3 yrs service time - 3 years

Entire salary chart follows this format.

AN AGREEMENT BETWEEN THE

INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS

LOCAL 1238

AND THE

CITY OF DOVER, DELAWARE

July 1, 2010 – June 30, 2013

Appendix B

102.00%

IBEW Wage and Progression Scale
July 1, 2011 - June 30, 2012

Electrician	Grade		Step A	Step B	Step C	Step D
Electrician I	18	12 mo	$22.02	$22.68	$23.48	$24.41
Electrician II	20	until licensed	$24.04	$24.76	$25.63	$26.65
Licensed Electrician	21	thereafter	$25.15	$25.92	$26.81	$27.89
Utility Locator						
Utility Locator I	13	24 mo	$17.72	$18.25	$18.89	$19.65
Utility Locator II	14	24 mo	$18.53	$19.09	$19.76	$20.55
Utility Locator III	15	thereafter	$19.33	$19.91	$20.61	$21.43
Electric Meter Technician						
Electric Meter Technician I	16	thereafter	$20.15	$20.76	$21.48	$22.34
Electric Meter Technician II	19	thereafter	$22.99	$23.68	$24.51	$25.49
Electric Meter Technician Crew Leader	20		$24.04	$24.76	$25.63	$26.65
Relay Technician						
Substation Technician I	18	12 mo	$22.02	$22.68	$23.48	$24.41
Substation Technician II	19	thereafter	$22.99	$23.68	$24.51	$25.49
Substation Technician Crew Leader	20		$24.04	$24.76	$25.63	$26.65
Engineering Fieldman						
Engineering Fieldman I	21	12 mo	$25.15	$25.92	$26.81	$27.89
Engineering Fieldman II	22	thereafter	$26.39	$27.18	$28.13	$29.26
Engineering Fieldman Crew Leader	23		$27.67	$28.50	$29.50	$30.68
System Operator						
System Operator I	22	12 mo	$26.39	$27.18	$28.13	$29.26
System Operator II	23	thereafter	$27.67	$28.50	$29.50	$30.68
System Operator Crew Leader	24		$28.95	$29.82	$30.87	$32.10
T&D Engineering Coordinator						
T&D Engineering Coordinator I	14	24 mo	$18.53	$19.09	$19.76	$20.55
T&D Engineering Coordinator II	15	24 mo	$19.33	$19.91	$20.61	$21.43
T&D Engineering Coordinator III	16	thereafter	$20.15	$20.76	$21.48	$22.34
Electric Draftsman						
Electric Draftsman I	17	24 mo	$21.05	$21.69	$22.44	$23.34
Electric Draftsman II	18	until qualified	$22.02	$22.68	$23.48	$24.41
Electric Draftsman III	19	thereafter	$22.99	$23.68	$24.51	$25.49
SCADA Technician						
SCADA Technician I	20	24 mo	$24.04	$24.76	$25.63	$26.65
SCADA Technician II	21	until qualified	$25.15	$25.92	$26.81	$27.89
SCADA Technician III	22	thereafter	$26.39	$27.18	$28.13	$29.26
Lineman						
Groundsworker I	10	12 mo	$15.61	$16.08	$16.64	$17.31
Groundsworker II	14	thereafter	$18.53	$19.09	$19.76	$20.55
Lineman 3rd Class I	17	12 mo	$21.05	$21.69	$22.44	$23.34
Lineman 3rd Class II	18	thereafter	$22.02	$22.68	$23.48	$24.41
Lineman 2nd Class I	20	12 mo	$24.04	$24.76	$25.63	$26.65
Lineman 2nd Class II	21	thereafter	$25.15	$25.92	$26.81	$27.89
Lineman 1st Class I	23	12 mo	$27.67	$28.50	$29.50	$30.68
Lineman 1st Class II	24	thereafter	$28.95	$29.82	$30.87	$32.10
Lineworker Crew Leader	25	thereafter	$30.98	$31.91	$33.03	$34.35

Civil Engineer Career Ladder

Position	Labor Grade	Service Time at the City of Dover			Bachelors	EIT	PE	Masters
		2 Years	4 Years	6 Years				
Intern	122							
Civil Engineer I	124							
Civil Engineer II	126							
Civil Engineer III	128							
Water/WasteWater Manager	131							

Electrical Engineer Career Ladder

Position	Labor Grade	Service Time at the City of Dover			Bachelors in EE	EIT	PE with EE certification	Related Masters
		2 Years	4 Years	6 Years				
Intern	122							
Electrical Engineer I	124							
Electrical Engineer II	126						OR	
Electrical Engineer III	128						AND	

Indicates requirements for the position

P: Human Resources / Engineer Career Ladder

Harrington

Harrington
Benefits for Full Time City Hall Employees

Medical Insurance – Blue Cross Blue Shield
(Self, family, self&spouse, self&children)
Vision Insurance – Vision Benefits of America
Dental Insurance – Dearborn Insurance
Cancer Insurance, Accident Insurance - AFLAC

Sick Days – no sick time accumulation until after 90 days probation
After 90 days probation you will receive 24 hours sick time then 3.69 hours per pay
An employee may accumulate up to a maximum of 960 hours.

Vacation Time – no vacation time accumulation until after 90 days probation
After 90 days probation you will receive 24 hours vacation time then 3.69 hours per pay

Probation period to 5 years	12 days vacation
6 years to 9 years	15 days
10 years to 19 years	20 days
20 years to 34 years	25 days
35 years or more	30 days

12 Holidays per year:
Martin Luther King Day
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
New Year's Day

State Pension Package
Police Pension – Employer contributes 14.53%, employee contributes 3.0%
General Pension – Employer contributes 6.55%, employee contributes 3.0%
Fully vested after 5 years of employment, employee contributes once they have grossed $6000.00 per year

Health Savings Account (HSA)
Paid by City for Single coverage to help pay deductible
Employee can contribute more to help pay out of pocket medical expenses

Life Insurance - $50,000 premium paid by City while you are employed

Breavement Leave – for immediate family member up to 3 working days

City of Harrington

Job Title	Rate1	Yearly salary
Administrative Assistant	12.2400	$25,459.20
Administrative Assistant	13.5600	$28,204.80
Assistant Librarian	11.0043	$22,888.94
Chief of Police	29.8980	$62,187.84
City Clerl	14.5000	$30,160.00
City Manager		$62,000.00
Code Enforcement Officer	15.2883	$31,799.66
Deputy Chief	22.6134	$47,035.87
EMS	13.5000	$28,080.00
EMS	17.8300	$37,086.40
Finance Director	23.9700	$49,857.60
Library Clerk	8.5000	$17,680.00
Library Clerk	8.5000	$17,680.00
Library Directpr	18.7986	$39,101.09
Parks & Recreation	11.5143	$23,949.74
Patrolman	15.5789	$32,404.11
Patrolman	15.5789	$32,404.11
Patrolman First Class	16.5135	$34,348.08
Patrolman First Class	16.5172	$34,355.78
Police Officer Recruit	15.2734	$31,768.67
Police Officer Recruit	15.5789	$32,404.11
Police Resource Mgr.	19.1760	$39,886.08
Public Works Director	22.1850	$46,144.80
Public Works Technician	12.0000	$24,960.00
Public Works Technician	14.4432	$30,041.86
Public Works Technician	16.1780	$33,650.24
Public Works Technician	19.3392	$40,225.54
Sergeant	17.9826	$37,403.81
Sergeant	19.3392	$40,225.54
Superv. Parks& Recreation	15.0057	$31,211.86
Waster Water Supervisor	24.6840	$51,342.72

Lewes

Department	Position	Hourly Rate	Salary at 4/1/11	M&CC Appointed Positions	Health Insurance Total Cost	ER pd Medical	EE pd Medical	EAP	SS	Med	Blood Bank	Pension	L& ADD	Flu	Sick	Vacation	Holidays	Total ER pd Benefits
Street	Truck Driver/Equip Operator	22.2706	46,322.89		15,890.64	13,958.86	1,931.78	70.00	2,872.02	671.68	0.00	4,632.29	283.50	20.00	12	24	11	68,831.24
Street	Truck Driver/Equip Operator	14.4436	30,042.68		6,231.72	6,231.72	0.00	70.00	1,862.65	435.62	0.00	3,004.27	223.02	20.00	12	12	11	41,889.96
Street	Truck Driver/Equip Operator	18.6297	38,749.79		10,282.20	9,472.10	810.10	70.00	2,402.49	561.87	5.00	3,874.98	283.50	20.00	12	18	11	55,439.73
Street	Truck Driver/Equip Operator	14.4965	30,152.70		10,282.20	9,472.10	810.10	70.00	1,869.47	437.21	0.00	3,015.27	226.80	20.00	12	12	11	45,263.55
Street	Truck Driver/Mech/Laborer	19.7440	41,067.52		14,955.72	13,210.92	1,744.80	70.00	2,546.19	595.48	5.00	4,106.75	283.50	20.00	12	18	11	61,905.35
Street	Assistant Street Foreman	19.6154	40,800.00		15,890.64	13,958.86	1,931.78	70.00	2,529.60	591.60	0.00	4,080.00	283.50	20.00	12	18	11	62,333.56
Street	Truck Driver/Equip Operator	13.2600	27,580.80		15,890.64	13,958.86	1,931.78	70.00	1,710.01	399.92	0.00	2,758.08	207.90	20.00	12	12	11	46,705.57
Street	Street Foreman	25.5000	53,040.00		6,231.72	6,231.72	0.00	70.00	3,288.48	769.08	0.00	5,304.00	283.50	20.00	12	24	11	69,006.78
			307,756.38	0.00	95,655.48	86,495.14	9,160.34	560.00	19,080.90	4,462.47	10.00	30,775.64	2,075.22	160.00				451,375.74
Police	Lieutenant	27.2925	59,606.79		15,890.64	13,958.86	1,931.78	70.00	3,695.62	864.30	0.00	8,285.34	283.50	20.00	12	12	11	86,784.41
Police	Corporal	23.5311	51,391.90		6,231.72	6,231.72	0.00	70.00	3,186.30	745.18	0.00	7,143.47	283.50	20.00	12	12	11	69,072.07
Police	Corporal	23.7664	51,905.82		6,231.72	6,231.72	0.00	70.00	3,218.16	752.63	0.00	7,214.91	283.50	20.00	12	18	11	69,696.74
Police	Patrolman	19.4150	42,402.38		6,231.72	6,231.72	0.00	70.00	2,628.95	614.83	0.00	1,696.10	283.50	20.00	12	12	11	53,947.48
Police	Chief	35.5529	73,950.00		0.00	0.00	0.00	70.00	4,584.90	1,072.28	0.00	2,958.00	283.50	20.00	12	20	11	82,938.68
Police	Sergeant	25.3412	55,345.21		10,282.20	9,472.10	810.10	70.00	3,431.40	802.51	0.00	7,692.98	283.50	20.00	12	12	11	77,117.71
Police	Patrolman First Class	20.8720	45,584.37		6,231.72	6,231.72	0.00	70.00	2,826.23	660.97	0.00	6,336.23	283.50	20.00	12	18	11	62,013.02
Police	Patrolman	19.4150	42,402.38		15,890.64	13,958.94	1,931.70	70.00	2,628.95	614.83	0.00	5,893.93	283.50	20.00	12	12	11	65,872.54
Police	Sergeant	25.5946	55,898.66		15,890.64	13,958.94	1,931.70	70.00	3,465.72	810.53	0.00	7,769.91	283.50	20.00	12	18	11	82,277.26
Police	Patrolman First Class	20.6653	45,133.04		6,231.72	6,231.72	0.00	70.00	2,798.25	654.43	0.00	6,273.49	283.50	20.00	12	12	11	61,464.43
Police	Patrolman First Class	20.8720	45,584.37		10,282.20	9,472.10	810.10	70.00	2,826.23	660.97	0.00	6,336.23	283.50	20.00	12	18	11	65,253.41
Police	Patrolman First Class	20.6653	45,133.04		6,231.72	6,231.72	0.00	70.00	2,798.25	654.43	0.00	6,273.49	283.50	20.00	12	12	11	61,464.43
Police	Patrolman First Class	20.4607	44,686.18		6,231.72	6,231.72	0.00	70.00	2,770.54	647.95	0.00	6,211.38	283.50	20.00	12	12	11	60,921.27
			659,024.14	0.00	111,858.36	104,442.99	7,415.37	910.00	40,859.50	9,555.85	0.00	80,085.47	3,685.50	260.00				837,902.17
Police clerk	Clerk	17.0789	31,083.65		15,890.64	13,958.86	1,931.78	70.00	1,927.19	450.71	0.00	3,108.37	230.58	20.00	12	18	11	50,849.35
Bldg Offic	Building official	30.7547	63,969.80		6,231.72	6,231.72	0.00	70.00	3,966.13	927.56	0.00	6,396.98	283.50	20.00	12	12	11	81,865.69
Bldg Offic	Asst Building Official	24.4455	30,508.01		0.00	0.00	0.00	0.00	1,891.50	442.37	0.00	0.00	0.00	20.00	0	0	0	32,861.88
			94,477.81	0.00	6,231.72	6,231.72	0.00	70.00	5,857.62	1,369.93	0.00	6,396.98	283.50	40.00				114,727.57
Finance	A/P & Payroll Clerk	17.0228	30,981.41		6,231.72	6,231.72	0.00	70.00	1,920.85	449.23	5.00	3,098.14	230.58	20.00	12	12	11	43,006.93
Finance	A/R & Tax Clerk	19.3242	35,170.03		6,231.72	6,231.72	0.00	70.00	2,180.54	509.97	5.00	3,517.00	260.82	20.00	12	12	11	47,965.08
Finance	Financial Officer	29.2737	53,278.11	2,000.00	6,231.72	6,231.72	0.00	70.00	3,427.24	801.53	0.00	5,327.81	283.50	20.00	12	12	11	69,439.92
Finance	Finance Clerk & Receptionist	15.5858	28,366.20		10,282.20	9,472.10	810.10	70.00	1,758.70	411.31	5.00	2,836.62	211.68	20.00	12	12	11	43,151.62
			147,795.75	2,000.00	28,977.36	28,167.26	810.10	280.00	9,287.34	2,172.04	15.00	14,779.57	986.58	80.00				203,563.54
City Mgr	Administrative Assistant	26.4181	48,080.90	5,000.00	6,231.72	6,231.72	0.00	70.00	3,291.02	769.67	5.00	4,808.09	283.50	20.00	12	12	11	63,559.90
City Mgr	City Manager	51.1330	93,062.15		0.00	0.00	0.00	70.00	5,769.85	1,349.40	0.00	9,306.21	283.50	20.00	12	20	11	109,861.12
			141,143.05	5,000.00	6,231.72	6,231.72	0.00	140.00	9,060.87	2,119.07	5.00	14,114.31	567.00	40.00				173,421.02
Grants Admin	Special Projects Officer	17.0000	26,520.00		0.00	0.00	0.00	0.00	1,644.24	384.54	0.00	0.00	0.00	20.00				28,568.78

Normally holidays are 11 + 1 when there is an election.

Middletown

The Mayor and Council of Middletown

19 West Green Street, Middletown, Delaware 19709

Kenneth L. Branner, Jr., *Mayor*
Council Members:
James L. Reynolds, *Vice-Mayor*
Robin Burgess
Charles Dixon
Jason Faulkner
Robert McGhee
Robert Pierce

J. Morris Deputy, *Town Manager*
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Kelly Fletcher, *Town Clerk*
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Administration Offices
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BENEFITS PACKAGE FOR TOWN OF MIDDLETOWN EMPLOYEES

BLOOD BANK The Town pays your annual dues to be a member. You are responsible possible for meeting the requirements of your blood donations.

CREDIT UNION You are eligible to join the Delaware Federal Credit Union as a Town of Middletown employee.

EDUCATION ASSISTANCE The Town will reimburse full time employees once they have completed their six (6) month training program for all costs for the course and course materials. You must complete the course with a passing grade of "C" or better. Courses must be approved by the Town Manager and Mayor before you enroll.

GROUP LIFE INSURANCE We carry a life insurance policy on you equal to one times your annual salary.

GROUP DISABILITY We will carry Long and Short Term Disability Insurance so that you will have income should you be unable to work due to a prolonged illness, or an injury acquired off the job.

DENTAL PLAN We will reimburse you 100% for the first $150 spent and will pay 50% of all bills above the initial $150 up to an additional $900 for each family member (total per family member $1,050). In addition, an employee-paid plan is also available for you to join.

EYE GLASSES PLAN The Town will pay 100% of the first $250 you spend on eye care per family member per year and also pay 50% of all bills above the initial $250, up to a maximum $500 reimbursement per family member per year. This is in addition to the coverage provided through our health insurance plan.

MEDICAL INSURANCE	The Town pays 100% for your individual or family coverage for a a high deductible plan with a prescription co-pay and a Health Reimbursement Account (HRA). The Town currently funds 75% of the deductible; the remainder is an out-of-pocket expense for the employee. If you already have health insurance, and can show proof of it, you can opt to not be covered by our plan and be paid 1/3 of the cost of the employee premium.
PENSION	The Town contributes 6% of your gross salary to an interest bearing account payable to you either at retirement or termination. You may receive a lump sum or we will set up a payment plan.
457 (b) PLAN	A voluntary Deferred Compensation Program available for employees who wish to participate.
FLEXIBLE BENEFIT PLAN	Optional Flexible Benefit Plans are available for medical and dependent care expenses on a pretax basis.
UNIFORMS	Uniforms are supplied for all Public Works' employees.
SAFETY SHOES	An allowance is provided for your safety shoes.
DRIVER'S LICENSE	You are required to have a valid state driver's license.
WORK HOURS	Regular office hours are 8:30 – 5:00 and the Public Works' hours are 7:00 – 3:30. We give ½ hour for lunch and we pay overtime at 1½ times above 40 hours.
PHYSICAL	You will be required to take a physical, which includes a drug screen, prior to employment. We will schedule it with our physician and pay for it.
HOLIDAYS	The Town has 10 paid holidays per year.
PERSONAL DAYS	The Town gives you 2 personal days per year (to use at your discretion).
SICK LEAVE	We give you 1-1/4 sick days per month (15/year), which may be carried over year-to-year. Any days left at retirement (max. of 90) will be bought back from you at 1 day's pay for every 2-day's sick time or you may take them at retirement.

VACATION	1-5 Years	2 Weeks	Employees may carry-over the equivalent of one year's vacation time.
	6-10 Years	3 Weeks	
	11-20 Years	4 Weeks	
	21+ Years	5 Weeks	

Employees hired before July 1st receive two weeks vacation; employees hired after July 1st receive 1 weeks vacation.

PERFORMANCE REVIEW	Given on an annual basis to help determine raises and to evaluate an employee's performance.

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GROUP PRESCRIPTION EYE GLASS PLAN

1. This plan is applicable to all full time employees, their spouse and children.

2. This plan is self-insured by The Mayor and Council of the Town of Middletown.

3. The Town will reimburse individual full time employees and each family member covered by this plan, the cost of eye care to include the eye examination and prescription glasses.

4. The maximum reimbursement payable to an employee or authorized family member is $500.00 per calendar year.

    A. The Town will reimburse the employee 100% of the first $250.00 paid for eye care for themselves or their authorized family member per calendar year.

    B. The remaining $250.00 per family member will be reimbursed at a rate of 50% of all authorized expenses paid in excess of the first $250.00 up to a maximum of $250.00 the maximum allowed.

5. All requests for payment will only be honored if accompanied by proof of payment.

    A. To receive payment, the employee must provide the Human Resource Manager with a ***paid receipt*** for services rendered.

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DENTAL PLAN

The Town started a self-insured Dental Plan for all employees effective April 1, 1998.

All employees and their dependents (as defined by the IRS) will be covered starting the date an employee comes to work for the Town as a full time employee.

The Town will pay the employee for out of pocket expenses paid for each family member the employee claims as a dependent, in addition to spouse and self.

The Town will pay 100% of the first $150.00 an employee spends on dental work per family member per year.

The Town will also pay 50% of all bills above the initial $150, up to a maximum $900 reimbursement per family member per year.

To receive payment for any dental work, the employee must submit a "paid" bill from the dentist to the Human Resource Manager.

Once the "paid" bill is presented to the Human Resource Manager, a check will be issued for the Town's portion of the bill.

A check should be issued to the employee within 4 working days after submitting the paid bill.

Dependent children will be covered until age 24 as defined:

1. Each unmarried child for whom the Insured is legally responsible and depends on the Insured for support and maintenance.
2. The dependent child is a full time student at an accredited school.
3. A handicapped child due to a condition that occurred before attainment of the limiting age, is incapable of self-sustaining employment and is dependent on his/her parents for lifetime care and supervision.

Maximum money paid per person, per calendar year will not exceed $1,050.00.

Middletown

FY'12 LEVEL AND WAGE GUIDELINES

CLASSIFICATION	FY2012 Level and Wage Guidelines		
	LEVEL 1	LEVEL 2	LEVEL 3
CLERICAL I	$12.69	$14.40	$15.60
CLERICAL II	$16.33	$17.11	$18.01
CLERICAL III	$20.41		
MUNICIPAL WORKER I	$11.82		
MUNICIPAL WORKER II	$14.40	$15.60	$16.50
MUNICIPAL WORKER III	$17.41	$18.25	$19.20
GROUND/METER I	$11.82	$14.05	
GROUND/METER II	$15.60	$16.49	$17.41
GROUND/METER III	$18.61	$19.51	$20.41
MAINTENANCE I	$11.82	$14.05	
MAINTENANCE II	$15.60	$16.49	$17.41
MAINTENANCE III	$18.61	$19.51	$20.41
MAINT ELEC I	$12.37	$14.70	
MAINT ELEC II	$15.82	$17.56	$19.33
MAINT ELEC III	$21.07	$22.54	$24.01
WATER/WWTECH I	$11.82	$13.51	$14.40
WATER/WWTECH II	$15.00	$15.90	$16.80
WATER/WWTECH III	$18.62	$19.80	$21.01
OPERATOR I	$16.15	$18.01	
OPERATOR II	$19.21	$20.10	$21.60
OPERATOR III	$24.04		
MECHANIC I	$16.15	$18.01	
MECHANIC II	$19.21	$20.10	$21.60
MECHANIC III	$24.04		
INSPECTOR I	$19.25		
INSPECTOR II	$25.20	must have 4 certifications	
INSPECTOR III	$26.93	must have 7 certifications	
IT NETWORK TECH I	$15.31		
IT NETWORK TECH II	$18.50		
IT NETWORK TECH III	$22.50		
IT NETWORK TECH IV	$27.00		
LINEMAN I	$13.84	$15.90	$17.41
LINEMAN II	$19.20	$21.54	$24.01
LINEMAN III	$25.20	$27.61	$30.01

Date Printed: 9/1/2011

Milford

CITY OF MILFORD
BENEFITS

Direct Deposit: City will direct deposit your pay into your bank account

Medical Insurance: City pays 90% of premium; Employee pays 10% of premium
State of DE Plan offering: Blue Cross Blue Shield: Comprehensive PPO & HMO
Aetna: HMO (Prescription Coverage thru MEDCO)
Coverage starts the first day of the following month of hire (Plan year July – June)

Dental Insurance: Employee pays 100% of premium (No City contribution)
State of DE Plan offering: Dominion Dental HMO
Delta Dental: PPO Plus Premier
Coverage starts the first day of the following month of hire (Plan year July – June)

Life Insurance: City pays 100% of premium (No Employee contribution)
Fort Dearborn Insurance: Insured amount is 2x employee's base annual pay, not to exceed $250,000, with reduced schedule at age 65.
Coverage starts the first day of the following month of hire

Accident Death & Dismemberment: City pays 100% of premium (No Employee contribution)
Fort Dearborn Insurance: * Two time your base annual salary, not to exceed $250,000, with reduced schedule at age 65.
Coverage starts the first day of the following month of hire

Long Term Disability Insurance: City pays 100% of premium (No Employee contribution)
Fort Dearborn Insurance: *Benefit starts on the 180th day of disability or accumulated sick time, whichever is longer
*Pays employee 60% of their basic monthly earnings to a maximum benefit of $5,000
*Benefits continue while disabled to age 65, or if disability occurs after age 60, on a reducing benefit duration
Coverage starts the first day of the following month of hire

Short Term Disability: **Voluntary**: Employee pays 100% of premium (No city contribution)
Fort Dearborn Insurance: *Starts on 30th day if off the job accident, sickness or pregnancy
*Continues up to 22 weeks
*Pays 60% of your gross weekly salary up to $750.00

Credit Union: City will do payroll deductions for deposit to DE Federal Credit Union

(Enrollment applications and deduction cards available from payroll office)

Blood Bank of DE: City offers to pay yearly membership fee; employee responsible for blood donation

Medical Expense Reimbursement Plan: Employee can designate up to $3,000.00 (pre-tax) for medical expense reimbursement
(Plan year: January - December)

Can sign up at hire or at beginning of plan year

Dependent Care Assistance Reimbursement: Employee can designate up to $5,000.00 (pre-tax) for dependent care reimbursement ($2,500.00) if married and filing a separate federal income tax return
(Plan year: January - December)

Can sign up at hire or at beginning of plan year

Retirement Plans: **State of DE County/Municipal Pension Plans;** (No Waiting Period)
General Plan (Civilians) Employee 3% after $6,000 exclusion
Employer 6.55% on all wages
Note: % is determined by state each year. Percentages shown above are for 2011-2012FY

Police Plan Employee 7% on base wages
Employer 14.53 % on base wages
Note: % is determined by state each year. Percentages shown above are for 2011-2012 FY

Deferred Compensation Plan: **ING 457** Employee /Employer Match: Employer will match up to 6% of Employee deduction; (Employee is eligible after 1 year or 1000 hours of service; Plan sign up is January and July)

Vacation:

Years of Service	Hours of Leave
1-5	80
6-9	120
10-14	160
15 Plus	200

Employee can accrue up to 240 hours. (Employee is paid 100% of vacation time accrued up to 240 hrs upon termination)

Sick: 8 hours accrues each month, with a maximum accrual of 1,040 hours, which would take an employee up to the time that the Long Term Disability would be available. (Employee is paid up to 156 hrs. of sick time accrued upon termination)

Holidays: New Year's, Martin Luther King, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Election Day, Returns Day (1/2), Veteran's Day, Thanksgiving and the Day after, Christmas Eve and Christmas Day.

Revised 7/1/2011

City of Milford Position Pay Grades

Grade	Title	Pay Grade as of July 2011 Min	Mdpt	Max
18	City Manager	$84,277	$109,560	$134,843
16	Chief of Police	$70,935	$92,215	$113,494
16	Finance Director	$70,935	$92,215	$113,494
16	Director of Public Works	$70,935	$92,215	$113,494
15	City Engineer	$65,077	$84,601	$104,124
15	Superintendent, Electric	$65,077	$84,601	$104,124
14	City Planner	$59,704	$77,615	$95,526
14	Information Technology Manager	$59,704	$77,615	$95,526
14	Police Captain	$59,704	$77,615	$95,526
13	Business Office Manager	$54,774	$71,207	$87,639
13	City Clerk/Executive Associate	$54,774	$71,207	$87,639
13	Director - Parks & Recreation	$54,774	$71,207	$87,639
13	Police Lieutenant	$54,774	$71,207	$87,639
13	Police Lieutenant	$54,774	$71,207	$87,639
13	Police Lieutenant	$54,774	$71,207	$87,639
13	Supeintendent, Streets & Solid Waste	$54,774	$71,207	$87,639
12	Electric Line Foreman	$50,251	$65,326	$80,403
12	Human Resources Manager	$50,251	$65,326	$80,403
12	W&W Supervisor	$50,251	$65,326	$80,403
12	W&W Supervisor	$50,251	$65,326	$80,403
11	Land Management Data Manager	$46,102	$59,934	$73,764
11	Code Enforcement Official	$46,102	$59,934	$73,764
11	Code Enforcement Official	$46,102	$59,934	$73,764
11	Electric Lineman, Crew Leader	$46,102	$59,934	$73,764
11	Meter Supervisor	$46,102	$59,934	$73,764
10	Assistant Superintendent, Streets & SW	$42,296	$54,985	$67,674
10	Electric Lineman, First Class	$42,296	$54,985	$67,674
10	Electric Lineman, First Class	$42,296	$54,985	$67,674
10	Electric Lineman, First Class	$42,296	$54,985	$67,674
10	Park Superintendent	$42,296	$54,985	$67,674
10	Recreation Superintendent	$42,296	$54,985	$67,674
9	Electric Underground Crew Leader	$38,804	$50,445	$62,096

City of Milford Position Pay Grades

Grade	Title	Pay Grade as of July 2011 Min	Mdpt	Max
9	Utility Inspector	$38,804	$50,445	$62,096
9	Warehouse Manager	$38,804	$50,445	$62,096
8	IT/Web Specialist	$38,804	$46,279	$56,959
8	Parks & Recreation Supervisor	$35,600	$46,279	$56,959
8	Streets Foreman	$35,600	$46,279	$56,959
8	Utility Crew Leader	$35,600	$46,279	$56,959

8	Water Treatment Operator	$35,600	$46,279	$56,959
8	Electric Lineman, Second Class	$35,600	$46,279	$56,959
7	Electric Lineman, Third Class	$32,660	$42,459	$52,256
7	Electric Lineman, Third Class	$32,660	$42,459	$52,256
7	Head Mechanic	$32,660	$42,459	$52,256
7	Meter Technician 1	$32,660	$42,459	$52,256
7	Meter Technician 1	$32,660	$42,459	$52,256
6	Software Specialist	$32,661	$38,953	$47,941
6	Payroll Administrator	$29,964	$38,953	$47,941
6	Administrative Assistant	$29,964	$38,953	$47,941
6	Administrative Assistant	$29,964	$38,953	$47,941
6	Administrative Assistant	$29,964	$38,953	$47,941
6	Administrative Assistant	$29,964	$38,953	$47,941
6	Administrative Assistant	$29,964	$38,953	$47,941
6	Billing Clerk	$29,964	$38,953	$47,941
6	Billing Clerk	$29,964	$38,953	$47,941
6	Billing Clerk	$29,964	$38,953	$47,941
6	Electric Utility Groundsman	$29,964	$38,953	$47,941
6	Mechanic	$29,964	$38,953	$47,941
6	Meter Technician 2	$29,964	$38,953	$47,941
6	Meter Technician 3	$29,964	$38,953	$47,941
6	Terminal Agency Coord/Evidence Custodian	$29,964	$38,953	$47,941
6	Utility Worker	$29,964	$38,953	$47,941
6	Utility Worker	$27,490	$38,953	$47,941
5	Account Payable Administrator	$27,490	$35,736	$43,983
5	Equipment Operator	$27,490	$35,736	$43,983

City of Milford Position Pay Grades

		Pay Grade as of July 2011		
Grade	Title	Min	Mdpt	Max
5	Head Cashier	$27,490	$35,736	$43,983
5	Police Dispatcher	$27,490	$35,736	$43,983
5	Police Dispatcher	$27,490	$35,736	$43,983
5	Police Dispatcher	$27,490	$35,736	$43,983
5	Police Dispatcher	$27,490	$35,736	$43,983
5	Police Dispatcher	$27,490	$35,736	$43,983
5	Police Dispatcher	$27,490	$35,736	$43,983
5	Police Dispatcher (P/T)	$27,490	$35,736	$43,983
5	Police Dispatcher (P/T)	$27,490	$35,736	$43,983
5	Police Dispatcher (P/T)	$27,490	$35,736	$43,983
5	Police Dispatcher (P/T)	$27,490	$35,736	$43,983
5	Police Records Clerk	$27,490	$35,736	$43,983
5	Equipment Operator	$27,490	$35,736	$43,983
5	Equipment Operator	$27,490	$35,736	$43,983
5	Solid Waste Driver	$27,490	$35,736	$43,983
5	Solid Waste Driver	$27,490	$35,736	$43,983

5	W&W Technician	$27,490	$35,736	$43,983
4	Cashier	$25,220	$32,786	$40,352
4	Construction Worker	$25,220	$32,786	$40,352
4	Customer Service Rep	$25,220	$32,786	$40,352
4	Meter Reader	$25,220	$32,786	$40,352
4	Office Associate 1	$25,220	$32,786	$40,352
4	Office Associate 1	$25,220	$32,786	$40,352
3	Refuse Collector	$23,138	$30,079	$37,020
3	Refuse Collector	$23,138	$30,079	$37,020
3	Refuse Collector	$23,138	$30,079	$37,020
3	Refuse Collector	$23,138	$30,079	$37,020
2	Custodian	$21,228	$27,595	$33,963
2	P/T Traffic Light Technician	$21,228	$27,595	$33,963

Police Grades for Officers under FOP **Pay Grade as of July 2011**

Grade	Title	Min	Mdpt	Max
PTL	Patrolman	$41,768	$42,395	$43,031
PFC	PFC	$43,422	$54,650	$65,876
CPL	Corporal	$44,439	$55,931	$67,418
MCP	Master Corporal	$46,722	$58,804	$70,882
SGT	Sergeant	$49,004	$61,676	$74,345

Newark

http://www.cityofnewarkde.us/DocumentView.aspx

CITY MANAGER'S OFFICE

CITY OF NEWARK
220 Elkton Road • P.O. Box 390 • Newark, Delaware 19715-0390
302-366-7020 • Fax 302-366-7160 • www.cityofnewarkde.us

November 1, 2010

Doc contains salary information

Newark City Council
City of Newark, Delaware

2011 GENERAL OPERATING BUDGET MESSAGE

Mayor Funk and Members of City Council:

On behalf of the City staff, I am pleased to submit the City Manager's recommended 2011 Budget for your review and consideration. The budget represents, in financial terms, the City's operating plan for the next year. As such, it depicts the ongoing services the City will provide to its residents and businesses and how those services will be funded from various revenue sources. In essence, the budget presents what staff believes to be the City's highest priorities for the coming year and the most efficient means to accomplish those priorities.

2011 – Challenges and Initiatives

The Council met earlier this year to discuss the upcoming 2011 budget. After reviewing budgetary priorities at that meeting and following ongoing review of the current year's monthly financial reports, a council consensus emerged that the 2011 budget would contain no proposed tax or utility rate changes, service reductions, or proposed pay increases for the new union contracts. The Council also did not favor any proposed fee increases.

Consequently, the 2011 budget contained herein meets those Council objectives. These parameters combined with cost increases in health care and pensions have made the 2011 budget a challenge in its impact on the City's cash reserves. As noted below, the overall budget sees little improvement in the surplus or in the cash reserves. Further, to reach the forecast minimal surplus requires this budget to reduce payments to the retiree health care trust fund to only the actuarially required amount.

In addition, the 2011 budget postpones various capital expenses including some vehicles. However, City funding for the Curtis Paper Mill initial improvements is included along with potential grant funding. The City's share of funding for the initial design work on the Newark Train Station is included as part of the grant match for the $2.25 million federal TIGER grant.

ity. The common foe is not change, The real work begins with every state *last week's* Nation's Cities Weekly.

Newark

CLASSIFIEDS AND PROFESSIONAL DIRECTORY

Positions

COUNTY ADMINISTRATOR: Butler County, Ohio. Population 339.828. Requires BS/BA in Public/Business Administration, related field; MS/MA preferred; ICMA Credentialed Public Manager a plus. Also requires 5 years experience in Management/ Administration. See brochure at www.mercergroupinc.com for qualifications/experience requirements. The County Administrator is the Chief Administrative Officer of the County. Starting salary market competitive DOQ/E; benefits; reasonable relocation expenses. Position open until filled. First review of cover letters/resumes August 15, 2011. Confidential materials to James Mercer, The Mercer Group, Inc., 551 West Cordova Road, #726, Santa Fe, NM 87505. Voice: 505-466-9500; Fax: 505-466-1274. E-Mail: jmercer@mercergroupinc.com; Website: www.mercergroupinc.com. EOE.

DIRECTOR OF FINANCE: Newark, Delaware. The City of Newark is seeking an experienced finance professional for the position of Director of Finance. Challenging opportunity in a diverse, vibrant university community of 31,000. Reports to City Manager and is responsible for all financial activities, including accounting, budgeting, cash, pension administration, risk management, electric, water and sewer utility administration, and information technology. Requires Bachelor's Degree in accounting, finance, business administration or related field. Minimum of 5 years experience in an administrative/supervisory capacity in municipal or utility finance or equivalent. Prefer Master's Degree and/or CPA. The successful candidate must have a strong work record, be customer oriented and possess excellent communication, organizational and computer management skills. This position offers an excellent fringe benefit package with an annual salary range of $84,402 to $106,796. Interested individuals may send a resume or apply in person to City Manager, City of Newark, 220 Elkton Road, Newark, DE 19711, or by email to personnel@newark.de.us, no later than August 31, 2011. An equal opportunity employer.

POLICE CHIEF: City of Holly Springs, Mississippi. Equal Opportunity Employer. Individuals may request an application and a list of qualifications by calling 662/252-4280 or 662/252-4652. Application and resumé may be mailed or hand delivered to the City of Holly Springs, Office of the Mayor, 160 South Memphis Street, Holly Springs, MS 38635 by August 12, 2011 at 5:00 P.M. Salary is negotiable. André DeBerry, Mayor; Belinda McDonald, City Clerk.

Classified Rate Schedule

Rates: $12.00 per line for print and online issues. After three insertions (no copy changes), the fourth insertion is free. Insertions need not be consecutive, but may be spread over three months or less.

Deadline: Week before first insertion.

Terms: Publisher reserves the right to reject any advertising deemed unsuitable. Only open ads will be accepted.

Mail advertising copy to: Classified Advertising Sales Manager, Nation's Cities Weekly, 1301 Pennsylvania Ave. N.W., Washington, D.C. 20004.

FAX advertising copy to: Nation's Cities Weekly at (202) 626-3043, to the attention of Laura Turner.

E-mail advertising copy to: Weekly@nlc.org to the attention of Laura Turner.

SWA

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Sec. 2-92.1. Pay schedule and assignments.

Pay schedules and assignments shall be administered by the city manager or his designee according to the salary plan and position classifications provided in this division.

(Ord. No. 88-37, Amend. No. 2, 12-12-88)

Sec. 2-92.2. Management salary plan.

(a) The management salary plan, effective April 1, 2008, is as follows:

TABLE INSET:

Grade	Minimum Annual Salary Rate	To	Maximum Annual Salary Rate
5	29,273		37,039
10	37,039		46,865
15	45,064		57,019
17	48,740		61,673
18	50,690		64,139
19	52,717		66,704
20	54,826		69,373
21	57,019		72,147
22	59,301		75,033
23	61,673		78,033
24	64,139		81,157
25	66,704		84,402
26	69,373		87,778
27	72,147		91,290
28	75,033		94,942
29	78,033		98,738
30	81,157		102,688
31	84,402		106,796

Longevity - Time in Service

TABLE INSET:

X = 10 Years	$350.00 annually
Y = 15 Years	650.00 annually
Z = 20 Years	1,000.00 annually

(Ord. No. 88-37, Amend. No. 2, 12-12-88; Ord. No. 89-2, Amend. No. 1, 1-19-89; Ord. No. 90-4, Amend. No. 1, 2-12-90; Ord. No. 90-32, Amend. No. 1, 10-22-90; Ord. No. 91-6, Amend. No. 1, 2-25-91; Ord. No. 92-10, Amend. No. 1, 5-26-92; Ord. No. 93-8, Amend. No. 1, 5-10-93; Ord. No. 94-6, Amend. No. 1, 3-28-94; Ord. No. 95-9, Amend. No. 1, 5-8-95; Ord. No. 96-1, Amend. No. 1, 3-25-96; Ord. No. 97-9, Amend. No. 1, 5-12-97; Ord. No. 98-9, Amend. No. 1, 3-23-98; Ord. No. 99-4, Amend. No. 3, 1-25-99; Ord. No. 99-18, Amend. No. 1, 5-24-99; Ord. No. 00-6, Amend. No. 1, 3-27-00; Ord.

No. 01-11, Amend. No. 1, 7-9-01; Ord. No. 02-7, Amend. No. 1, 3-25-02; Ord. No. 03-6, 3-24-03; Ord. No. 04-5, Amend. No. 1, 3-22-04; Ord. No. 05-10, Amend. No. 1, 3-28-05; Ord. No. 06-35, Amend. No. 1, 12-11-06; Ord. No. 07-09, Amend. No. 1, 3-26-07; Ord. No. 08-03, Amend. No. 1, 3-24-08)

Sec. 2-92.3. Management assignments to yearly salary plan.

TABLE INSET:

Position Title	Grade
Department Directors	
Chief of Police	*31*
Director of Building	*28*
Director of Electric	*31*
Director of Finance	*31*
Director of Parks & Recreation	*28*
Director of Planning	*30*
Director of Public Works	*31*
Director of Water & Wastewater	*31*
Professional and Technical Employees	
Assistant Administrator	*24*
Assistant to the City Manager	*26*
Assistant Director of Electric	*26*
Assistant Director of Finance	*23*
Recreation Superintendent	*21*
Assistant Director of Water and Wastewater	*21*
Assistant Director of Planning	*24*
Codes Inspection Supervisor	*20*
Community Affairs Officer	*17*
Clerk of the Court	*17*
Customer Service Supervisor	*19*
Data Processing Supervisor	*26*
Engineering Assistant	*18*
Parking Administrator	*17*
Planner	*17*
Planning and Design Engineer	*23*
System Support Specialist	*22*
Water Quality Engineer	*23*
Supervisory Employees	
Chief Mechanic	*17*
Communications Supervisor	*17*
Electric Supervisor	*21*
Parking Supervisor	*5*

Parks Superintendent	*21*
Parks Supervisor	*17*
Public Works Superintendent	*21*
Sanitation Supervisor	*15*
Street Supervisor	*17*
Water and Wastewater Supervisor	*17*
Confidential Employee	
City Manager's Secretary	*15*
Personnel Secretary	*10*

(Ord. No. 88-37, Amend. No. 2, 12-12-88; Ord. No. 89-2, Amend. No. 2, 1-8-89; Ord. No. 89-34, Amend. No. 2, 8-28-89; Ord. No. 90-4, Amend. No. 2, 2-12-90; Ord. No. 92-10, Amend. No. 2, 5-26-92; Ord. No. 93-2, 1-25-93; Ord. No. 96-2, 3-25-96; Ord. No. 98-9, Amend. No. 2, 3-23-98; Ord. No. 98-10, 5-11-98; Ord. No. 98-27, Amend. Nos. 1, 2, 9-28-98; Ord. No. 98-29, Amend. No. 1, 10-12-98; Ord. No. 99-4, Amend. Nos. 1, 2, 1-25-99; Ord. No. 99-18, Amend. Nos. 2, 3, 5-24-99; Ord. No. 99-19, Amend. No. 1, 6-14-99; Ord. No. 00-6, Amend. Nos. 2--4, 3-27-00; Ord. No. 01-11, Amend. No. 2, 7-9-01; Ord. No. 02-7, Amend. No. 2, 3-25-02; Ord. No. 04-5, Amend. No. 2, 3-22-04; Ord. No. 95-1, Amend. No. 1, 1-10-05; Ord. No. 08-03, Amend. Nos. 2--5, 3-24-08)

Sec. 2-92.4. Rate progression for management employees.

(a) The city manager shall designate the annual base salary for each management employee upon assignment of that employee to a management position. The employee's salary rate shall not be less than the minimum nor more than the maximum rate established for the employee's position as provided by Sections 2-92.2 and 2-92.3.

(b) The city manager shall increase all management employee's annual base salary rates at the direction of the city council. Such increase shall be known as an across-the-board increase. It shall not cause any management employee's salary rate to be less than the minimum nor more than the maximum rate established for the employee's position as provided by Sections 2-92.2 and 2-92.3.

(c) The city manager is authorized to increase or decrease the annual base salary rate of each management employee one time during a calendar year based on the results of a written evaluation of the employee's performance. This change in salary rate shall be referred to as the annual performance adjustment. The annual performance adjustment shall be administered as follows:

(1) Each employee's performance shall be evaluated formally, in writing, at least one time each calendar year.

(2) Each employee whose salary rate is less than the maximum rate established by ordinance for the employee's position may be eligible for an annual performance adjustment which shall not be less than minus two% (-2%) and not more than plus six% (+6%). The annual performance adjustment shall not cause the employee's salary rate to be less than the minimum nor more than the maximum rate established by ordinance for the employee's position. If the sum of the employee's current salary rate plus the annual performance adjustment exceeds the maximum salary rate for the employee's position, the employee may receive a lump sum cash bonus equal to the amount of such excess but not greater than two% of the maximum salary rate for the employee's position.

(3) Each employee whose salary rate is equal to the maximum rate established by ordinance for the employee's position may be eligible for an annual performance

AN AGREEMENT BETWEEN

CWA LOCAL 1034, BRANCH 317

AND

THE CITY OF NEWARK, DELAWARE

APRIL 1, 2009 - MARCH 31, 2010

ARTICLE III - LEAVES OF ABSENCE

Sec. 1. Sick/Emergency/Disability Leave

The current sick and emergency leave policy for regular, full-time employees of this Municipality as established by City Ordinance shall be continued for the term of this collective bargaining agreement.

A. Cumulative sick leave shall accrue to each regular, full-time employee at the rate of one and one-quarter (1 1/4) days for each month of continuous service, provided however, that the total accumulation shall not exceed ninety (90) working days, and provided further that the City Manager may require medical certification for absences of one (1) or two (2) days and shall require medical certification for all absences of three (3) days or more. Provided further that if the City Manager delegates a subordinate to determine whether or not a medical certification is to be required from an employee who was alleged to be sick for one (1) or two (2) days, the employee may appeal the decision of the delegate to the City Manager. The City Manager may permit an employee to take not more than thirty (30) working days sick leave with pay over and above the accrued sick leave in cases of serious disability or sickness, upon certification by a practicing physician. All sick leave advanced to an employee shall be repaid to the City at the rate of one and one-quarter (1 1/4) days for each continuous month of service accruing after the return to duty. Should an employee leave City employment with a sick time advance liability against his or her record, such liability will be deducted from accrued earnings.

B. If an employee takes nine (9) or more days of sick leave (not including approved emergency leave) in a calendar year, five (5) days of sick leave will be deducted from his accrued sick leave balance as of January 1 of the following calendar year. If all or part of the nine (9) or more days of sick leave is a result of the employee's hospitalization or a serious or catastrophic illness, the employee may request that these days not be included in the amount of sick leave taken during the calendar year for purposes of determining whether the five-day (5) penalty provision should be imposed. This request shall be made in writing, accompanied by appropriate medical documentation, and shall be reviewed by the City Manager.

C. An employee with good attendance during the calendar year will be credited with three (3) additional days of sick leave at the beginning of the following calendar year. Good attendance shall be defined as having taken less than five (5) sick leave days (not including approved emergency leave). These additional sick leave days will be added to the employee's accrued sick leave bank. For sick leave payback purposes, these additional sick leave days shall be credited at the end of the calendar year of good attendance.

D. To receive compensation for sick leave, it is the employee's responsibility to report his or her inability to be on duty and the reason at as early an hour as is practical but, in any event, not later than one-half (1/2) hour after the time set for the beginning of his or her daily duties.

E. Each regular, full-time employee may be allowed to use up to a maximum of three (3) days off work with pay per year to attend to situations of a serious, sudden and unforeseen nature, which require the employee's immediate attention. Such situations may include a serious, sudden and unforeseen illness or medical emergency to a member of the employee's immediate family. The immediate family shall include the employee's spouse, children, parent, parent-in-law, sister, brother, or grandparent. Such situations may also include a serious, sudden and unforeseen accident or damage to the employee's principal residence.

F. Persons affected by pregnancy, childbirth and related medical conditions shall be treated the same as persons with other disabilities.

G. Provided further that on January 1 or as soon after as practical of each calendar year, each regular, full-time employee shall be paid at the rate of one (1) day of base pay for each three (3) days of sick leave over the allowable ninety (90) days accumulated during the preceding year.

H. It is understood that a regular, full-time employee's attendance record shall be the major criterion used by the Municipality in making a decision on the granting of advance sick leave requests. In order for such requests to be considered, the employee shall also meet all of the minimum requirements outlined in Paragraph (A) and (C) in this Section. The determination of a good or poor attendance record shall remain within the City Manager's discretion.

Sec. 2. Vacations

A. Each regular, full-time employee having less than twelve (12) months of continuous service, as a full-time employee shall be entitled to a vacation credit of one (1) day with pay for each month worked prior to January 1. Credit not to exceed ten (10) days.

B. Each regular, full-time employee having twelve (12) months of continuous service as a full-time employee in any calendar year shall be entitled to ten (10) working days vacation with pay each calendar year.

C. Each regular, full-time employee having five (5) or more years of continuous service as a full-time employee shall be entitled to fifteen (15) working days vacation with pay each calendar year.

D. Each regular, full-time employee having ten (10) or more years of continuous service as a full-time employee shall be entitled to twenty (20) working days vacation with pay each calendar year.

E. Each regular, full-time employee having twenty (20) years or more continuous service as a full-time employee shall be entitled to twenty-five (25) working days vacation with pay each calendar year.

F. Each regular, full-time employee with less than ten (10) years of service may be allowed, at the discretion of the City Manager, to carry over up to five (5) days of vacation if operational requirements prevent the employee from using all of his or her vacation in a given year. Each regular, full-time employee is expected to reasonably plan the utilization of earned vacation time in the year after it is accrued.

G. Each regular, full-time employee with ten (10) or more years of service as a full-time employee may carry over and accumulate with current year vacation credits a maximum of ten (10) days. Said carry-over vacation credit may be used concurrently with vacation earned for any following year.

H. Should a holiday be observed while a regular, full-time employee is on vacation, the employee shall be entitled to an additional vacation day approved by the employee's Department Director.

I. The Department Directors will schedule vacation as nearly as possible as employees desire giving preference to seniority and full-time status, but the City Manager may find it necessary to schedule vacations to meet the needs of service requirements. Vacations may be scheduled throughout the year but must be completed by December 31 except as provided in Paragraph F in this Section.

J. If an employee terminates employment without giving the City two (2) weeks' notice, he shall not be paid for vacation time due.

K. If an employee retires or resigns with two (2) weeks' written notice of resignation, or dies, is discharged or laid off, he or his beneficiary shall be paid for any unused vacation time accrued the previous calendar year or years as provided for and limited above in this Section, as well as accrued vacation time earned in the current calendar year prorated to date of termination.

L. Each regular, full-time employee shall be allowed to use, during the employee's first year of employment, up to one-half (1/2) of vacation accrued during the employee's first year of employment.

M. Each regular, part-time employee with less than ten (10) years of service as a part-time employee shall accrue .04 hours of vacation leave for each hour of regular work performed. Such accrual shall be continuous and shall not exceed forty (40) hours of vacation leave.

N. Each regular, part-time employee with more than ten (10) years of service as a part-time employee shall accrue .06 hours of vacation leave for each hour of regular work performed. Such accrual shall be continuous and shall not exceed sixty (60) hours of vacation leave.

Sec. 3. Holidays

A. The following shall be holidays with pay:

New Year's Day	Labor Day
Martin Luther King Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving Day
Good Friday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	Floating Holiday

The floating holiday to be taken on one (1) day each year as determined by the Employee's Council and approved by the City Manager, provided the Employee's Council shall make written request for the holiday to the City Manager at least sixty (60) days before the holiday.

B. Provided that the regular, full-time employee must have worked the scheduled day prior to and the next scheduled work day after such holiday. However, payment for the holiday will be made if the regular, full-time employee has worked for the Municipality at any time within the fourteen (14) calendar days prior to the holiday and who is absent either or both work days due to verified personal illness, emergency illness at home, an injury sustained on the job, hospitalization, or death in the immediate family.

C. Should any of the above holidays fall on Saturday or Sunday, the Friday preceding or the Monday following shall be the legal holiday in accordance with the standards adopted by the State of Delaware.

D. Employees who are given holiday work assignments and then fail to report for and perform such work for any reason except, as set forth above shall not receive pay for the holiday.

E. Each regular, part-time employee shall receive additional compensation for each holiday. The regular, part-time employee must have either performed regularly scheduled work or been on paid vacation leave during the week of the holiday to be eligible to receive Holiday Pay. Holiday Pay shall be in addition to any regular, hourly pay received by the employee for work performed on the holiday. Such compensation shall be known as Holiday Pay and shall be subject to the above-stated conditions. The amount of Holiday Pay shall be as follows:

1. Each employee whose scheduled work and/or vacation leave is less than twenty (20) hours during a holiday week shall receive three (3) hours of base pay for the holiday.

2. Each employee whose scheduled work and/or vacation leave is twenty (20) or more hours during a holiday week shall receive four (4) hours of base pay for the holiday.

Sec. 4. Death in Family

When death occurs in any regular, full-time employee's immediate family, the employee will be excused on request to attend the funeral and will be compensated at this straight time hourly rate for normal scheduled hours lost as follows:

A. Husband, wife, child, step-child, grandchild, son-in-law, daughter-in-law, parent or parent of current spouse or legal guardian - not to exceed four (4) days.

B. Grandparent, brother or sister - not to exceed (3) days.

Each employee may be required by the Municipality to show proof of death and relationship.

Sec. 5. Military Leave and Pay Differential

A regular, full-time employee with one (1) year or more years of service attending annual encampments of or training duty in the armed forces, State or National Guard or United States Reserves shall be granted a military pay differential for a period of up to ten (10) days annually. Any regular, full-time employee with one (1) year or more of service who is called for emergency duty with the Armed Forces, State or National Guard or United States Reserves shall be granted a military pay differential for a period of up to ten (10) days annually. The regular, full-time employee shall be granted a credited service for each ten (10) day period or portion thereof during which he is absent. Such military pay differential shall be the amount by which the regular, full-time employee's normal wages calculated on the basis of a work week up to a maximum of forty (40) hours, which the employee has lost by virtue of such absence, exceeds any pay received from the Federal or State Government. Such items as subsistence, rental, and travel allowance shall not be included in determining pay received from the government. Seniority shall accumulate. Any regular, full-time employee required to

take a military examination for the purpose of being inducted into the Armed Forces shall be paid for the time off up to seven and one-half (7 1/2) hours.

Any employee who enters either active or inactive training duty or service in the Armed Forces of the United States under any applicable statute, upon the termination of such services will be reemployed by the Municipality in accordance with the provisions of the applicable statute, seniority permitting. As used in this paragraph, "Armed Forces of the United States" is defined as and limited to the United States Army, Navy, Marine Corps, Air Force, Coast Guard, National Guard, Air National Guard or any reserve component thereof.

Sec. 6. Jury Duty-Subpoenaed Witness

Recognizing it is the obligation of every citizen to serve when called upon to do so, each employee will be excused from work for jury duty or when subpoenaed as a witness.

Any regular, full-time employee who is called and reports for jury duty or as a witness under this paragraph shall be paid the difference between the fee received for such service (not including mileage and expenses) and the basic straight time hourly rate lost by him by reason of such duty, for each day served as a jurist or witness on which the employee otherwise would be scheduled to work for the Municipality, up to a limit of seven and one-half (7 1/2) hours per day and thirty-seven and one-half (37 1/2) hours per week.

Sec. 7. Absence Caused by Inclement Weather

Each employee who is absent from work as a direct result of inclement weather during a Governor-declared state-of-emergency shall be allowed to use accrued vacation, compensatory time or emergency leave during such absence.

Sec. 8. Absence Without Leave

An absence of an employee from duty, including any absence for a single day or part of a day that is not authorized by the City in advance shall be deemed to be an absence without leave. Any such absence shall be without pay and may be subject to disciplinary action. In the absence of such disciplinary action, any employee who absents himself for three (3) consecutive working days without leave shall be deemed to have quit.

Employees, however, may request a meeting with the City Manager and/or the City Manager's designee to explain extenuating circumstances for absence without leave. The City Manager, after considering such extenuating circumstances, may allow employees to return to work without discipline.

Sec. 9. Union Leave

The City agrees to allow no more than three (3) employees at any given time to attend the regular Conventions or Council Meetings of the CWA Local and International Union. No more than one (1) employee from any department may be absent on such leave simultaneously. The Union agrees to notify the City in writing at least two (2) weeks prior to the use of this leave. This leave shall not exceed ten (10) aggregate working days for the entire bargaining unit during any two (2) consecutive calendar years. Each employee taking Union Business Leave may use earned time or may take such leave without compensation from the City.

ARTICLE IV - WAGES AND HOURS OF WORK

Sec. 1. Salary Schedule and Occupational Classification

The base salary rate for each occupational classification covered by this agreement shall be as set forth in Appendix A.

Sec. 2. Rate of Progression and Merit Evaluation

A. The Municipality shall make an evaluation of the individual merits of each regular, full-time employee annually on forms provided by the Municipality.

B. Each regular, full-time employee shall have the quality of his work evaluated by the Municipality before completion of six (6) months' employment. If the employee's service is satisfactory, the employee shall be placed in non-probationary status. If the employee's service is unsatisfactory, he shall be subject to dismissal.

C. Each regular, full-time employee hired prior to June 1, 2001 may be eligible for an increase to the next higher pay step in their pay grade according to the following schedule:

Step	Time in Step
A	6 Months
B	6 Months
C	6 Months
D	6 Months
E	1 Year
F	1 Year
G	--

The City Manager may authorize a step increase provided the employee's performance is rated as satisfactory or better.

D. Each regular, full-time employee hired after June 1, 2001 may be eligible for an increase to the next higher pay step in their pay grade according to the following schedule:

Step	Time in Step
A	1 Year
B	1 Year
C	1 Year

Step	Time in Step
D	1 Year
E	1 Year
F	1 Year
G	--

E. Each regular, part-time employee shall complete a six (6) month probationary period. The performance of each regular, part-time employee shall be evaluated prior to the end of the probationary period. Each regular, part-time employee whose performance is rated as less than satisfactory may be terminated from employment.

F. The performance of each regular, part-time employee shall be evaluated prior to advancing the employee's hourly rate to the next higher step. Such evaluation shall be conducted prior to the employee's anniversary date. The employee's performance must be rated as satisfactory or better to receive an increase to the next higher hourly rate. If the employee's performance is rated as less than satisfactory, the employee's salary shall remain at the same step for an additional year.

Sec. 3. Hours and Overtime

A. The basic work week for each regular, full-time employee in the bargaining unit shall consist of five (5) regularly scheduled work days of seven and one-half (7 1/2) hours each.

B. Each regular, full-time employee who is required to work in excess of thirty seven and one-half (37 1/2) hours in any regular work week shall be compensated according to one of the following methods chosen by the employee:

1. Accrue Compensatory Time at the rate of one and one-half (1 1/2) hours for each hour of excess work performed; or

2. Receive compensation at the rate of one and one-half (1 1/2) times the employee's Hourly Base Pay for each hour of excess work performed.

C. Each regular, full-time employee who is required to report back to work to perform work in addition to the employee's regular seven and one-half (7 1/2) hour workday or thirty-seven and one-half (37 1/2) hour workweek shall receive for such work the greater of two (2) hours pay multiplied by the employee's Overtime Hourly rate or the actual number of additional hours worked multiplied by the employee's Overtime Hourly rate.

D. Each regular, full-time employee who is required to perform work on a designated holiday shall receive compensation at the rate of one and one-half (1 1/2) times the employee's regular hourly rate of pay for each hour of such work performed. This compensation shall be in addition to Holiday Pay.

E. Each regular, part-time employee who is required to perform work in excess of forty (40) hours in any work week shall receive compensation at the rate of one and one-half (1 1/2) times the employee's regular hourly rate of pay for each hour of such work performed.

Sec. 4. Longevity Pay - Regular, Full-Time Employees Only

After 10 years	$350 Annually
After 15 Year	$650 Annually
After 20 years	$1,000 Annually

Sec. 5. Service Award

Effective January 1, 2007, each employee who has been employed by the City for at least ten (10) years as of December 1 shall receive additional compensation to be known as Service Award. Such payment shall be made on or about December 1 of each year and shall be in an amount to be determined as follows:

A. The Service Award amount for each full-time employee shall be equal to two percent (2%) of the employee's monthly base salary rate as of November 1 multiplied by the employee's years of full-time and part-time service.

B. The Service Award amount for each part-time employee shall be equal to two percent (2%) of the employee's base hourly pay rate as of November 1 multiplied by the employee's years of full-time and part-time service multiplied by eighty (80).

Sec. 6. Clothes Cleaning Allowance

Each regular, full-time Parking Enforcement Officer and Animal Control Officer shall receive an annual clothes cleaning allowance of three hundred dollars ($300). Each regular, part-time Parking Enforcement Officer and regular, full-time Communications Officer shall receive an annual clothes cleaning allowance of one hundred fifty dollars ($150). Such allowance shall be paid on or about April 1 of each year.

Sec. 7. Working Out of Grade

A. Each regular, full-time employee who is temporarily required by the employee's Department Director to perform the duties of a higher paying position for more than thirty (30) consecutive hours shall

receive Out-of-Grade Pay which shall be in addition to the employee's regular wages. The amount of Out-of-Grade Pay received for each hour of eligible work performed shall be equal to the difference between the employee's base hourly rate of pay and the lowest base hourly rate of pay for the higher paying position which is at least four percent (4%) higher than the employee's base hourly rate of pay.

B. Each regular, full-time Parking Enforcement Officer who is required to perform the duties of the Animal Control Officer shall receive Out-of-Grade Pay in accordance with the above formula for each hour of such work performed.

C. Each regular, full-time Customer Service Clerk who is required to perform the duties of the Utility Billing Technician shall receive Out-of-Grade Pay in accordance with the above formula for each hour of such work performed.

Sec. 8. Shift Differential

A. 1. Each regular, full-time employee who is required to work between 1500 hours and 2300 hours as part of a non-day shift shall be compensated in addition to the employee's regular base and longevity pay for actual hours worked during that period. Such compensation shall be known as Shift Differential Pay and shall be in an amount equal to seventy-five cents (75¢) for each hour of such regularly scheduled non-overtime work performed and one dollar and thirteen cents ($1.13) for each hour of overtime work performed.

2. Each regular, full-time employee who is required to work between 2300 hours and 700 hours as part of a non-day shift shall be compensated in addition to the employee's regular base and longevity pay for actual hours worked during that period. Such compensation shall be known as Shift Differential Pay and shall be in an amount equal to one dollar and ten cents ($1.10) for each hour of such regularly scheduled, non-overtime work performed and one dollar and sixty-five cents ($1.65) for each hour of overtime work performed.

B. If an employee requests a schedule adjustment that would result in his or her working before 8 a.m. or after 4 p.m., that employee will not be entitled to receive shift differential pay for the said hours if the request is granted.

ARTICLE V - FRINGE BENEFITS

Sec. 1. Group Health Insurance

The City shall pay the entire premium for employee only coverage. Each employee may opt for dependent coverage. Each employee who opts for dependent coverage shall pay the City through payroll deduction a portion of the premium for such dependent coverage expressed as a percentage of the difference between the premium rate for employee only coverage and the premium rate for the chosen dependent coverage as follows:

January 1, 2010	12.5%

Sec. 2. Group Dental Insurance

The City shall pay the entire premium for employee only coverage. Each employee may opt for dependent coverage. Each employee who opts for dependent coverage shall pay the City through payroll deduction a portion of the premium for such dependent coverage expressed as a percentage of the difference between the premium rate for employee only coverage and the premium rate for the chosen dependent coverage as follows:

January 1, 2010	12.5%

Sec. 3. Flex Leave

Effective January 1, 2009 through April 30, 2009, each employee hired prior to January 1, 2007, shall be granted paid leave each calendar year as follows for choosing no coverage, employee only, employee and spouse, or employee and children health insurance coverage:

1.	No Coverage	22.5 Hours
2.	Employee Only	22.5 Hours
3.	Employee and Spouse	15.0 Hours
4.	Employee and Child	15.0 Hours

All leave not used by December 31, 2009 shall be forfeited.

Sec. 4. Labor-Management Health and Dental Insurance Committee

There is hereby established a Labor-Management Health and Dental Insurance Committee. The purpose of the committee is to:

A. Select the City's health and dental insurance carrier(s).

B. Establish the design of the City's health and dental insurance plan(s) after December 31, 2008.

The Committee is to be comprised of two (2) representatives of each of the following groups:

1. Management Employees
2 AFSCME Local 1670
3. FOP Lodge 4
4. CWA Local 1034, Branch 317

The Committee will also include the Director of Finance and the City Manager or his designee. The Director of Finance and City Manager will each have one (1) vote and each of the employee groups will also have one (1) vote. Four (4) votes will be required to approve any action by the Committee. In the event that the Committee vote results in a tie, the issue will be presented to all regular, full employees who will be allowed to cast a vote in secret ballot on the issue.

The Committee will meet on or about June 1 of each year to review the City's health and dental insurance plans. The Committee will decide if there are to be any changes to the design of these plans which will take effect on the following January 1. The Committee will also decide if it is necessary to consider changing insurance carriers of the City's plan.

Sec. 5. Retiree Health Insurance

A. Eligibility for retiree and spouse health insurance coverage.

1. Must terminate employment or die after June 1, 2001, and

2. Must be at least fifty-five (55) years of age and have completed at least twenty-five (25) years of service, as a full-time employee, or

3. Must be at least fifty-five (55) years of age and the sum of age and years of full-time service must be equal to or greater than eighty-five (85).

B. Each eligible retiree and the retiree's spouse shall be provided with health insurance coverage for life as follows:

1. The retiree and spouse may continue to participate in the City's group health insurance.

2. If the retiree and spouse continue participation in the City's group health insurance plan, the City will pay the premium for such coverage.

3. The retiree and spouse shall reimburse the City on a monthly basis for any premium payment, which exceeds the allowance rate for the retiree and/or spouse.

4. The allowance rate for the retiree and/or spouse shall be:

   (a) Retiree - The non-Medicare premium rate in effect for a single employee on the date of the employee's retirement.

   (b) Spouse - Eight dollars and seventy-five cents ($8.75) per month multiplied by the retiree's years of service in a full-time position. This amount shall increase to nine dollars ($9.00) per month for the spouse of each employee who retires after December 31, 2008.

5. If the retiree and/or spouse fail(s) to reimburse the City within thirty (30) calendar days after the due date for such reimbursement, the City may cancel health insurance coverage for the retiree and/or spouse.

6. If the retiree and spouse choose to obtain health insurance coverage from another source, the City will reimburse the retiree and spouse for such verifiable coverage up to the allowance rate.

7. Each retiree and/or spouse who chose to discontinue health coverage through the City and to obtain health insurance coverage from another source, as provided by B6 above, shall be permitted to re-enroll in the City's plan at a later date provided that both the retiree and spouse remained continuously insured through another health insurance plan for the twelve (12) month period immediately preceding their re-enrollment with the City.

8. The spouse of a retired employee may not continue health insurance coverage from the City if the retiree of said spouse has discontinued coverage, except in the case of the retiree's death.

Sec. 6. Life Insurance

A. Employees - Effective January 1, 2008, the City shall provide group term life insurance coverage to each employee with a death benefit amount equal to the greater of seventy-five thousand dollars ($75,000) or two (2) times the employee's current annual base pay and longevity pay rates. The benefit amount shall not exceed one hundred fifty thousand dollars ($150,000).

B. Dependents – Effective January 1, 2008, the City shall make available to employees group dependent term life insurance coverage. Such coverage may be chosen at the employee's option. The employee shall pay the entire premium for such coverage.

C. Supplemental – The City shall continue to allow employees to purchase supplement term life insurance at their own expense.

D. Retirees – Each employee who terminates employment and is eligible for the immediate receipt of a retirement pension benefit shall be provided with five thousand dollars ($5,000) of group term life insurance coverage.

Sec. 7. Duplicate Insurance

Should the City be obligated by law to contribute to a governmentally-sponsored insurance program, national or otherwise, which duplicates the benefits provided by the City under any insurance policies currently in effect as a result of this Agreement, it is the intent of the parties that the City not be obligated to provide double coverage, and to escape such double payments, the City shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmentally-sponsored insurance programs. The City shall continue to provide those insurance benefits not duplicated.

Sec. 8. Retirement Plan

The current retirement plan as established by present City Ordinance or future City Ordinance as pertaining to Employees Council bargaining unit regular, full-time employees shall be continued for the term of this Agreement. Two (2) representatives of the bargaining unit shall be allowed to attend meetings of the plan's Operations and Investment Committee.

Sec. 9. Unemployment Compensation

The City agrees to provide the applicable benefits listed under the provisions of Title 19, Chapter 33 of the Delaware Code relating to Unemployment Compensation.

Sec. 10. Worker's Compensation

Although not covered by Chapter 23, Title 19 of the Delaware Code, the City agrees, under its own program and control, to provide benefits substantially equivalent to those under the provisions of Title 19, Chapter 23 of the Delaware Code relating to Worker's Compensation in effect as of May 5, 1978.

Sec. 11. Long-Term Disability Insurance

The City shall provide each regular, full-time employee with LTD insurance coverage with a benefit of fifty percent (50%) of the employee's regular wages up to a maximum benefit of two thousand dollars ($2,000) per month. The City shall pay the entire premium for such coverage.

Sec. 12. Benefits Statement

Each regular, full-time employee shall be provided with an annual statement of benefits provided by the employer. Each separating, regular, full-time employee shall be provided with a statement of benefits provided to the employee upon separation from employment.

Sec. 13. Uniform Shoes

The City shall provide uniform shoes to employees assigned to the position of Parking Enforcement Officer and Animal Control Officer.

AN AGREEMENT BETWEEN

THE F.O.P. LODGE NO. 4

AND

THE CITY OF NEWARK, DELAWARE

APRIL 1, 2009 - MARCH 31, 2011

ARTICLE III – HOURS AND LEAVES OF ABSENCES

Sec. 1. Hours and Overtime

A. For purposes of overtime pay the week shall begin at 12:01 a.m. on Monday and end the following Monday at 12:01 a.m. As has been practice, the regular scheduled weekly shift shall be distributed so that the average regular scheduled hours per week shall not exceed forty (40) hours and with no more than fifty (50) hours in any one (1) week as defined herein.

B. All overtime, except emergency work, shall be approved by the employee's immediate supervisor. It is understood that this provision does not give the immediate supervisor authority to authorize overtime, except in an emergency, without the prior approval of the Chief of Police. However, if overtime is approved by the employee's first line supervisor, it shall be considered as legitimate overtime.

Sec. 2. Sick Leave

A. Cumulative Sick Leave shall accrue to all employees covered under this agreement at the rate of ten (10) hours for each month of continuous service provided, however, that the total accumulation shall not exceed seven hundred twenty (720) working hours.

B. The City Manager may require a medical certification for all absences of one (1) or two (2) days and shall require medical certification for all absences of three (3) or more days.

C. On January 1 or as soon after as practical of each calendar year each officer shall be paid at the rate of one (1) hour of base pay for each three (3) hours of sick leave, over the allowable seven hundred twenty (720) hours, accumulated during the preceding year.

D. The City Manager may permit an employee to take not more than two hundred forty (240) working hours Sick Leave with pay over and above the accrued Sick Leave in cases of serious disability or sickness, upon certification by a practicing physician. All Sick Leave advanced to an employee shall be repaid to the City at the rate of ten (10) hours for each continuous month of service occurring after the return to duty. Should an employee leave the City employment with a sick time advance liability against his or her record, such liability will be deducted from accrued earnings.

E. Sick Leave shall not be deducted when an employee is absent due to injuries or illness received in the line of duty.

F. Each employee who uses less than forty (40) hours of Sick Leave during a calendar year shall be credited with an additional twenty-four (24) hours of Sick Leave at the end of that calendar year.

G. Each employee who uses seventy-two (72) hours or more of Sick Leave during a calendar year shall have an additional forty (40) hours of Sick Leave subtracted from the employee's Sick Leave balance at the end of that calendar year.

If all or part of the seventy-two (72) or more hours of Sick Leave used is a result of the employee's hospitalization or a serious or catastrophic illness, the employee may request that these hours not be included in the amount of Sick Leave used during the calendar year for purposes of determining whether the forty (40) hour penalty provision should be imposed. This request shall be made in writing, accompanied by appropriate medical documentation, and shall be reviewed by an employee member of the union and an employee designated by the City Manager. If the employee's request is denied, the employee may appeal the denial to the City Manager as a dispute in accordance with Article II of this agreement.

H. Each female employee affected by pregnancy, childbirth, and related medical conditions shall be treated the same as employees with other disabilities.

Sec. 3. Holidays

A. The following shall be legal holidays for all employees:

New Year's Day	Labor Day
*Martin Luther King's Birthday	Thanksgiving Day
Presidents' Day	Day After Thanksgiving
Good Friday	Christmas Eve
Memorial Day	Christmas Day
Fourth of July	Individual Officer's Birthday

*This holiday is listed herein to reflect the designation of the holiday by the City for all employees prior to the effective date of the agreement.

B. For any employee to be eligible for any of said holidays, he must have worked on the last scheduled work day prior to and the next scheduled work day after said holiday unless excused by his department head.

C. If any employee is required to work on any of said holidays, he shall be paid at the regular overtime rate and shall be given commensurate time off based on the actual number of hours worked. If the employee has a balance of one hundred seventy-six (176) hours of compensatory time, the employee shall receive holiday pay in lieu of compensatory time.

D. Should a holiday be observed while an employee is on vacation or scheduled day off, the employee shall be entitled to an additional eight (8) hours off with pay at the discretion of the department head. If the employee has a balance of one hundred seventy-six (176) hours of compensatory time, the employee shall receive holiday pay in lieu of compensatory time

E. If the City requires an employee to take the holiday off with pay, the employee shall be granted the entire scheduled shift day off as paid holiday leave. This section does not prohibit the City from exercising its right to modify an employee's schedule by scheduling an employee for an eight (8) hour day on the holiday.

F. If the employee requests to be off work with pay on the holiday, the employee shall be granted the entire workday as paid holiday leave.

Sec. 4. Vacations

A. Employees having less than twelve (12) months of continuous service shall be entitled to a vacation credit of eight (8) hours with pay for each month worked prior to January 1. Credit not to exceed eighty (80) hours.

B. Employees having twelve (12) months of continuous service in any calendar year shall be entitled to eighty (80) working hours vacation with pay each calendar year.

C. Employees having five (5) or more years of continuous service shall be entitled to one hundred twenty (120) working hours vacation with pay each calendar year.

D. Employees having ten (10) or more years of continuous service shall be entitled to one hundred sixty (160) working hours vacation with pay each calendar year.

E. Employees having fifteen (15) years or more of continuous service shall be entitled to two hundred (200) working hours vacation with pay each calendar year.

F. Employees having twenty (20) years or more of continuous service shall be entitled to two hundred twenty (220) working hours vacation with pay each calendar year.

G. Each employee who is assigned to a rotating shift schedule shall accrue an additional one point thirty-three (1.33) hours of vacation for each month in which the employee is assigned to such schedule. This sub-section shall become null and void upon implementation of a fixed, non-rotating schedule.

H. Each employee who is assigned to either a flexible shift schedule; or to a fixed, non-rotating shift which begins between 2:00 p.m. and 7:59 p.m. shall accrue an additional point sixty-seven (.67) hours of vacation for each month in which the employee is assigned to such schedule.

I. Each employee who is assigned to a fixed, non-rotating shift which begins between 8:00 p.m. and 4:00 a.m. shall accrue one point thirty-three (1.33) hours of vacation for each month in which the employee is assigned to such shift.

J. A "Rotating Shift Schedule" shall be defined as a schedule which requires an employee to perform regular, non-overtime work on each of the three (3) shifts - days, afternoons, nights - during one schedule cycle.

K. A "Flexible Shift Schedule" shall be defined as a schedule, which requires an employee to work a combination of shifts during the work week.

L. A "Fixed, Non-Rotating Shift Schedule" shall be defined as a schedule which requires an employee to begin work at the same time of day during the entire schedule cycle.

M. Employees with ten (10) or more years of service may carry over and accumulate with current year vacation credits a maximum of eighty (80) hours. Said carry-over vacation credit may be used concurrently with vacation earned for any following year.

N. The scheduling of vacations shall be by seniority within rank in the various divisions and sections and the vacation schedule must be established by March 31. Once established, the vacation schedule cannot be changed for any reason other than cases of civil disturbances, natural disasters or other emergencies where the safety of the City is threatened. Each employee may request to change previously scheduled vacation periods subject to the prior approval of the Chief of Police.

O. No vacations for successive calendar years shall be within four (4) months of each other unless approved by the Chief of Police.

P. Should a holiday be observed while an employee is on vacation, the employee shall be entitled to an additional day with pay to be granted at a time designated by the department head.

Q. If an employee terminates employment without giving the City two (2) weeks' notice of resignation, he shall not be paid for vacation time

due. If an employee submits two (2) weeks' notice of resignation, he shall be paid for unused vacation time accrued to the date of resignation.

If an employee is discharged, laid off or dies, he or his beneficiary shall be paid for vacation time accrued to date of termination.

Sec. 5. Death in Family

A. Each employee who experiences the death of a member of the employee's immediate family shall be allowed time off work with pay as provided herein.

B. The immediate family shall include the employee's spouse, children, parents, parents-in-law, brother, sister, grandparents, or grandchildren.

C. Duration of Leave

1. Each employee may be allowed to use up to a maximum of four (4) workdays of Funeral Leave for the death of the employee's spouse, child, parent or parent-in-law.

2. Each employee may be allowed to use up to a maximum of three (3) workdays of Funeral Leave for the death of the employee's brother, sister, grandparent, or grandchildren.

D. Each employee who will be absent from work on Funeral Leave must notify the employee's supervisor as soon as is reasonably possible. The employee may be required to provide the supervisor with proof of death and relationship.

Sec. 6. F.O.P. Conventions

Members of the Lodge, not to exceed six (6) in number, who may require a leave of absence to attend and serve as delegates to FOP conventions, provided that such leave shall not exceed in the aggregate ninety-six (96) working hours in any calendar year, shall upon reasonable notice of the Lodge president, in writing, to the Chief of Police have the right thereto, with pay (at the rate of one-half (1/2) of the officer's regular rate of pay) and without prejudice to their continued employment or seniority. An additional aggregate of one (1) working week without pay shall also be granted if requested by the F.O.P. The F.O.P. agrees to make appointments to such conventions in such a manner as to prevent serious manpower shortages within any one (1) division or platoon of the department.

Sec. 7. Military Leave

A. Each employee who has been employed by the City as a Police Officer for at least one (1) year shall be eligible for the receipt of benefits provided by this section.

B. Each employee who is required to attend an annual encampment or training duty in the Armed Forces, State or National Guard, or United States Reserves shall receive a military pay differential for a period of up to fifteen (15) calendar days annually.

C. Each employee who is required to serve emergency duty with the Armed Forces, State or National Guard, or United States Reserves shall receive a military pay differential for a period of up to fifteen (15) calendar days annually.

D. Such military pay differential shall be in an amount equal to the difference between the employee's regular wages and pay received for military duty. Such items such as subsistence, rental, and travel allowance shall not be included in determining pay received for military duty.

E. Each employee who is required to undergo a medical evaluation for the purpose of being inducted into the Armed Forces shall be allowed to use up to eight (8) hours of time off work with regular pay.

F. Each employee who enters either active or inactive training duty or service in the Armed Forces of the United States under any applicable statute, upon the termination of such services will be re-employed by the City in accordance with the applicable statute.

G. For the purpose of this section, "Armed Forces of the United States" is defined as and limited to the United States Army, Navy, Marine Corps, Air Force, Coast Guard, National Guard, Air National Guard or any reserve component thereof.

Sec. 8. Shift Trades

Exchange of scheduled whole tours of duty between employees of comparable rank and assignment and between Master Corporals and Sergeants may be allowed upon the approval in writing of the immediate and division supervisor and under such conditions as may be required by the Chief of Police. These conditions shall include but not be limited to, that the trade be completed within a twenty-eight (28) day regular scheduled work cycle, that no such trades may cross from one (1) calendar year into the next, that requests must be made at least four (4) days in advance and that should the privilege be abused as determined by the Chief of Police, it will be subject to discontinuation. However, this policy shall not be discontinued prior to its having been entered and discussed as an agenda item in a management-employee meeting. It is understood that in no event shall shift trades be used with the intent of gaining overtime hours paid at premium rates.

ARTICLE IV - WAGES

Sec. 1. Salary Schedule

A. The following salary rates shall be in effect from April 1, 2009 to March 31, 2010.

	1	2	3	4	5	6	7
Police Officer	44,761	46,775	48,880	51,079	53,378	55,779	58,290
Corporal					56,735	59,288	61,956
Master Corporal	50,078	52,332	54,687	57,148	59,720	62,407	65,215
Sergeant	54,687	57,148	59,720	62,407	65,215	68,150	71,216
Lieutenant	59,720	62,407	65,215	68,150	71,216	74,421	77,770
Captain	65,215	68,150	71,216	74,421	77,770	81,270	84,928

B. The following salary rates shall be in effect from April 1, 2010 to March 31, 2011.

	1	2	3	4	5	6	7
Police Officer	45,656	47,710	49,858	52,100	54,446	56,895	59,456
Corporal					57,870	60,474	63,195
Master Corporal	51,080	53,379	55,780	58,291	60,914	63,655	66,519
Sergeant	55,780	58,291	60,914	63,655	66,519	69,513	72,640
Lieutenant	60,914	63,655	66,519	69,513	72,640	75,909	79,325
Captain	66,519	69,513	72,640	75,909	79,325	82,896	86,626

Sec. 2. Longevity Pay

Longevity pay shall be paid for continuous service the following amounts:

After 7 1/2 years	-	$ 350.00 Annually
After 12 1/2years	-	650.00 Annually
After 15 years	-	1,000.00 Annually

Longevity pay shall be added to the employee's base pay on the anniversary of the employee's date of hire as a regular, full-time employee including non-police service. Longevity pay shall be added to the employee's base pay for all purposes, including overtime, pension and other payments.

Sec. 3. Service Award

Each employee who has been employed by the City for at least ten (10) years as of December 1, shall receive additional compensation to be known as Service Award in an amount equal to two percent (2%) of the employee's monthly Base Salary as of the preceding November 1 multiplied by the employee's years of service. Such payment shall be made on or about December 1 of each year.

Sec. 4. Emergency Call Out Pay

In the event that an officer is called back for an emergency outside his regular shift and after having logged out, he shall be paid a minimum of four (4) hours pay. Premium pay, however, will be paid only for actual time worked.

Sec. 5. Standby Pay

A. During off time, when placed on standby by the proper officers in charge, employees will be paid one-half (1/2) of their regular base rate for all standby time up to a maximum of eight (8) hours in any twenty-four (24) hour period starting with the time he is notified to standby. Standby remuneration shall cease when employee is notified by his superior officer that the standby order is rescinded.

B. Each employee who is required by the employee's supervisor to be on call shall receive one (1) additional hour of base pay and longevity for each twenty-four (24) hour period in which the employee is on call.

Each employee who is on call and is required to report for an overtime assignment shall not receive Standby Pay for the day in which the overtime work was performed.

An employee who is on call and fails to respond to an overtime assignment shall forfeit Standby Pay for that day.

Sec. 6. Court Pay

In the event that an officer is scheduled to appear in court other than during his regular shift:

A. And such time is not more than two (2) hours prior to the beginning of the officer's shift nor more than two (2) hours after the conclusion of the officer's shift, the officer may be held over for the court session and shall receive premium pay for the actual hours worked.

B. Any officer scheduled to appear in court at any other time shall receive a minimum of three (3) hours of straight time pay or premium pay for the actual number of hours worked, whichever is greater.

AN AGREEMENT BETWEEN

AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO
AND ITS LOCAL UNION NO. 1670

AND

THE CITY OF NEWARK, DELAWARE

APRIL 1, 2008 - MARCH 31, 2010

ARTICLE III - LEAVE OF ABSENCE

3.0 SICK AND EMERGENCY LEAVE

A. Cumulative sick leave shall accrue to all regular full-time City employees at the rate of one and one-quarter (1 1/4) days for each month of continuous service, provided however, that the total accumulation shall not exceed ninety (90) working days and provided further that the City Manager may require a medical certification for all absences of one (1) or more days. The City Manager may permit a regular full-time employee to take not more than thirty (30) working days sick leave with pay over and above the accrued sick leave in cases of serious disability or sickness, upon certification by a practicing physician. All sick leave advanced to a regular full-time employee shall be repaid to the City at the rate of one and one-quarter (1 1/4) days for each continuous month of service occurring after the return to duty. Should a regular full-time employee leave City employment with a sick time advance liability against his or her record, such liability will be deducted from accrued earnings.

B. If a regular full-time employee takes nine or more days of sick leave in a calendar year, five days of sick leave will be deducted from the employee's accrued sick leave balance as of January 1 of the following calendar year. If all or part of the nine or more days of sick leave is a result of the employee's hospitalization or a serious or catastrophic illness, the employee may request that the five-day penalty provision be waived. This request shall be made in writing, accompanied by appropriate medical documentation, and shall be reviewed by a four-member board composed of two employees appointed by the City Manager and two employees from the Union appointed by the President of the Union. The board's decision on the granting of such waivers shall be final except that the employee may appeal the decision of the board to the City Manager as a dispute under the provisions of Article II of this Agreement.

C. A regular full-time employee with good attendance during the calendar year will be credited with three additional days of sick leave at the beginning of the following calendar year. Good attendance shall be defined as less than five sick leave days. These additional sick leave days will be added to the employee's accrued sick leave bank. For sick leave pay back purposes, these additional sick leave days shall be credited at the end of the calendar year of good attendance. Each employee who has enrolled in the Sick Leave/Pension Incentive Plan shall not be eligible for the Sick Leave Accrual Bonus provided by this Section.

D. To receive compensation for sick leave, it is the regular full-time employee's responsibility to report his or her inability to be on duty and the reason at as early an hour as is practical, but in any event, not later than one-half hour after the time set for the beginning of his or her daily duties. Where someone other than the employee is or has been asked to make the required notification to the City, the employee will be solely responsible for that notification being made. Sick leave notification as outlined herein must be made for each work day that paid leave is being requested, unless this requirement is waived by the employee's department director or immediate supervisor. Employees may request a meeting with the City Manager and/or the City Manager's designee to explain extenuating circumstances for failure to report their inability to be on duty as required. The City Manager, after considering such extenuating circumstances, may grant compensation for such leave.

E. EMERGENCY LEAVE

1. Each regular full-time employee may be allowed to use up to a maximum of one (1) day off work with pay per incident to attend to a serious, sudden and unforeseen accident or damage to the employee's principal residence.

2. Each regular full-time employee may be allowed to use up to a maximum of two (2) days off work with pay per year to attend to a serious, sudden and unforeseen medical emergency of the employee's family or to provide direct at home care to an ill family member. The family shall include the employee's spouse and children.

F. Provided, further that on January 1 or as soon after as practical of each calendar year, each regular full-time employee shall be paid at the rate of one (1) day of base pay for each three (3) days of sick leave over the allowable ninety (90) days accumulated during the preceding year. Each regular full-time employee who has enrolled in the Sick Leave/Pension Incentive Plan shall not be eligible to receive compensation for unused Sick Leave as provided by this Section.

G. Provided, further, that if the City Manager delegates a subordinate to determine whether or not a medical certification is to be required from an employee who was alleged to be sick for one (1) or two (2) days, the employee may appeal the decision of the delegate to the City Manager.

H. Provided further, that it is understood that a regular full-time employee's attendance record shall be the major criterion used by the City Manager in making a decision on the granting of advance sick leave or emergency leave to any employee requesting it and who meets the minimum requirements listed above. The determination of a good or poor attendance record shall remain within the City Manager's discretion and the City Manager will take extenuating circumstances into account.

3.1 DEATH IN FAMILY

When death occurs in a regular full-time employee's immediate family, the employee will be excused on request to attend the funeral and will be compensated at the employee's straight time hourly rate for normal scheduled hours lost as follows:

A. Husband, wife, child, parent or parent of current spouse or legal guardian - not to exceed four (4) days.

B. Grandparent, brother or sister - not to exceed three (3) days.

Employees may be required by the Municipality to show proof of death and relationship.

3.2 MILITARY PAY DIFFERENTIAL

A regular full-time employee with one (1) or more years of service attending annual encampments or training duty in the Armed Forces, State or National Guard or United States Reserves shall be granted a military pay differential for a period of up to ten (10) days annually. Any regular full-time employee with one (1) year or more of service who is called for emergency duty with the Armed Forces, State or National Guard or United States Reserves shall be granted a military pay differential for a period of up to ten (10) days annually. The employee shall be given credited service for each ten (10) day period or portion thereof during which the employee is absent. Such military pay differential shall be the amount by which the employee's normal wages calculated on the basis of a work week up to a maximum of forty (40) hours which the employee has lost by virtue of such absence exceeds any pay received from the federal or state government. Such items as subsistence, rental and travel allowance shall not be included in determining pay received from the federal or state government. Seniority shall accumulate. Any employee required to take a military examination for the purpose of being inducted into the Armed Forces shall be paid for time off up to eight hours.

3.3 MILITARY LEAVE

A regular full-time employee who enters either active or inactive training duty or service in the Armed Forces of the United States under any applicable status, upon the termination of such service, will be reemployed by the Municipality in accordance with the provisions of the applicable statute, seniority permitting. As used in this paragraph "Armed Forces of the United States" is defined as and limited to the United States Army, Navy, Marine Corps, Air Force, Coast Guard, National Guard, Air National Guard or any reserve component unit thereof.

3.4 JURY DUTY - SUBPOENAED WITNESS

Recognizing that it is the obligation of every citizen to serve when called upon to do so, regular full-time employees will be excused from work for jury duty or when subpoenaed as a witness.

Any employee who is called and reports for jury duty or as a witness under this paragraph shall be paid the difference between the fee received for such service (not including mileage and expenses) at the basic straight time hourly rate lost by the employee by reason of such duty, for each day served as a jurist or witness on which the employee otherwise would be scheduled to work for the Municipality, up to a limit of eight (8) hours per day and forty (40) hours per week.

3.5 UNION CONVENTIONS

The City agrees to grant a leave of absence to no more than three (3) employees at any time to attend the regular biennial convention convened by AFSCME International Union, Delaware Council 81, or the Delaware State Labor Council. The Union agrees to notify the City in writing prior to the use of this leave. This leave shall not exceed for the entire Union, ten (10) man days during any two (2) consecutive calendar years. Each employee shall only receive fifty percent (50%) of the employee's regular compensation while absent on this leave.

3.6 POLITICAL OR UNION OFFICE

Any employee with seniority who is elected or appointed to public office or elected to a permanent office in the American Federation of State, County and Municipal Employees, AFL-CIO or Local Union No. 1670, shall be granted a leave of absence without pay for a period of one (1) year. Such leave may be renewed at the option of the Municipality upon application by the employee. Seniority shall accumulate but not as criteria for holiday, vacation pay or other benefits as set forth herein.

3.7 PERSONAL LEAVE

A leave of absence without pay up to thirty (30) days may be granted for personal reasons to regular full-time employees with seniority other than to seek or obtain employment elsewhere. A leave of absence without pay up to nine (9) months may be granted regular full-time employees with seniority for the purpose of attending a qualified educational institution for instructional purposes. Such leave of absence may not be renewed. Seniority shall accumulate.

3.8 ABSENCE WITHOUT LEAVE

An absence of an employee from duty, including any absence for a single day or part of a day that is not authorized by the City in advance shall be deemed to be an absence without leave. Any such absence shall be without pay and may be subject to disciplinary action. In the absence of such disciplinary action, any employee who is absent for three (3) consecutive working days without leave shall be deemed to have quit.

Employees, however, may request a meeting with the City Manager and/or the City Manager's designee to explain extenuating circumstances for absence without leave. The City Manager, after considering such extenuating circumstances, may allow employees to return to work without discipline.

ARTICLE IV - OTHER BENEFITS

4.0 HOLIDAYS

A. Hourly rated employees in the bargaining unit shall be paid for the following holidays:

New Year's Day	Two Individual Days
Martin Luther King Day	Labor Day
President's Day	Thanksgiving Day
Good Friday	Christmas Day
Memorial Day	Employee's Birthday
Fourth of July	

The holiday designated as "Individual Day" may be requested by an employee for any normal workday subject to the following provisions:

1. Advance notice of at least five (5) working days must be given, and the requested day shall be subject to the approval of the department head.

2. The department head will schedule "Individual Day" as nearly as possible as the employees desire giving preference to seniority, but the department head may find it necessary to schedule "Individual Day" to meet the needs of service requirements. "Individual Day" may be scheduled throughout the year but must be taken by December 31 in each year it is authorized or it will be lost in that year.

B. Provided: The regular full-time employee must have worked the last scheduled workday prior to and the next scheduled workday after such holiday. However, payment for the holiday will be made if the regular full-time employee has worked for the Municipality at any time within the fourteen (14) calendar days prior to the holiday and who is absent either or both such work days due to verified personal illness or emergency illness at home, death in the immediate family, because of being hospitalized or injury sustained on the job.

C. Should any of the above holidays fall on Saturday, Friday will be observed as the holiday. If the holiday falls on Sunday, Monday will be observed as the holiday.

D. Employees who are given holiday work assignments and then fail to report for and perform such work for any reason except, as set forth in Paragraph B of this section shall not receive pay for the holiday.

E. Each regular, part-time employee shall receive additional compensation for each holiday. The regular, part-time employee must have either performed regularly scheduled work or been on paid vacation leave during the week of the holiday to be eligible to receive Holiday Pay. Holiday Pay shall be in addition to any regular, hourly pay received by the employee for work performed on the holiday. Such compensation shall be known as Holiday Pay and shall be subject to the above-stated conditions. The amount of Holiday Pay shall be as follows:

1. Each employee whose scheduled work and/or vacation leave is less than twenty (20) hours during a holiday week shall receive three (3) hours of base pay for the holiday.

2. Each employee whose scheduled work and/or vacation leave is twenty (20) or more hours during a holiday week shall receive four (4) hours of base pay for the holiday.

4.1 VACATIONS

A. Regular full-time employees having less than twelve (12) months of continuous service shall be entitled to a vacation credit of one (1) day with pay for each month worked prior to January 1. Credit not to exceed ten (10) days.

B. Regular full-time employees having twelve (12) months of continuous service in any calendar year shall be entitled to ten (10) working days vacation with pay for each calendar year.

C. Regular full-time employees having five (5) or more years of continuous service shall be entitled to fifteen (15) working days vacation with pay each calendar year.

D. Regular full-time employees having ten (10) or more years of continuous service shall be entitled to twenty (20) working days vacation with pay each calendar year.

E. Regular full-time employees having twenty (20) years or more of continuous service shall be entitled to twenty-five (25) working days vacation with pay each calendar year.

F. Regular full-time employees with ten (10) or more years service may carry over and accumulate with current year vacation credits a maximum of ten (10) days. Said carryover vacation credit may be used concurrently with vacation earned for any following year.

G. Should a holiday be observed while an employee is on vacation, the employee shall be entitled to an additional day with pay to be granted at a time designated by the Department Head.

H. No vacations for successive calendar years shall be within four (4) months of each other, except at year end when vacations are not to exceed three (3) weeks total may be approved by the Department Head.

I. The department heads will schedule vacations as nearly as possible as employees desire giving preference to seniority, but the City may find it necessary to schedule vacations to meet the needs of service requirements. Vacations may be scheduled throughout the year but must be completed by December 31, except as provided in Section F above.

J. If an employee terminates employment without giving the City two (2) weeks' notice, the employee shall not be paid for vacation time due.

K. If an employee submits two (2) weeks' notice of resignation, the employee shall be paid for unused vacation time accrued to date.

L. If an employee is discharged, laid off or dies, the employee or the employee's beneficiary shall be paid for vacation time accrued to date of termination.

M. Each regular, part-time employee with less than ten(10) years of service as a part-time employee shall accrue .04 hours of vacation leave for each hour of regular work performed. Such accrual shall be continuous and shall not exceed forty (40) hours of vacation leave.

N. Each regular, part-time employee with more than ten (10) years of service as a part-time employee shall accrue .06 hours of vacation leave for each hour of regular work performed. Such accrual shall be continuous and shall not exceed sixty (60) hours of vacation leave.

4.2 LONGEVITY PAY-TIME IN SERVICE - REGULAR FULL-TIME EMPLOYEES ONLY

After 10 Years	$ 350 annually
After 15 Years	650 annually
After 20 Years	1,000 annually

4.3 SERVICE AWARD

A. Each regular, full-time employee who has been employed by the City for at least ten (10) years as of December 1 shall receive additional compensation to be known as Service Award in an amount equal to two percent (2%) of the employee's monthly Base Salary as November 1 multiplied by the employee's years of service. Such payment shall be made on or about December 1 of each year.

B. Each regular, part-time employee who has been employed by the City for at least ten (10) years as of December 1 shall receive additional compensation to be known as Service Award in an amount equal to two percent (2%) of the employee's Base Hourly Pay Rate as of November 1 multiplied by the employee's years of service multiplied by eighty (80). Such payment shall be made on or about December 1 of each year.

4.4 GROUP TERM LIFE INSURANCE

A. Regular full-time employees - The City shall provide group term life insurance coverage to each employee with a death benefit amount equal to two (2) times the employee's current annual base pay and longevity rates. The benefit shall not exceed one hundred fifty thousand dollars ($150,000).

B. Dependents - The City shall make available to each regular full-time employee group dependent term life insurance coverage. Such coverage may be chosen at the employee's option. The employee shall pay the entire premium for such coverage.

C. Retirees - Each regular full-time employee who terminates employment and is eligible for the immediate receipt of a retirement pension benefit shall be provided with five thousand dollars ($5,000) of group term life insurance coverage.

4.5 HOSPITAL-SURGICAL-MEDICAL PLAN

A. The City will provide a group health insurance plan with benefits as provided by Appendix B and C through December 31, 2008. The City shall pay the entire premium for employee only coverage. Each employee may opt for dependent coverage. Each employee who opts for dependent coverage shall pay the City through payroll deduction a portion of the premium for such dependent coverage expressed as a percentage of the difference between the premium rate for employee only coverage and the premium rate for the chosen dependent coverage as follows:

2008	10.0%
2009	12.5%

B. There is hereby established a Labor-Management Health and Dental Insurance Committee. The purpose of the committee is to:

1. Select the City's health and dental insurance carrier(s) beginning January 1, 2009.

2. Establish the design of the City's health and dental insurance plan(s) beginning January 1, 2009.

The committee is to be comprised of two (2) representative of each of the following groups:

1. Management employees
2. AFSCME Local 1670
3. FOP Lodge 4
4. CWA Local 1034, Branch 317

The committee will also include the Director of Finance and the City Manager or his designee. The Director of Finance and the City Manager will each have one (1) vote and each of the employee groups will also have one (1) vote. Four (4) votes will be required to approve any action by the committee. In the event that the committee vote results in a tie, the issue will be presented to all regular full-time employees who will be allowed to cast a vote in a secret ballot on the issue.

The committee will meet on or about June 1 of each year to determine if the City will seek a renewal of the City's current health and/or dental insurance plans from the current carrier(s). If the committee decides not to seek a renewal from the current carrier(s), the committee will request proposals from other carriers based on the current plan design(s). The committee will decide if there are to be any changes to the design of these plans which will take effect on the following January 1.

C. Any employee covered by health insurance by a spouse or other family member at a level of benefits comparable to or better than the City's health insurance shall not receive coverage under the City's policy. If the employee's alternate health insurance coverage ceases or is reduced to a level below the City's benefit coverage, then upon appropriate written notice by the employee, the City will include said employee in its health insurance policy.

D. In the event of any change in an employee's status which affects the employee's health insurance coverage as provided by the City, the employee shall notify the City in writing of such change within thirty (30) calendar days. Such changes in status shall include but not be limited to marriage, divorce, birth or adoption of an eligible dependent, death of a spouse or dependent, or the initiation or cessation of other insurance coverage as specified in Paragraph D of this section.

E. Those employees who retire under the City's pension plan on or after January 1, 1982 and before July 24, 2001 may elect to participate in the City's group health insurance program at their own expense, provided they meet the eligibility requirements for membership as outlined by the City's insurance carrier. If a retiring employee does not choose to participate at time of retirement, however, the retiring employee will not be eligible to do so at a later date. This health insurance coverage for retirees shall be in accordance with all other underwriting and administrative requirements of the carrier. It is also understood that the City shall have the right to establish whatever policies and procedures it deems necessary to administer this program, including but not limited to billing and prepayment provisions and to change these requirements as needed.

4.51 RETIREE HEALTH INSURANCE

A. Eligibility for retiree health insurance coverage.

1. Must terminate employment or die after August, 2001.

2. Must be at least fifty-five (55) years of age and have completed at least twenty-five (25) years of service as a full-time employee, or

3. Must be at least fifty-five (55) years of age and the sum of age and years of service in a full-time position must be equal to or greater than eighty-five (85).

B. Each eligible retiree and the retiree's spouse shall be provided with health insurance coverage for life as follows:

1. The retiree and spouse may continue to participate in the City's group health insurance.

2. If the retiree and spouse continue participation in the City's group health insurance plan, the City will pay the premium for such coverage.

3. The retiree and spouse shall reimburse the City on a monthly basis for any premium payment which exceeds the allowance rate for the retiree and/or spouse.

4. The allowance rate for the retiree and/or spouse shall be:

   a. Retiree - The non-medicare premium rate in effect for a single employee on the date of the employee's retirement.

   b. Spouse - Eight dollars ($8.00) per month multiplied by the retiree's years of service in a full-time position.

5. If the retiree and/or spouse fail(s) to reimburse the City within thirty (30) calendar days after the due date for reimbursement, the City may cancel health insurance coverage for the retiree and/or spouse.

6. If the retiree and/or spouse choose to obtain health insurance coverage from another source, the City will reimburse the retiree and spouse for such verifiable coverage up to the allowance rate.

7. Each retiree and/or spouse who chose, after March 29, 2006, to obtain health insurance coverage from another source, as provided by 4.51B6 above, shall be permitted to re-enroll in the City's plan at a later date, provided that the retiree and spouse have both remained continuously insured under another health plan for the twelve (12) month period immediately preceding their re-enrollment with the City.

8. The spouse of a retired employee may not continue health insurance coverage from the City if the retiree of said spouse has discontinued coverage, except in the case of the retiree's death.

4.52 DENTAL PLAN

A. Prior to January 1, 2002, the City will contribute the group membership rate applicable for Aetna 100-80-50 Dental Program (single coverage only) providing that Aetna eligibility requirements are satisfied. This shall not preclude the City from providing an equivalent benefit either on its own or under another carrier.

B. The City will provide a 100-80-50 group dental insurance plan to regular full-time employees and their dependents. Until December 31, 2006, the City shall pay the entire premium for

such coverage. Beginning January 1, 2007, each employee who opts for dependent coverage shall pay the City through payroll deduction a portion of the premium for such dependent coverage in an amount equal to 10% of the difference between the premium rate for employee only coverage and the premium rate for the chosen dependent coverage. Beginning January 1, 2009, each employee who opts for dependent coverage shall pay the City through payroll deduction a portion of the premium for such dependent coverage in an amount equal to 12.5% of the difference between the premium rate for employee only coverage and the premium rate for the chosen dependent coverage.

4.6 RETIREMENT PLAN

A. The current retirement plan as established by present City Ordinance or future City Ordinance as pertaining to Local No.1670 bargaining unit regular full-time employees shall be continued for the term of this Agreement. The Union shall have representation on the Pension Committee.

B. The City agrees to amend the pension plan ordinance in compliance with the tentative agreement dated July 19, 1999 and incorporated herein as Appendix D.

C. The City agrees to amend the Pension Plan for regular full-time employees represented by this agreement to provide for the pre-tax treatment of employee pension contributions effective February 12, 1990.

D. The City agrees to amend the regular full-time employees pension plan by increasing the regular full-time employee contribution rate to two and one-half percent (2-1/2%) for all contributions made after the signing of this agreement.

E. The City agrees to provide each regular full-time employee with an annual statement of employee contributions and benefits.

4.7 DUPLICATE INSURANCE

Should the employer be obligated by law to contribute to a governmentally sponsored insurance program, national or otherwise, which duplicates the benefits provided by the employer under any insurance policies currently in effect as a result of this Agreement, it is the intent of the parties that the employer not be obligated to provide double coverage, and to escape such double payments, the employer shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmentally sponsored insurance programs. The employer shall continue to provide those insurance benefits not duplicated.

4.8 LONG-TERM DISABILITY INSURANCE

The City shall provide each regular, full-time employee with LTD insurance coverage with a benefit of fifty percent (50%) of the employee's regular wages up to maximum benefit of two thousand dollars ($2,000) per month. The City shall pay the entire premium for such coverage.

4.9 EMERGENCY CALL-OUT PAY

In the event a regular full-time employee is called back for an emergency job after completing a regular shift and after having left the premises of the Municipality, the employee shall be paid the appropriate overtime rate stipulated in Article V, Section 5, provided the employee works four or more hours. In the event the employee works less than four hours, the employee shall be paid the appropriate aforementioned overtime rate for the actual number of hours worked and, in addition, the employee shall receive straight time pay for the difference between the actual number of hours worked and four hours.

Examples

Actual Number of Hours Worked	Appropriate Overtime Rate	Call-Out Pay Calculation - Number of Straight Time Hours to be Paid
4	Time and One-Half	4 hours at overtime rate = 6 hours
4	Double Time	4 hours at overtime rate = 8 hours
2 1/2	Time and One-Half	2 1/2 hours at overtime rate plus 1 1/2 hours at straight time = 5.25 hours
2 1/2	Double Time	2 1/2 hours at overtime rate plus 1 1/2 hours at straight time = 6.50 hours

4.10 STANDBY PAY

A. A regular full-time employee placed on Standby shall be paid a thirty-two and one-half percent (32 1/2%) premium based on straight time pay for the number of regular scheduled hours worked during the Standby period. Employees on Standby shall fall under the provisions of Section 4.8, Emergency Call-Out Pay, for all emergency call-outs while on Standby. Except as

noted below (for failing to respond to an emergency call-out), an employee who is placed on Standby shall receive: (1) no less than four (4) hours pay at his straight time rate for Standby, or (2) the above defined standby premium, whichever is greater, but not both nor any combination of both.

Examples

Regular Hours Worked While on Standby Assignment	Call-Out Hours Actually Worked	Call-Out Pay Calculation (O/T Based on 1 1/2 Rate)	Standby Premium	Total Hours
40	2	5	13	58
40	0	0	13	53
24	1	4.5	7.8	35.7
0	4	6	4	10

B. A regular full-time employee on standby who fails to respond to an emergency call-out within a reasonable period of time shall forfeit the current week's standby premium. Employees on Standby shall be responsible for informing the City of their whereabouts. An employee who has forfeited the Standby premium and guarantee for the current week is not relieved of Standby obligation for the remainder of the current week and shall remain available for call-out.

C. When a call is received by the answering service involving "Code A" problems as defined in the answering service instructions, a Standby 1st Class Lineman shall be called. The Lineman shall be called in the order that they appear on the standby list until one is reached. After listening to the complaint, the 1st Class Lineman may:

1. Proceed to the site of emergency.

2. Ask the answering service to call the Standby Assistant.

If additional assistance is needed, the Lineman shall call the answering service and instruct them as to how many employees will be needed. The answering service will then proceed to call the needed employees in the order that they appear on the standby list. This procedure may be changed as deemed necessary by the City but shall not be changed without prior notification to the Union and upon request without prior consultation with the Union.

4.11 MEAL ALLOWANCE

A. In the event a regular full-time employee is required to work overtime for periods exceeding four (4) hours, he will be given a meal break and the City will pay for the cost of a meal in an amount not to exceed $7.50.

Meals will be paid only when accompanied by proper vouchers submitted by the foreman and must be from establishments approved by the state for selling food.

B. Time off for meals: Regular full-time employees will be granted thirty (30) minutes time off with pay for the purpose of eating for each period of overtime worked exceeding four (4) hours. A regular full-time employee unable to obtain the earned meal shall be paid an additional one-half (1/2) hour pay at the regular rate.

4.12 UNEMPLOYMENT COMPENSATION

The City agrees to provide the applicable benefits listed under the provisions of Title 19, Chapter 33 of the Delaware Code relating to Unemployment Compensation in effect as of January 1, 1978.

ARTICLE V - PAY PLAN

5.0 HOURS AND OVERTIME

A. For the purpose of computing overtime pay, the regular working day is eight (8) hours and the regular working week is forty (40) hours.

B. The work week for all employees in the bargaining unit shall begin at 12:01 a.m. on Monday and end the following Monday at 12:01 a.m.

C. STRAIGHT TIME

1. For the first eight (8) hours worked in any continuous twenty-four (24) hour period, beginning with the starting time of the employee's shift.

2. For the first forty (40) hours worked in the employee's regular work week, including regular refuse collection employees.

3. For time worked during the regular working hours of any shift, which starts on the day before and continues into a Saturday or specified holiday.

D. TIME AND ONE-HALF

1. For time worked in excess of eight (8) hours in any continuous twenty-four (24) hours, beginning with the starting time of the employee's shift.

2. For time worked in excess of forty (40) hours in the employee's regular work week, including the regular refuse collection employees.

3. For time worked on Saturday by any regular full-time employee.

4. For time worked on any non-regular scheduled work day, provided the regular full-time employee has worked the full regular scheduled week.

E. DOUBLE TIME

For time worked on Sunday and legal City holidays by any regular full-time employee.

F. In no event shall payment for both daily, weekly or holiday overtime rates be required for the same hours of work.

G. Each employee who is required by the City Manager to perform work during the employee's regularly scheduled work hours during an emergency declared by the Governor of the State of Delaware shall receive, in addition to the employee's regular wages, one (1) hour of Compensatory Time for each hour of such work performed.

H. Overtime for employees who are called back after completing their regular shift shall be divided and rotated as equally as possible within each department among those employees who regularly perform such work.

I. Each regular full-time employee who is required to work in excess of the employee's regular work day or work week may request to be allowed to accrue Compensatory Time in lieu of receiving Overtime Pay for such excess work performed. The employee's request shall be subject to the approval of the employee's department director. If approved by the employee's department director, the employee shall accrue Compensatory Time at the appropriate overtime pay rate for each hour of excess work performed. If the department director denies the employee's request, the employee shall receive Overtime Pay for excess work performed. The accrual of Compensatory Time shall be limited to a maximum balance of one hundred (100) hours per employee. The use of previously accrued Compensatory Time shall be subject to rules and regulations established by the City.

5.1 WAGE SCHEDULE AND OCCUPATIONAL CLASSIFICATION

The basic hourly wage rates for occupational classifications covered by this Agreement shall be as indicated in Wage Schedules I and II, set forth in Appendix A.

5.2 RATE PROGRESSION AND MERIT EVALUATION

A. The Municipality shall make an evaluation of the individual merits of each employee on forms provided by the Municipality.

B. Each employee shall have the quality of their work evaluated by the City at regular intervals after the completion of their probationary period. Each regular full time employee shall be evaluated at six (6) month intervals until the employee reaches the top step of their pay grade. Each regular part time employee shall be evaluated at one (1) year intervals until the employee reaches the top of their pay grade.

C. Each employee shall be provided with a copy of their Performance Evaluation.

D. EFFECTIVE DATE

The effective date of merit evaluation rate increases will be the beginning day of the payroll period closest to the calendar date that such increases become due.

APPENDIX A

OCCUPATIONAL CLASSIFICATIONS

Job Classifications and Labor Grades to which they are assigned are as follows:

JOB CLASSIFICATION	PAY GRADE
Automotive Service Technician	3
Building Maintenance Worker	4
Custodian II	4
Electric Groundhand	5
Electric Maintenance	1
Electric Meter Technician	17
Electrician 1st Class	17
Electrician 2nd Class	10
Electrician's Helper II	5
Equipment Operator	3
Equipment Operator II	6
Equipment Operator III	8
Heavy Equip. Operator/Mechanic	10
Junior Lineman	10
Lineman 1st Class	17
Lineman 2nd Class	14
Maintenance I	1
Maintenance III	6
Maintenance V	8
Mechanic II	11
Refuse Collector	3
Refuse Driver/Collector	8
Refuse Driver I	6
Refuse Driver II	8
Senior Lineman	19
Senior Mechanic	13
Senior Water Plant Operator	10
Street Sweeper Operator	7
Transfer Station Operator	8
Water & WW Mechanic/Operator	9
Water Meter Technician	10
Water Plant Operator	8

JOB CLASSIFICATION	PAY GRADE
Electric Maintenance Worker	1
Maintenance I	1
Automotive Service Technician	3
Equipment Operator	3
Refuse Collector	3
Building Maintenance Worker	4
Custodian II	4
Electric Groundhand	5
Electrician's Helper II	5
Equipment Operator II	6
Maintenance III	6
Refuse Driver I	6
Street Sweeper Operator	7
Equipment Operator III	8
Maintenance IV	8
Refuse Driver/Collector	8
Refuse Driver II	8
Transfer Station Operator	8
Water Plant Operator	8
Water & WW Mechanic/Operator	9
Electrician 2nd Class	10
Heavy Equip. Operator/Mechanic	10
Junior Lineman	10
Senior Water Plant Operator	10
Water Meter Technician	10
Mechanic	11
Senior Mechanic	13
Lineman 2nd Class	14
Electric Meter Technician	17
Electric 1st Class	17
Lineman 1st Class	17
Senior Lineman	19

WAGE SCHEDULE II
EFFECTIVE APRIL 1, 2009

LABOR GRADE	MINIMUM 1	2	MIDPOINT 3	4	MAXIMUM 5
1	17.21	17.78	18.25	18.85	19.05
2	17.51	18.05	18.64	19.12	19.58
3	17.78	18.25	18.95	19.47	20.01
4	18.16	18.68	19.29	19.84	20.47
5	18.56	19.05	19.75	20.28	20.93
6	18.95	19.47	20.18	20.75	21.32
7	19.47	20.01	20.76	21.47	21.97
8	20.18	20.75	21.47	21.97	22.86
9	20.98	21.58	22.37	23.10	24.04
10	21.77	22.58	23.31	24.13	24.98
11	22.37	23.13	24.04	24.69	25.71
12	22.84	23.66	24.57	25.38	26.33
13	23.23	24.13	25.14	26.01	26.98
14	23.66	24.58	25.59	26.68	27.59
15	25.14	26.03	27.12	28.30	29.33
16	26.46	27.59	28.72	29.95	31.17
17	27.11	28.23	29.33	30.60	31.87
18	27.77	28.88	30.06	31.17	32.47
19	28.38	29.54	30.72	31.87	33.19

City of New Castle

Hawkins, Kim

From: Koenig, Scott
Sent: Thursday, September 29, 2011 12:03 PM
To: Hawkins, Kim
Subject: Fw: Salary and Benefit Information
Attachments: FOP 2011-2014 Final Contract.doc; AFSCME 2009-2012 CBA Final Dover.doc; Draft Employee Handbook Clean Copy.doc

FYI

Sent using BlackBerry

From: Cathryn Thomas <cthomas@newcastlecity.org>
To: Koenig, Scott
Cc: Pam Patone <patonep@newcastlecity.com>
Sent: Thu Sep 29 11:55:13 2011
Subject: RE: Salary and Benefit Information

Scott – I received your phone message yesterday. Sorry about not having provided this to you yet – just too much going on to get to everything which needs doing – and I know you can relate to me saying that!

I have attached two union contracts which cover most City employees. There are wage tables and the benefits are detailed in the contracts. Also, added benefits which are not covered in the union contracts are detailed in our Employee Handbook (also attached).

I can see about getting you at least the wage information in spreadsheet format from another source in our organization, but I don't have that right this moment on my computer.

For the major benefits, health (incl. prescriptions), we are in the State system, however I do not believe we provide all the benefits afforded to State employees (i.e., the option of purchasing a variety of supplemental insurance such as long-term care, pet health insurance, etc.).

We provide life insurance and also Blood Bank membership (those are in the Handbook).

The following three positions are not included in our union contracts:

City Administrator	$87,547
Finance/HR Director	$75,067
Police Chief	$83,510

The City Administrator and Police Chief have individual employment contracts. The Finance/HR Director does not have a contract, however is basically provided benefits equal to those employees in our AFSCME union.

For our utilities (water and electric), the City does not have that wage and benefit information, however Pam Patone, Municipal Services Commission Comptroller, would be the person to provide this to you. Her number is 302-221-4513 or e-mail: patonep@newcastlecity.com.

Call me with any questions or if you need anything else. – Cathie

Cathryn C. Thomas
New Castle City Administrator
220 Delaware Street

New Castle, Delaware 19720

302-322-9812 (work)
302-322-9814 (fax)
302-275-8404 (cell)

From: Koenig, Scott [mailto:SKoenig@dover.de.us]
Sent: Wednesday, September 21, 2011 1:45 PM
To: Cathryn Thomas
Subject: Salary and Benefit Information
Importance: High

Good Afternoon Cathy:

I am requesting your help. As I have indicated previously, the Dover City Council is conducting a salary survey. I am hopeful you can provide a listing of all of your positions and current salaries so we can use them as part of the overall study. I also need a listing of your benefit information. Several municipalities have provided excel spreadsheets and pdf with the requested information. As always, this issue is on a short time schedule.

I would like to thank you in advance for any assistance and information you may be able to provide. In addition, can you provide a contact person for the water & sewer authority in New Castle.

Best Regards,

Scott D. Koenig, P.E., M.ASCE
skoenig@dover.de.us
Interim City Manager
City of Dover
P.O. Box 475
Dover, DE 19903
302-736-7005 (Voice)
302-736-7002 (Fax)

"Engineering isn't about perfect solutions; it's about doing the best you can with limited resources" *- Randy Pausch p. X - Introduction to* ***The Last Lecture***.

AGREEMENT

THIS AGREEMENT, made this 30th day of June, 2011 by and between the Mayor and Council of the City of New Castle, Delaware (hereinafter "City") and the Wilmington Fraternal Order of Police, Lodge No. 1 as the exclusive bargaining agent for members of the New Castle City Police (hereinafter "Lodge").

1. DEFINITIONS

A. Recruit: a new police officer not yet certified by the Council on Police Training.

B. Patrolman: a full-time police officer certified by the Council on Police Training.

C. Probationary Status: all full-time police officers shall be subject to a probationary period of two (2) years from date of hire.

2. DURATION OF AGREEMENT

This Agreement will be effective as of July 1, 2011, and will continue in force until June 30, 2014, and thereafter from year to year unless either party to the Agreement gives notice to the other, no less than ninety (90) days prior to termination of the Agreement or any year anniversary date thereafter, of its intention to terminate this Agreement.

3. PURPOSE OF AGREEMENT

It is the purpose of this Agreement to achieve definitive understanding between the parties upon which they may rely and to provide for methods of adjustments of grievances and to continue the good relations presently subsisting between the parties.

4. RECOGNITION OF BARGAINING AGENT

The City recognizes that the Wilmington Fraternal Order of Police Lodge No. 1, is the exclusive bargaining agent for employees and has been certified as such by the Department of Labor and Industrial Relations.

5. MANAGEMENT OF THE CITY

The parties recognize that an area of responsibility must be reserved to the management of the City if it is to function effectively. It is agreed that the following responsibilities of management are not the subject of this collective bargaining, nor the subject of the collective bargaining in general, except where any of them concern wages, salaries, hours, vacations, sick leave, grievance procedures and other terms and conditions of employment (concerning which the General Assembly has obliged the parties to bargain collectively):

A. The determination of the services to be rendered to the citizens of the City.

B. The determination of the City's financial, organizational policies and accounting procedures.

C. The right to hire; the determination of the qualifications of men and women to be employed or retained in employment; the necessity for overtime and the amount of overtime required and the maintenance of discipline.

6. **MANPOWER**

Pursuant to the City Charter, the staffing level of the police department is a managerial right to be determined by the City Council. The City does recognize the concerns of its employees regarding safety and working conditions and therefore agrees to evaluate these needs annually or as conditions warrant (i.e., annexation, increased load and/or demand for police service). The City agrees to announce these evaluations and allow the Lodge to be present.

7. **JOB SECURITY**

The City's right to discharge an employee shall not be abridged by this clause, nor shall the City's rights under Section 5 "Management of the City" be abridged. In the event that a bargaining unit position becomes vacant, the City shall have no obligation to fill the position.

The parties recognize the need for adequate staffing levels to insure the safety and efficiency of its employees and the need to provide effective law enforcement services to the residents of the City of New Castle. The cost of providing said services is directly proportional to the revenues available to the City. Layoffs, on a citywide basis, are not anticipated but remain as a possible consequence of unforeseen decreased revenues.

In the event City Council, by majority vote, directs any layoffs or down sizing or reduction of City services, layoffs, with respect to this Agreement, will occur as follows: 1) elimination of all non-critical city services; 2) elimination of all non-critical city employees; 3) reduction or elimination of critical city services; 4) reduction or elimination of employees providing critical services.

The police department will not suffer critical employee layoffs at a greater rate than layoffs applied to other critical employees among the City's departments. Layoffs within the police department will begin with the employee with the least amount of seniority, beginning with the position of Recruit. Once layoffs are exhausted within the Recruit ranks, layoffs will continue to the next higher rank, based upon seniority within that rank.

The layoff provision may not be employed as a method to substitute "contract police services" for City employees or to subvert other laws, ordinances or protections granted employees, independent of this Agreement.

For purposes of this Agreement, sworn police officers are critical employees and police services are to be regarded as critical services. The criticality of other City services and employees will be determined by City Council, by majority vote, after public hearing.

8. **NO WORSENING OF CURRENT STANDARDS**

The City agrees that during the term of this Agreement all conditions of employment of members of the bargaining unit subject hereto, including wages, salaries, hours, insurance, vacations, sick leave, grievance procedures and all other terms and conditions of employment, shall be maintained at not less than the highest standard in effect for such members at the time of signing of this Agreement, and the same shall be improved wherever specific provisions for improvement are made elsewhere in the Agreement.

9. **CLOTHING ALLOWANCE/INVESTIGATIVE UNIT**

The City shall pay for all reasonable uniform purchases, alterations, cleaning and maintenance expenses of employees.

The City shall reimburse each officer assigned as a detective and spending a substantial part of his/her time conducting investigations into methods of a criminal nature an amount not to exceed five hundred dollars ($500.00) per year as a clothing allowance for items appropriate for street wear and/or court appearances. Officers shall qualify for the clothing allowance at the time of his/her appointment as a detective and every year thereafter on the anniversary date of his/her appointment so long as s/he remains assigned to such service. Officers shall be responsible for providing proper documentation of clothing purchases made, upon presentation of which the officer shall receive reimbursement up to the maximum allowable amount.

Compensation shall be provided to the employee when personal property is destroyed or damaged as a direct result of actions arising out of employees' performance of official duties of a non-routine or hazardous nature, as approved by the Chief of Police and subject to the following procedures:

1. Within seven calendar days of the destruction or damage, a written report of the incident must be filed with the Chief of Police containing a copy of the report of investigation detailing how the personal property was destroyed or damaged; a description of the personal property; and the estimated cost of repair or replacement.

2. The personal property, where practicable, should be available for inspection. Compensation shall not be paid without the written approval of the Chief of Police.

3. Personal property shall not include non-prescription sunglasses. Repair or replacement of wristwatches shall not exceed $35.00.

4. The repair, replacement or compensation in lieu thereof, at the City's option, shall in any event be limited to $225.00.

10. **RANK STRUCTURE**

The City agrees to have advancement slots available to include the ranks of Patrolman, Patrolman First Class (P.F.C.), Corporal, Senior Corporal, and Master Corporal. Advancements will be made to P.F.C. at the completion of two (2) years of service, provided the officer has successfully completed his/her probationary period. Advancements to Corporal will be made as follows: On the P.F.C.'s second (2^{nd}) anniversary in grade he/she will be advanced to Corporal. On the Corporal's second (2^{nd}) anniversary in grade he/she will be advanced to Senior Corporal. On the Senior Corporal's fourth (4^{th}) anniversary in grade he/she will be advanced to Master Corporal.

For an officer to be promoted to the rank of Sergeant, he/she must first hold the rank of Corporal and pass a written Sergeant's exam. (To be determined by the Chief of Police and City Council). Advancements within the rank of Sergeant will be made as follows: On the Sergeant's third (3^{rd}) anniversary in grade he/she will be advanced to Senior Sergeant. On the Senior Sergeant's third (3^{rd}) anniversary in grade he/she will be advanced to Master Sergeant.

For an officer to be promoted to the rank of lieutenant, he/she must first hold the rank of Sergeant. Advancement within the rank of Lieutenant will be made as follows: On the Lieutenant's third (3rd) anniversary in grade he/she will be advanced to Senior Lieutenant.

The following standards will be required for any officer to be eligible for his/her Anniversary advancement.

1. Meet departmental standards for the following:

   a. Complete and pass the most recently required city Physical (as per Section 20 of this Agreement).

   b. Firearms certification.

   c. C.P.R. certification.

   d. ASP certification.

   e. Must have an overall rating of satisfactory or above on the annual performance evaluation. Any officer who does not qualify for his/her advancement due to an unsatisfactory evaluation, shall be re-evaluated for the purpose of advancement six (6) months following his/her unsatisfactory evaluation and denial for advancement. If at the time of re-evaluation the officer receives a satisfactory rating or above, the officer will then qualify for his/her advancement.

2. Must successfully complete the scheduled 16 hours of COPT required training.

3. Officers must be on full duty status to be considered for promotion.

4. Each officer will notify the Chief of Police and the City Administrator in writing twenty (20) days prior to any anticipated anniversary elevation.

Officer Appeal Process

If any officer is denied any anniversary advancement, he/she has the right to appeal that decision to the City Administrator. The officer will be required to notify all parties involved in writing.

11. OVERTIME

Each officer shall be paid one and one-half (1 ½) times the overtime rate for all hours worked in excess of his/her regularly scheduled daily shift. See Section "16. SCHEDULES" for further details on when overtime shall be paid. Overtime hours may include time worked on grant-related projects and pay or extra-duty jobs.

Officers may take compensatory time instead of overtime pay at the rate of one and one-half (1 ½) hours for every overtime hour worked. Up to eighty (80) hours of compensatory time may be accrued. The time saved may be taken off in one-hour increments and must be approved by the Chief of Police and/or his/her designee. Time off will be granted on a first-come, first approved basis.

12. COURT TIME

When an officer is required to appear in Court during off-hours, he/she shall receive a minimum of four (4) hours pay at the rate of one and one-half (1 ½) the regular rate, provided, however, that no payment shall be

due for appearances in the Justice of the Peace Court unless such appearance is approved, in advance, by the Chief of Police or his/her designee.

An officer will be entitled to a second minimum pay, subject to prior approval of the Chief of Police or his/her designee, if the officer's appearance is not consecutive with the last hour of the initial four (4) hour minimum.

If a court appearance continues into or is continuous of a tour of duty, the four (4) hour minimum shall not apply, provided, however, that the officer shall still be compensated at the regular rate of pay.

All appearances in Superior Court, DUI and jury trials in the Courts of Common Pleas ("CCP"), and DUI trials in the State-designated Justice of the Peace Courts are considered mandatory unless the officer is excused or placed on standby by the Attorney General's Office.

If an officer is placed on standby, the following shall apply: For the morning CCP and Family Court calendar, officers will be on standby between 0830 and 1130 hours. For the afternoon CCP and Family Court calendar, officers will be on standby between 1300 and 1600 hours. Standby shall be cancelled automatically after three hours. Officers will be compensated in accordance with the Standby Remuneration section of this Agreement.

13. STANDBY REMUNERATION

During off-time, when placed on standby by the officer in charge, employees will be paid one-half (1/2) of their regular base rate for all standby time, up to a maximum of eight (8) hours in any twenty-four (24) hour period, starting with the time the officer is notified to standby. Any officer remaining on standby for longer than eight (8) hours shall be paid at the rate of one and one-half (1 ½) his/her regular rate, therefore, beginning at the commencement of the ninth hour of such service. Standby remuneration shall cease when an employee is notified by his/her superior officer, or designee, that the standby is rescinded.

14. STAFF DUTY ON-CALL

The on-call supervisor will hold the rank of Sergeant or above unless otherwise approved by the Chief of Police. All Supervisors will be assigned a pager (beeper) at the City's expense.

No one supervisor who is off duty will be restricted in any fashion or required to avail himself/herself to be on-call. Officers who are on duty who need to speak to a supervisor will be provided with a call list of available supervisors.

15. EMERGENCY CALL OUT

In the event an officer is called back for an emergency outside his regular shift, he/she shall be paid a minimum of four (4) hours at time and one-half (1 ½) irrespective of the number of hours he/she usually works outside his/her regular shift.

16. SCHEDULES

The schedule of duty hours will be posted one month in advance except that in the event of an emergency the schedule may be changed less than one month in advance.

Designated shifts can include up to a 12 hour work day. The shift rotation will be determined by the Chief of Police, with a recommendation provided by the FOP.

Effective September 5, 2011, a pilot program will be implemented that shall include 11-1/2 hour shifts for the patrol force. A review of the shifts will be conducted by the Chief of Police in January 2013.

Such a review shall include, but not be limited to, productivity, use of sick time, ability to complete mandatory and discretionary training needs and overtime payments. In the event it is contemplated by the Chief of Police that a shift realignment may be warranted, then the FOP shall provide a recommendation. After reviewing the recommendation from the FOP, the Chief of Police shall decide on any shift realignment and provide a notice which shall be posted at least 30 prior to the implementation of the new schedule.

Sergeants are supervisors. Their rotation will not be mandated by the patrol rotation of other officers. The schedule detailed above shall also not apply to sworn personnel who are detectives and/or with any rank higher than that of Sergeant, unless directed by the Chief of Police.

Mandatory required COPT training will be scheduled on a patrol officer's day off. Such training shall include, but not be limited to, in service training, firearms training, CPR certifications, less than lethal force training and first responders training. Training days shall be compensated at a rate of 1 ½ hours granted for each hour worked. Such training will be compensated as compensatory time. Paid overtime will not be granted. At the discretion of the Chief of Police, some training can be conducted during normal work hours.

In accordance with Section 553.230 of the Fair Labor Standards Act, the City shall adopt two 14 day work periods in a 28 day work cycle. For the time when the City is employing 11-1/2 hour shifts for 7 days in a 14 day cycle, officers on the 11-1/2 hour schedule will not be entitled to overtime compensation unless they exceed 11-1/2 hours of work in any one day or 80-1/2 hours in the 14 day cycle. Those sworn personnel working 8 hour shifts shall not be entitled to overtime compensation unless they exceed 8 hours of work in any one day or 80 hours of work in the 14 day cycle.

17. **HOLIDAYS**

The following shall be considered holidays under the terms of the Agreement:

1. New Year's Day*
2. Martin Luther King Day**
3. President's Day
4. Good Friday
5. Memorial Day
6. Independence Day*
7. Labor Day
8. Thanksgiving Day
9. Day after Thanksgiving
10. Christmas
11. Day Before/After Christmas***
12. Election Day every other year**
13. Two personal days (upon completion of one year anniversary and each anniversary thereafter)

a) Any other holiday generally granted to Municipal employees.

*Officers not assigned to patrol will celebrate the holiday on the same day as all other municipal workers. Patrol officers will celebrate the holiday on the actual day of the holiday.

**Officers may take an additional personal holiday in lieu of the actual holiday.

***The City shall determine if the holiday is celebrated before or after Christmas.

Memorial Day and other national holidays will be celebrated the same day as the State Government chooses.

Any officer who is assigned and works Easter Sunday will be credited vacation time, hour for hour.

For an officer assigned to the 8 hour shift who is off and not required to work on a paid holiday, he/she shall receive holiday pay of 8 hours straight time pay at the holiday hourly rate.

For an officer assigned to the 11-1/2 hour shift who is off and not required to work on a paid holiday, he/she shall receive holiday pay equivalent to a total of 10 hours straight time pay at the holiday hourly rate.

For an officer assigned to the eight hour shift who is required to work on any of the paid holidays, he/she shall receive holiday hourly rate pay at the rate of 2.5 times for time actually worked. If the officer does not complete a full shift on the holiday, he/she shall receive the holiday hourly rate pay at straight time for any time remaining in the shift, up to a maximum of 8 hours (including time worked and not worked).

For an officer assigned to the 11-1/2 hour shift who is required to work on any of the paid holidays, he/she shall be paid the holiday hourly rate for 11-1/2 straight time hours worked, plus an additional 15 hours paid at the holiday hourly rate, provided that the officer works the full 11-1/2 hour shift. If the officer does not complete a full shift on the holiday, then the 15 hours pay shall be prorated relative to the actual hours worked in the 11-1/2 hour shift. Further, if the officer does not complete a full shift on the holiday, he/she shall receive holiday hourly rate pay at straight time for any time remaining in the shift, up to a maximum of 10 hours (including time worked and not worked).

In the event an officer is required to work beyond his/her normal shift on a holiday, the officer shall be compensated at the rate of 2.5 times the hourly rate. The Chief of Police or his/her designee must approve all such overtime in advance, if possible.

18. VACATION

All vacation time will be credited to an officer on the anniversary of his/her date of employment (known as the "anniversary date").

Vacation time may be utilized in one-day periods, and any period greater than one week must be approved by the Chief of Police.

Vacation may be borrowed or advanced providing the Chief of Police and the City Administrator give their permission. If upon leaving employment an officer has not already reimbursed the City for borrowed vacation, the remaining balance will be subtracted from the officer's final pay. The officer who wishes to borrow vacation time must first sign a waiver authorizing the deduction from final pay should he/she leave the employment of the City still owing borrowed vacation time.

An officer may "sell back" up to forty (40) hours of vacation time to the City if he/she is entitled to 120 hours or more within the current anniversary year (eighty (80) hours of vacation must be used by the officer). Once any time is "sold back" to the City, that time cannot be added to total vacation time accrued by the officer. The amount "sold back" to the City will be paid during the first pay period following the Employee's anniversary date.

Police vacations shall be credited on anniversary dates as follows:

YEARS*	YEARLY VACATION TOTAL
0-6 months	No vacation
6 months but prior to 1st year anniversary	40 hours vacation
At the 1st year anniversary to the conclusion of the 2d anniversary year	96 hours vacation
At the 3rd year anniversary to the conclusion of the 9th anniversary year	120 hours vacation
At the 10th year anniversary to the conclusion of the 14th anniversary year	168 hours vacation
At the 15th year anniversary to the conclusion of the 19th anniversary year	216 hours vacation
At the 20th year anniversary	240 hours

One (1) day additional vacation to be added for each year after completion of 21 years of service.

Officers may carry over up to eighty (80) hours of vacation from one year to the next. However, the vacation carried over must be used in the year into which it was carried or be forfeited.

Officers who leave the employment of the City of New Castle and return as an employee shall start with zero (0) days of vacation.

19. **SICK LEAVE**

All officers will receive one hundred-twenty (120) hours of sick time each year on the date of their anniversary.

Regularly scheduled time off will not be counted against the allowable sick leave if regularly scheduled time off falls during the time of allowable sick leave.

All officers who use less than forty (40) hours of sick leave, per year, may "sell back" unused sick days after twelve (12) months of service at the following rate or transfer those unused sick hours to that officer's vacation allotment for the following year:

SICK DAYS USED	MAXIMUM DAY TO BE SOLD BACK TO CITY
0	40 hours
1	32 hours
2	24 hours
3	16 hours
4	08 hours

Once sick days are "sold back" to the City, that time cannot be added to total sick days accrued.

The City will pay, upon the City's physician's certification, sick leave benefits commencing with the tenth (10th) day of the long-term illness. This period shall extend for a period not to exceed twenty-one (21) days. These additional twenty-one (21) days will not be repaid by the officer. A long-term illness is defined as any physical illness lasting more than twelve (12) consecutive days.

City Council, upon recommendation of the Chief of Police, may permit an employee to take not more than thirty (30) working days sick leave with pay, in excess of accrued sick leave and extended illness leave, defined herein, in cases of serious disability or sickness and upon certification of a practicing physician designated by or acceptable to the City.

The Officer who wishes to borrow sick time must first sign a waiver authorizing the deduction from final pay should he/she leave the employment of the City owing borrowed sick time.

All sick leave advanced to an employee shall be repaid to the City at the rate of one and one-fourth (1 ¼) days per month. Should an employee leave the City employment with sick leave time, advance liability against his/her record, such liability will be deducted from accrued earnings, any provision of Wage Payment and Collection Act of the State of Delaware to the contrary notwithstanding.

Employees may accumulate unused sick leave, which shall be paid out when an employee leaves City employment. Fifty percent (50%) of accumulated unused sick leave, up to eight hundred (800) hours, may be paid out upon resignation of an employee from City employment or other termination not due to the employee's misconduct. This benefit shall not be available to employees who are dismissed due to misconduct, who resign in lieu of termination and who have not reached ten (10) years of service with the New Castle City Police Department.

Officers "injured in the activities of a law enforcement officer" shall receive wages and other benefits during the period of certified medical disability. Officers "injured in the activities of a law enforcement officer" shall continue receiving wages and benefits during the period of their disability, at the rate they were receiving at the time they sustained such injuries, for a period not to exceed one year. Any disability continuing after the one (1) year period shall be charged against the employee's sick leave and vacation accruals. Once these benefits are expired all benefits and salary shall cease. An officer shall make a reasonably prompt application for Workers Compensation. In the event the City's Workers Compensation carrier denies coverage, the employee shall not be entitled to receive wages or other benefits unless he/she is working as a police officer, or in some other function, if available, in the police department designated by the City. If he/she can do neither, the officer may use up his/her available sick days, be placed on extended leave without any benefits or apply for disability pursuant to the pension plan. The intent is that an officer injured while performing the activities of a law enforcement officer should at some time in the future be able to work, be able to collect Workers Compensation benefits or be eligible for a disability pension or be able to work in some gainful employment. The period of a certified medical disability resulting from an injury sustained while engaged in the activities of a law enforcement officer shall not be deducted from any accrued sick leave time during the first (1st) year following the disability, without the employee's written consent.

A statement of the amount of accumulated annual sick leave time and other benefits accrued by each officer shall be given to each officer on or about his/her anniversary date.

20. PHYSICAL EXAMS

All officers will receive a complete physical examination every two (2) years, scheduled at the direction of the Chief of Police. The purpose of this physical examination shall be to determine the employee's ability to perform the essential duties of the position, with or without reasonable accommodation. The City has the right to choose the physician to be used, provided he/she is qualified to perform the required examination. Officers are encouraged to have a physical examination each year by their family physicians; any co-pay for such examination will be reimbursed by the City.

21. ABSENCE FOR DEATH IN FAMILY

All police officers shall be granted up to four (4) calendar days off for a death in the police officer's immediate family.

In the event of a death of a near relative, up to three days vacation time may be taken.

In the event of a death of a relative, not described herein, up to three days vacation may be taken if approved by the Chief of Police.

Death in the policeman's immediate family shall be construed to mean the death of one of the following: spouse, children, step children, parents, step parents, brother, sister, grandparents, grandchild, father-in-law, mother-in-law, brother-in-law, and sister-in-law. Death in the policeman's near family shall mean any relative, not listed above, that is in residence with the police officer at the time of death. Additional time off will be granted for distances over 100 miles, one (1) additional day's travel time shall be allotted.

The time off allowed in the case of death in the officer's immediate family shall not be chargeable to either sick leave or vacation time. Employees may be required to demonstrate proof of death or relationship.

22. HOSPITAL-SURGICAL MEDICAL PLAN

The City agrees, during the term of this Agreement, to provide to all members of the bargaining unit, health and dental benefits. Bargaining unit member contributions shall be at the rate of ten (10%) of the monthly cost charged to the City by the health/dental insurance carrier for those members hired before July 1, 2011. For those members hired on or after July 1, 2011, contributions shall be at the rate of thirty percent (30%) of the monthly cost charged to the City by the health/dental carrier.

Beginning July 1, 2011 and through June 30, 2014, the City will provide health and dental coverage, without any increase in the employee percentage contribution, equal to or greater than the existing health and dental coverage.

Upon retirement, the retiree may, if such benefits are available from the health care insurer, continue participation in the health care plan. Any such participation shall be at the sole expense of the retiree.

23. BLOOD BANK

The City agrees that during the term of this Agreement that it will provide for membership in the Blood Bank of Delaware, Inc. The City will pay the annual membership fees; the individual officer shall be responsible for fulfilling the "blood obligation" when called by the Blood Bank.

24. **PENSION**

Participation with the County and Municipal Pension Program, created pursuant to 11 Del. C., Chapter 82, shall control the benefits and obligations of the parties.

25. **DISCIPLINE**

Any alleged breach of the Police Department's Rules and Regulations, Standard Operating Procedures or Policies shall be investigated and resolved in accordance with the Law Enforcement Officer's Bill of Rights. (11 Del. C., Chapter 92)

Each negative entry in an officer's personnel files shall be removed at the end of three (3) years from the date the negative entry is placed in the file.

Imposition of discipline shall not be the subject of the grievance procedures.

26. **GRIEVANCE PROCEDURE**

STEP 1:

A. Any employee having a grievance, or one (1) designated member of a group of employees having a grievance, or the Lodge having a grievance shall reduce the grievance to writing within ten (10) business days of becoming aware of the problem and submit it to the Chief of Police for rectification. However, any grievance for money claims shall be filed within five (5) business days of when the grievant knew, or should have known, of his/her monetary claim.

B. If the grievance is not resolved within five (5) business days by the Chief of Police, it shall be forwarded to the City Administrator for review.

STEP 2:

A. The City Administrator shall review the grievance within ten (10) business days of actual receipt. If the grievance is not resolved within ten (10) business days of actual receipt by the City Administrator, it shall be forwarded to the City Council, which shall schedule a meeting between the aggrieved party and the City Council within ten (10) business days.

B. City Council or their representative shall submit a written decision within five (5) business days of the meeting. Within five (5) business days, if the grievance is not resolved, it may be submitted to arbitration.

27. **ARBITRATION**

The grievance, not having been resolved, either party may demand arbitration under the then existing Voluntary Labor Arbitration Rules of the American Arbitration Association. The parties, by mutual agreement, may select any person or persons to arbitrate. The expense of the arbitration shall be shared equally by the City and the Lodge.

The jurisdiction of the arbitrator shall be limited to a determination of the facts and application of the specific provisions of this Agreement at issue.

The arbitrator shall be bound by the provisions of this Agreement and shall have no authority to add to, subtract from, amend or modify any of its provisions. The decision of the arbitrator shall be final and binding.

28. LABOR/MANAGEMENT MEETINGS

Labor/Management Meetings will be held the first (1st) pay day of each month. All officers will attend those meetings. The meetings shall not exceed one (1) hour per month unless extended by agreement of the parties. A written agenda of topics to be discussed at that meeting shall be submitted to the F.O.P. representative seven (7) days prior to such meeting. If no agenda is submitted by the required date, no meeting shall be scheduled. These meetings are neither intended to bypass the normal grievance procedure nor are to be considered contract negotiation meetings, but are intended as a means of fostering good employment relations between the parties.

29. BARGAINING UNIT

The bargaining unit shall include probationary policemen, Patrolmen, Patrolmen First Class (P.F.C.), Corporals, Senior Corporals, Master Corporals, Sergeants, Senior Sergeants, Master Sergeants, Lieutenants, and Senior Lieutenants.

30. PAYMENT OF DUES

Upon the written authorization of any employee covered by this Contract, the City shall deduct from his/her wages the monthly amount of dues as certified by the Secretary of the Lodge, and shall deliver the same to the Treasurer of the Lodge. The Lodge shall deliver to the City at least ten (10) days before the end of the current pay period additional "check-off of dues forms" under which membership dues for the current pay period are to be deducted. Dues withheld shall be submitted by the City, with a list of those for whom such deductions have been made, to the duly elected Treasurer of the Lodge not later than the fifteenth (15th) working day of the following month.

31. POLICE CONVENTIONS

Members of the Lodge, not to exceed one (1) in number, shall receive a leave of absence to attend and serve as delegates to police conventions, provided that such leave shall not exceed in the aggregate eighty (80) hours in any calendar year, shall upon reasonable notice of the Lodge President, in writing, to the Chief of Police have the right thereto, without pay and without prejudice to their continued employment or seniority.

32. LIFE INSURANCE

The City shall provide and pay for a $100,000 group life insurance policy with additional $50,000 accidental death and dismemberment. Dismemberment shall mean loss or loss of use of one or both hands, one or both arms, one or both feet, one or both legs, and/or any combination of the above.

33. SEMINARS AND POLICE SCHOOLS

Officers attending seminars and police schools during their off-duty time, except training required as the result of discipline, will be compensated for actual school time if the schooling is at the request of the Chief of Police or City Council. The Chief of Police reserves the right to demand that an officer attend selected seminars or training as part of his employment. An officer attending any such seminars or police related schools shall be compensated at the officer's straight time rate or, as may be applicable, at the overtime rate.

Notices of seminars and police schools shall be provided within a reasonable time of receipt by the City of said notice. Each officer of the department shall be given consideration to attend each of the seminars.

34. INCORPORATING MORE LIBERAL BENEFITS

The parties agree that if during the term of this Agreement any resolution or ordinance is passed by City Council providing more liberal benefits to the bargaining unit as defined herein in the categories set forth below than are provided for in this Agreement, such City-Council approved benefits shall supersede any similar benefits provided for in the Agreement. In the event the Agreement provides or sets forth benefits and terms in excess of or more advantageous than those provided by ordinance or statute, the provisions of the Agreement shall prevail.

A. Vacations
B. Sick and Emergency Leave
C. Death in the Family
D. Holidays
E. Pensions
F. Leave of Absence
G. Group Insurance

35. LEGAL COUNSEL

Legal Counsel shall be provided by the City at the expense of the City for police officers in the event that legal action is threatened or brought against the police officer for action taken while acting in the capacity of a police officer for the City. However, the City shall have the right to select such legal counsel.

36. RULES

The City Council shall adopt such rules and regulations as will provide a fair and equitable basis for establishing a system of order, discipline and general working conditions.

37. MILITARY LEAVE

Military leave will be granted in accordance with federal and state law. Officers shall provide reasonable notice of the need for military leave to the Chief of Police.

Any officer on annual military training leave will receive the difference in pay between the City and the military service, for a period not to exceed two weeks per year, providing the military pay is less than the officer's present salary.

Any officer desiring to do so, may take vacation or use accrued but uncompensated overtime during military leave.

38. REIMBURSEMENT POLICY

The current City mileage and travel reimbursement policy, as it may be amended from time to time, will be followed with respect to members of the bargaining unit.

39. **TUITION REIMBURSEMENT**

Any full-time officer employed by the New Castle City Police Department, who desires to attend classes at local colleges or universities, will be eligible for reimbursement for tuition and education supplies not to exceed one thousand dollars ($1,000) per calendar year.

To receive reimbursement, the officer must have received a grade of "C" or better in the approved course (approved course shall mean any college level course approved by the Chief of Police prior to enrollment) and provide a transcript with the reimbursement request.

40. **SHIFT DIFFERENTIAL**

Any officer who is assigned to work a rotating shift schedule shall receive a shift differential according to the following schedule:

Scheduled start time of 1500 hrs but before 0100 hrs: 7% of base salary

41. **WORKING OUT OF RANK**

Officers performing duties outside their job descriptions, at the direction of the Chief of Police or his/her authorized designees, for one full day or longer, shall receive compensation in the amount of five percent (5%) over his/her salary.

42. **EYE GLASSES**

The City agrees to assist officers in the purchase of prescription glasses. The City will pay up to one hundred fifty ($150.00) dollars per calendar year towards any purchase of prescription glasses. The City and the Lodge encourage employees of the City to use those vision benefits available to them as part of their health insurance coverage.

43. **MISCELLANEOUS**

The provisions of this Agreement shall not be construed or applied in a manner inconsistent with the obligation of the City to annually appoint a suitable number of police constables as required by section 13 of the City Charter of the City of New Castle, 27 Del. L. Ch. 216, as amended by 51 Del. L. Ch. 246.

44. **PAYSCALE**

The City of New Castle agrees to pay the following wages for the duration of this Contract.

Rank	**07/01/2011 to 6/30/2012**	**07/01/2012 to 6/30/2013**	**07/01/2013 to 6/30/2014**	
Recruit	$28,025	$28,025	$28,025	Annual Rate
	$13.39	$13.39	$13.39	Straight Time Hourly Rate*
	$13.47	$13.47	$13.47	Overtime & Holiday Hourly Rate**

Patrolman	$46,946	$47,888	$49,081	Annual Rate
	$22.43	$22.88	$23.45	Straight Time Hourly Rate*
	$22.57	$23.02	$23.60	Overtime & Holiday Hourly Rate**
PFC	$53,958	$55,046	$56,406	Annual Rate
	$25.78	$26.30	$26.95	Straight Time Hourly Rate*
	$25.94	$26.46	$27.12	Overtime & Holiday Hourly Rate**
Corporal	$57,348	$58,499	$59,944	Annual Rate
	$27.40	$27.95	$28.64	Straight Time Hourly Rate*
	$27.57	$28.12	$28.82	Overtime & Holiday Hourly Rate**
Sr/Corporal	$59,755	$60,948	$62,476	Annual Rate
	$28.55	$29.12	$29.85	Straight Time Hourly Rate*
	$28.73	$29.30	$30.04	Overtime & Holiday Hourly Rate**
Mstr/Corporal	$64,109	$65,406	$67,039	Annual Rate
	$30.63	$31.25	$32.03	Straight Time Hourly Rate*
	$30.82	$31.45	$32.23	Overtime & Holiday Hourly Rate**
Sergeant	$65,930	$67,248	$68,922	Annual Rate
	$31.50	$32.13	$32.93	Straight Time Hourly Rate*
	$31.70	$32.33	$33.14	Overtime & Holiday Hourly Rate**
Sr/Sergeant	$68,588	$69,969	$71,706	Annual Rate
	$32.77	$33.43	$34.26	Straight Time Hourly Rate*
	$32.97	$33.64	$34.47	Overtime & Holiday Hourly Rate**
Mstr/Sergeant	$69,990	$71,392	$73,171	Annual Rate
	$33.44	$34.11	$34.96	Straight Time Hourly Rate*
	$33.65	$34.32	$35.18	Overtime & Holiday Hourly Rate**
Lieutenant	$71,361	$72,789	$74,608	Annual Rate
Sr/Lieutenant	$76,615	$78,147	$80,101	Annual Rate

*The straight time hourly rate is paid for all hours worked in one shift up to 11.5 hours for employees who work the 11.5 hour shift. (In one 14 day pay period, this would equal 7 days worked for a total of 80.5 hours.)
**Overtime and Holiday Hourly Rate is paid for all hours worked which are considered overtime and holiday hours in accordance with this agreement.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representative this day of ,2011.

MAYOR & COUNCIL OF NEW CASTLE

Donald A. Reese Mayor	Witness
William J. Barthel President of City Council	Witness
John Cochran City Council	Witness
John J. Gaworski, Jr. City Council	Witness
Ted Megginson City Council	Witness
Teel Petty City Council	Witness
Michael A. Dickinson City Clerk	Witness

WILMINGTON FRATERNAL ORDER OF POLICE LODGE NUMBER 1

President	Witness
F.O.P. Representative	Witness

2009 – 2012

COLLECTIVE BARGAINING AGREEMENT

between

THE MAYOR AND COUNCIL OF NEW CASTLE

and

LOCAL 3615

THE AMERICAN FEDERATION

OF STATE, COUNTY AND

MUNICIPAL EMPLOYEES

A.F.L. – C.I.O.

40. WAGE ADMINISTRATION PLAN

(a) The City agrees to pay wages during the term of this agreement as set forth in Appendix D hereto, and further agrees to make retroactive payments for such wages, as applicable, for the period July 1, 2009 through the effective date of this agreement, which retro-payment shall be made in a separate check.

(b) All employees in the bargaining unit shall be paid on an hourly basis unless other payment terms are specifically set forth in this Agreement.

(c) An employee who receives an overall rating of "meets expectations" (or equivalent) or better on his/her annual performance review shall receive a wage increase as specified in the wage schedule attached as Appendix D hereto. Such increases shall be effective as of July 1 of each year, beginning in the year 2009. By way of example, an employee who was classified as Level A1 at the inception of this agreement (and under the parties' prior agreement), and who received a performance rating of "meets expectations" (or equivalent) or better in 2009, would receive the annual wage increase in accordance with Appendix D hereto, effective July 1, 2009.

(d) Any employee who does not receive an overall rating of "meets expectations" (or equivalent) or better on his/her annual performance review shall not be eligible for the annual wage increase. In the event the employee receives a performance rating of "meets expectations" (or equivalent) or better in any subsequent year, the employee shall progress only to the next applicable wage level. By way of example, an employee who was classified as Level B1 at the inception of this agreement (and under the parties' prior agreement), and who did not receive a performance rating of "meets expectations" (or equivalent) or better in 2009, would not be eligible for a pay increase in the period July 1, 2009 through June 30, 2010. If that employee receives a rating of "meets expectations" (or equivalent) or better on his/her annual performance review in 2010, the employee will receive an annual wage increase on July 1, 2010, but would progress to pay level B1 in accordance with Appendix D hereto (i.e., to the rate listed for July 1, 2009).

(e) Any employee who is promoted to a position in a higher classification shall be assigned to the first wage category (i.e., designations A, B, and C as set forth in Appendix D hereto) that would result in an increase in compensation for that employee.

(f) The City will recognize sustained, superior performance by an employee who has not attained career-level grade, or Level C, by awarding in-position advancement to that employee (e.g., from level A to level B, or level B to level C). An employee will be eligible for in-position advancement if s/he satisfies the following requirements: the employee's overall performance rating is "exceeds expectations" or better for a period of three (3) or more consecutive years for the

same position, (or, in the event the employee serves in a different position during such time period due to a temporary promotion, the employee meets expectations in such position), the employee is recognized as a having provided superior "customer service" to the public, and the employee has demonstrated excellent attendance, teamwork, availability, initiative, and community service.

(g) Under special circumstances and in limited instances, the City may grant time off without pay to employees who need time off from work, however do not wish to deplete their time banks, or who do not have an appropriate time bank available where time off could be charged for the purpose for which it is being requested. In order to take time off without pay, an employee must obtain approval in advance from his/her Department Head, and such time shall be granted in no less than one-hour increments. In no instance, however, shall any employee be granted more than 12 hours off without pay in a time period of one year, measured from the employee's anniversary date. An employee who requests and is granted time off without pay shall make a notation on his/her time record when this occurs and the result is that the employee is paid less than the normal amount of his/her work schedule (i.e., if a 40-hour per week employee worked 38 hours). This time off without pay is unrelated to that which may be provided under the "Special Leave" section (Appendix F) of this agreement.

45. VACATION

(a) Eligibility. All regular full-time and part-time employees of the City of New Castle shall be granted vacation leave in accordance with the terms set forth in this Agreement, provided, however, that no employee's maximum period of annual vacation shall be reduced from current levels by virtue of this Agreement. Temporary and seasonal employees shall not be eligible for vacation.

(b) Accrual. All regular full-time and part-time employees shall begin to accrue vacation after six (6) months of continuous employment with the City. An employee earns vacation according to the following schedule:

YEARS OF SERVICE	TOTAL VACATION HOURS
0 – 6 months	No Vacation
6 months but prior to 1st year anniversary	40 hours vacation
1st year anniversary to conclusion of 4th anniversary year	80 hours vacation
5th year anniversary to conclusion of 9th anniversary year	120 hours vacation
10th year anniversary to conclusion of 14th anniversary year	168 hours vacation
At the 15th year anniversary	216 hours vacation

(c) A full-time employee may carry over up to eighty (80) hours of vacation from one year to the next. However, the vacation carried over must be used in the year into which it was carried or be forfeited.

(d) Part-time employees shall accrue vacation as set forth above, in pro-rata proportion to their hours of work.

(e) Vesting.

1. All vacation time shall be fully vested on the first anniversary date after it is credited. All vacation that has been credited to an employee may be taken by the employee, subject to management approval.

2. An employee who is terminated, voluntarily resigns or retires from employment with the City, shall be paid for any unused vested vacation time. In addition, the employee shall be paid for any remaining credited

vacation time on a pro-rata basis, depending on time worked during the anniversary year. Employees shall be required to give two (2) weeks notice of their intention to resign or retire to be eligible for the vacation benefits set forth herein.

(f) Authorization and Scheduling.

1. Requests for vacation scheduling shall be made in writing and shall be subject to the approval of the Department Supervisor or his/her delegate, and will be decided upon after consideration of the operating requirements of the Department. Approved vacation requests are subject to change at the discretion of the City in the event of changing circumstances or emergency needs.

2. Vacation requests submitted between January 1st and March 31st of each calendar year shall be considered on the basis of seniority within the requesting employee's job classification. Vacation requests submitted between April 1st and December 31st of each calendar year shall be considered in the order in which they are received within the requesting employee's job classification.

3. Requests for vacation leave of five (5) or more days shall be submitted at least one (1) month in advance of the first vacation day requested. Requests for vacation leave of five (5) or more vacation days that are not received one (1) month in advance of the first day of vacation requested shall have no priority rights. Requests for vacation leave of less than five (5) days shall be submitted at least one (1) week in advance of the first vacation day requested. Requests for less than five (5) vacation days which are not received one (1) week in advance of the first day of vacation requested shall have no priority rights.

4. Vacation time must be taken in one (1) hour increments.

(g) Vacation pay shall be computed based on the employee's current base rate of pay.

(h) Accumulation. The vacation year shall be the twelve (12) month period which begins the day following the employee's anniversary date and ends on the employee's next anniversary date. Vacation must be taken within the vacation year in which it is credited to the employee. However, with the approval of the City Administrator, employees may be permitted to carry over up to eighty (80) vacation hours into the following year. Vacation that is carried over and not used within one year will be forfeited.

(i) Sell-Back. On his/her anniversary date, an employee may "sell back" up to forty (40) hours of vacation time to the City (if he/she is entitled to one hundred-twenty (120) or more hours of vacation time in one calendar year eighty (80) hours of

vacation must be used by the employee). Once any time is "sold back" to the City, that time cannot be added to total vacation time accrued by the employee. The amount "sold back" to the City will be paid during the first pay period after the employee's anniversary date.

(j) Miscellaneous. While an employee is on vacation leave, leaves and other benefits shall accrue as though the employee was on regular duty. A paid holiday which occurs within an approved scheduled vacation shall not be considered a vacation day.

46. SICK LEAVE

(a) Eligibility. All regular full-time and part-time employees of the City shall be eligible for paid sick leave in accordance with the terms set forth in this Agreement. Temporary and seasonal employees shall not be eligible for paid sick leave.

(b) Sick pay shall be computed at the employee's current base wage rate.

(c) Availability.

1. Newly hired employees shall be eligible for sixty (60) hours of paid sick leave beginning six months from their hire dates through their one year anniversaries. The initial 60 hours granted to employees shall not be subject to sellback and may only be used as paid time off when an employee is personally ill. All regular full-time employees shall be credited with one hundred-twenty (120) hours of paid sick leave each year on the anniversary date of their employment.

2. Part-time employees shall accrue a pro-rated portion of sick leave based upon their hours of work.

3. Sick leave must be taken in one (1) hour increments and may only be taken for the following reasons, when not covered by worker's compensation:

   Personal illness, physical incapacity, medical or dental appointments, to include doctor-prescribed medical procedures or laboratory testing that render the employee incapable of performing the duties of his/her work, provided the employee provides the City with appropriate documentation of same; illness in the household of the employee requiring quarantine as certified by a physician or public health officer.

(d) Accumulation.

1. Employees may accumulate unused sick leave, which shall be paid out when an employee leaves City employment. Fifty percent (50%) of accumulated unused sick leave, up to eight hundred (800) hours, may be paid out upon resignation or retirement of an employee from City employment or other termination not due to the employee's misconduct. This benefit shall not be available to employees who are dismissed due to misconduct, who resign in lieu of termination and who have not reached ten (10) years of service with the City.

2. Accumulated sick leave may also be used in case of serious, incapacitating illness during the mandatory exhaustion period for short term disability benefits. In the event the employee is not certified as meeting the eligibility criteria for short term disability status, this benefit shall not be available.

3. Accumulated sick leave shall not be used for any purpose other than those enumerated herein.

(e) Notice. Employees using sick leave are required to notify their immediate supervisor of their absence no later than one-half hour prior to the start of their regularly scheduled working day(s), except under emergency conditions. Failure to provide such notice shall result in loss of pay and disciplinary action. Such notice must be provided on each day an employee uses sick leave, absent special agreement with the employee's immediate supervisor and/or City Administrator.

(f) Medical Certification. Employees who are absent for five (5) or more days must present a medical certificate issued by his/her health care provider, certifying that the absence was due to illness or injury, the specific nature of that illness or injury, and that the individual is able to return to work. At its discretion, the City may request medical certification for shorter absences.

(g) Sell-Back. On his/her anniversary date, an employee who used less than forty (40) hours of sick leave in that year may "sell back" unused sick days at the following rate. Once any days are sold back to the City, that time cannot be added to total sick days accrued.

SICK DAYS USED	MAXIMUM DAYS TO SELL
0	5
1	4
2	3
3	2
4	1

47. HOLIDAYS

(a) Regular full-time employees shall be eligible for the following paid holidays from their first day of employment (actual dates of observance will be those specified by the State of Delaware, if applicable):

New Year's Day
Martin Luther King's Birthday
Presidents' Day
Good Friday
Memorial Day
Independence Day
Labor Day
Election Day (every other year)
Thanksgiving Day
Day after Thanksgiving
Christmas Day
Day before or after Christmas (as designated by the City on a yearly basis)

Such other days as the City Mayor and Council may designate as holidays with pay shall be considered "special holidays."

(b) In order to receive holiday pay, employees must:

1. Have worked the regularly scheduled work days both immediately preceding and following the holiday; or
2. Been on pre-approved leave on such work days; or
3. Provide medical certification upon returning to work (see § 46(f)).

(c) All employees shall be paid time and one-half their regular rate in addition to holiday pay as set forth herein for all hours worked on the above-listed holidays, including special holidays. Working on a paid holiday must be approved in advance by the City Administrator or designee.

48. PERSONAL TIME

(a) After completion of the initial probationary employment period, all regular full time employees shall receive sixteen (16) hours of personal time on their anniversary date, in addition to the above-listed holidays.

(b) Part-time employees shall accrue a pro-rated portion of personal time based upon their hours of work

(c) Personal days must be taken in one (1) hour increments and must be scheduled with the approval of the employee's immediate supervisor. Personal days cannot be carried over from year to year.

49. SPECIAL LEAVE

See Appendix F attached hereto.

50. COMPENSATION FOR DAMAGE OR DESTRUCTION OF PERSONAL PROPERTY

The City shall provide compensation to the employee when the employee's personal property is damaged or destroyed as a direct result of actions arising out of the employee's performance of official duties subject to the following:

(a) Within seven (7) calendar days of the destruction or damage, a written report of the incident must be filed with the City Administrator. Said report must detail how the personal property was destroyed or damaged; a description of the personal property; and the estimated cost of repair or replacement.

(b) The personal property, when practicable, shall be made available for inspection. Compensation shall not be paid without the written approval of the City Administrator.

(c) Personal property shall not include non-prescription sunglasses or any jewelry other than medic-alert related identification.

(d) Repair or replacement of wrist watches shall not exceed thirty-five dollars ($35.00).

(e) The repair, replacement or compensation in lieu thereof, at the City's option, shall in any event be available only upon presentation of receipts or other appropriate documentation by the employee and in regard to property reasonably necessary to the employee's performance of his or her duties and customary standards of dress. Compensation shall be limited to two hundred twenty five dollars ($225.00) for each single claim for damaged or destroyed property.

51. CDL LICENSE REIMBURSEMENT

The City agrees to reimburse employees in the position of Equipment Operator for the cost of renewal of their Commercial Drivers' Licenses (CDL's).

52. OPTICAL ALLOWANCE

The City agrees to assist employees in the purchase of prescription glasses. Upon presentation of an appropriate receipt by the employee, the City will reimburse the employee up to one hundred fifty dollars ($150.00) for such purchase during any two-year period, which shall be measured on a rolling basis looking back. The City and the Union encourage employees of the City to use those vision benefits available to them as part of their health insurance coverage.

53. TUITION REIMBURSEMENT

(a) Any non-probationary, full-time employee of the City who desires to attend classes at a local college or university will be eligible for reimbursement for tuition and educational supplies not to exceed one thousand dollars ($1,000.00) per calendar year.

(b) To receive reimbursement, the employee must have received a grade of "C" or better in the approved course (approved course shall mean any college level course relevant to the employee's position, which is approved by the City Administrator in his/her sole discretion and in writing prior to enrollment) and provide a transcript or certificate of completion with the reimbursement request.

54. BLOOD BANK

The City agrees that during the term of this Agreement it will provide for membership in the Blood Bank of Delaware, Inc. The City will pay the annual membership fees; the individual employee will be responsible for fulfilling the "blood obligation" when called by the Blood Bank.

55. LIFE INSURANCE

The City shall provide and pay for a $100,000.00 group life insurance policy with an additional $50,000.00 accidental death and dismemberment coverage. Dismemberment shall mean loss or loss of use of one or both hands, one or both arms, one or both feet, one or both legs, and/or any combination of the above. To the extent such benefits are taxable, the employee shall be responsible for such taxes.

56. OTHER INSURANCE

(a) The City agrees, during the term of this Agreement, to provide to all full-time employees health and dental benefits and other insurance as set forth herein.

(b) The City will maintain enrollment in the State of Delaware Health Insurance Plan pursuant to Delaware Code Title 29 § 5209. Union member contributions shall be at the rate of ten percent (10%) of the monthly cost charged to the City. Upon presentation of proof of other insurance and in accordance with other legal requirements, union members may elect not to participate in the health insurance plan; the City shall provide to the employees who make such election a cash payment of $135 per pay period, which amounts shall be treated as regular income for purposes of the tax and withholding obligations of the employee.

(c) The City shall continue to provide dental insurance and short term disability insurance to all regular full-time employees. The City shall maintain these insurance benefits on the same or substantially similar terms and conditions as

currently apply or, at its sole discretion, provide a higher level of benefits than currently are provided. However, the City shall in no event be required to pay premiums in excess of 110% of the premium of any given policy as in effect on the date of the ratification of this Agreement.

(d) At least sixty (60) days prior to renewal of any policy of insurance or elections to contract for replacement/substitute coverage, the City shall provide notice to the Union of its intent to so renew or elect.

57. PENSION PLAN

The City shall participate in the State of Delaware's County and Municipal Employee Pension Plan. All regular full-time and part-time employees of the City, as defined by the pertinent statutes, shall be automatically enrolled in the appropriate plan upon employment.

APPENDIX A

CITY OF NEW CASTLE EMPLOYEES

The following non-supervisory employees of the City of New Castle shall be considered members of the bargaining unit represented by Local 3615, Council 81, American Federation of State, County and Municipal Employees, AFL-CIO:

Public Works	**Administration**
Laborer I	Clerk
Laborer II	Secretary I
Laborer III	Secretary II
Equipment Operator I	Finance Specialist I
Equipment Operator II	Finance Specialist II
Equipment Operator III	Finance Specialist III
Mechanic/Equipment Operator II	Finance Coordinator
Foreman I	Building Code Tech I
Foreman II	Building Code Tech II
Public Works Supervisor	Public Services Specialist
	Building Code Official

Revised 05/28/2009 (See MOU as Addendum to Contract)

APPENDIX C

OCCUPATIONAL CLASSIFICATIONS & OCCUPATIONAL GROUPINGS

The following occupational classifications shall constitute the occupational grouping for Public Works employees who are members of the bargaining unit:[1]

Laborer I
Laborer II
Laborer III
Equipment Operator I
Equipment Operator II
Equipment Operator III
Mechanic/Equipment Operator II
Foreman I
Foreman II
Public Works Supervisor

The following occupational classifications shall constitute the occupational grouping for Building Code employees who are members of the bargaining unit:

Building Code Technician I
Building Code Technician II
Public Works Specialist
Building Code Official

The following occupational classifications shall constitute the occupational grouping for clerical and secretarial employees who are members of the bargaining unit:

Clerk
Secretary I
Secretary II

The following occupational classifications shall constitute the occupational grouping for Finance/Payroll employees who are members of the bargaining unit:

Finance Specialist I
Finance Specialist II
Finance Specialist III
Finance Coordinator*

*

Revised 05/25/09 (See MOU as Addendum to Contract)

[1] All occupational groupings are listed in classification order from lowest to highest.

July 1, 2010 to June 30, 2011

	2%		
CLASSIFICATION	A1	B1	C1
Laborer I	$11.97	$12.39	$12.87
Laborer II	$13.29	$13.76	$14.24
Laborer III	$14.29	$14.77	$15.31
Equip. Operator I	$14.88	$15.46	$16.13
Equip. Operator II	$16.59	$17.24	$17.96
Equip. Operator III	$18.22	$18.97	$19.67
Mechanic/Equipment Operator II	$20.04	$20.86	$21.62
Foreman I	$16.65	$17.37	$18.09
Foreman II	$20.33	$21.11	$21.96
P.W. Supervisor	$23.47	$24.39	$25.45
Clerk	$13.12	$13.65	$14.20
Secretary I	$15.53	$16.13	$16.78
Secretary II	$17.76	$18.49	$19.27
Finance Specialist I	$15.53	$16.13	$16.78
Finance Specialist II	$18.35	$19.08	$19.86
Finance Specialist III	$20.66	$21.50	$22.30
Finance Coordinator	$25.02	$26.05	$27.01
Building Code Tech I	$17.76	$18.49	$19.27
Building Code Tech II	$19.99	$20.79	$21.63
Public Services Specialist	$20.33	$21.11	$21.96
Building Code Official	$23.47	$24.39	$25.45

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7/1/11 - 6/30/12

3%

CLASSIFICATION	A1	B1	C1
Laborer I	$12.33	$12.76	$13.25
Laborer II	$13.68	$14.16	$14.66
Laborer III	$14.71	$15.20	$15.76
Equip. Operator I	$15.32	$15.92	$16.60
Equip. Operator II	$17.07	$17.75	$18.49
Equip. Operator III	$18.75	$19.54	$20.24
Mechanic/Equipment Operator II	$20.64	$21.47	$22.26
Foreman I	$17.14	$17.89	$18.63
Foreman II	$20.94	$21.74	$22.62
P.W. Supervisor	$24.17	$25.12	$26.21
Clerk	$13.51	$14.06	$14.63
Secretary I	$16.00	$16.61	$17.28
Secretary II	$18.29	$19.04	$19.85
Finance Specialist I	$16.00	$16.61	$17.29
Finance Specialist II	$18.90	$19.65	$20.46
Finance Specialist III	$21.27	$22.15	$22.96
Finance Coordinator	$25.77	$26.83	$27.82
Building Code Tech I	$18.29	$19.04	$19.85
Building Code Tech II	$20.60	$21.41	$22.28
Public Services Specialist	$20.94	$21.74	$22.62
Building Code Official	$24.17	$25.12	$26.21

City of New Castle
Personnel Policy

3-3. Group Medical Insurance

A. Eligibility

The City of New Castle offers major medical insurance to all full-time, regular employees as set forth in the applicable collective bargaining agreements. Part-time, temporary and seasonal employees are not eligible for the group medical insurance benefit.

B. Terms

For terms of coverage, employees should refer to the summary plan description and/or plan documents.

C. COBRA—Continued Coverage

In accordance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), an employee who is covered by the City's group medical insurance is entitled to choose "continued coverage" or a temporary extension of health coverage on a self-pay basis if coverage ceases because:

1) the employee's employment is terminated for a reason other than gross misconduct;
2) the employee's hours of employment are reduced.

D. COBRA—Continued Coverage of Spouse and/or Dependents

The employee's election of continued coverage may also include a covered spouse and dependent children. The maximum period of continued coverage is 18 months. A spouse or dependent covered by the City's group medical insurance is also entitled to purchase continued coverage if loss of group coverage occurs because of:

1) death of the spouse or parent (employee);
2) termination or a reduction of hours of the spouse or parent's employment;
3) divorce or legal separation from spouse or of parents;
4) the spouse or parent becomes eligible for Medicare.

A dependent also has the right to continued coverage if he or she ceases to be a "dependent child" under the City group coverage. For these events, the maximum period of continued coverage generally is 36 months.

E. COBRA—Discontinuation of Continued Coverage

Continued Coverage will end earlier than the 18 or 36 months described in Subsections C and D of this Section if:

1) individuals are covered under another health care or major medical plan;
2) individuals do not make their premium payments when due;
3) individuals become eligible for Medicare;
4) the plan terminates for all employees.

F. Enrollment

All eligible employees should complete an enrollment form for health insurance upon employment. A detailed explanation of the coverage listed above and an enrollment form can be obtained from the Human Resources Department.

G. Cash Payment in Lieu of Health Insurance Benefits

Some employees may be eligible for cash payment in lieu of health insurance benefits. For further information, please contact the Human Resources Department or refer to the appropriate collective bargaining agreement.

3-4. Pension Plan

A. Eligibility

The City of New Castle participates in the State of Delaware's County and Municipal Employee Pension Plan and the State's County and Municipal Police/Firefighter Pension Plan. All full-time regular police officers and all other full-time and part-time employees of the City, as defined by the pertinent statutes, are automatically enrolled in the appropriate plan upon employment. For more information, see the Human Resources Department for a copy of the Summary Plan Description.

B. Terms

The State-administered Pension Plans provide the following to eligible plan members:

1) Service Pensions;
2) Disability Pensions;
3) Survivor Pension benefits;
4) Death Benefits.

C. Contributions

The City and its Employees are required to contribute to the State-administered Pension Plans. The rate of employer pension contributions is established by the Board of Pension Trustees and is adjusted on July 1st of each year. Employee contributions are set by law and are deferred from an employee's federal and state income taxes pursuant to the provisions of the Internal Revenue Code. For more information, contact the Human Resources Department.

D. Service Pension Vesting and Eligibility: Uniformed Police Officers

Pension contributions for uniformed police officers are fully vested after 10 years of credited service. Police officers are eligible to receive a service pension when:

1) the officer has 10 years of service and has attained age of 62; or
2) the officer's age plus years of service
   (which must be at least 10 years) equals 75; or
3) the officer has 25 years of service.

E. Service Pension Vesting and Eligibility: Other City Employees

Pension contributions for other City employees are fully vested after 5 years of credited service. These employees are eligible to receive a service pension when:

1) the employee has 5 years of service and has attained age 65; or
2) the employee has 15 years of service and has attained age 60; or
3) the employee has 30 years or service.

3-5. Deferred Compensation

A. Eligibility

Each full-time employee of the City of New Castle is eligible to participate in the City-sponsored deferred compensation program. Temporary, seasonal and part-time employees shall not be eligible for the deferred compensation program.

B. Terms

Employees may defer a portion of their current pre-tax salary for use at retirement or upon reaching age 70-1/2. Participation is totally at the individual employee's expense via payroll deductions, and certain annual administrative charges may apply. The City shall not make a financial contribution to this plan. Maximum limitations on employee contributions are set by the Internal Revenue Service.

C. Enrollment

All eligible employees who wish to participate shall notify the Human Resources Department and complete an enrollment form at any time.

5-3. Bereavement Leave

A. Eligibility

All regular full-time and part-time employees who experience the death of a member of their immediate family shall be eligible for bereavement leave from work with pay. Each employee who will be absent from work due to bereavement leave must notify his or her Department Head as soon as is reasonably possible.

B. Terms

1) Duration

All employees shall be granted up to four (4) days off for a death in the employee's immediate family. Death in the employee's immediate family shall be construed to mean the death of one of the following: spouse, children, step-children, parents, step-parents, brother, sister, grandparents, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, and any person with whom the employee lives. For distances over 100 miles, one (1) additional day travel time shall be allotted.

The time off allowed in the case of death in the employee's immediate family shall not be chargeable to either sick or vacation time.

In the event of a death of a near relative not listed above, up to three (3) days vacation time may be taken. The City Administrator may allow time off as prescribed above upon the death of other relatives, provided that they are residing at the time with the employee or the employee is residing with them. In the event of a death of a near relative not listed above and with whom the employee is not residing, up to three (3) days vacation time may be taken. Employees may be required by the City to show proof of death and relationship.

2) Bereavement Leave Pay

All bereavement leave for eligible employees shall be on a time off with pay basis and pay shall be computed at the employee's current regular salary rate.

3) Benefit Accrual

While an employee is on bereavement leave, benefits shall continue as though on regular duty. When the employee returns from such leave, the time spent on leave shall be considered as continuous service in computing vacation and sick leave.

5-4. Holidays

A. Eligibility

All full-time employees shall receive their regular pay for up to fourteen (14) holidays and for any other day or portion of a day proclaimed by the Council as a holiday during which the public offices of the City shall be closed:

1) New Year's Day
2) Martin Luther King Day
3) President's Day
4) Good Friday
5) Memorial Day
6) Independence Day
7) Labor Day
8) Election Day (every other year)
9) Thanksgiving Day
10) Day After Thanksgiving
11) Christmas Day
12) Day Before/After Christmas*
13) Two Personal Holidays—employee's choice (after one year of service)

*Depending upon when the holiday falls during the week as determined by the City Administrator. If the holiday falls on Saturday or Sunday, the offices will be closed Friday, Saturday, Sunday, and Monday of that holiday week.

Personal Holidays cannot be carried over to the following year. If they are not used, they are forfeited. Refer to the relevant Collective Bargaining Agreement.

B. Terms

1) Holiday Falling on Unscheduled Workday

When any holiday falls on a Saturday, the preceding business day shall be considered the legal holiday. When a holiday falls on a Sunday, the following business day shall be considered the legal holiday.

2) Work Required on Holiday

If any employee is required to work on any of the paid holidays, he/she shall receive holiday pay at the straight time rate plus overtime at one and one-half (1 1/2) times the straight time rate for each hour actually worked on the holiday.

Working on a paid holiday must first be approved by the City Administrator and/or Chief of Police, as is appropriate.

3) Additional Information

For additional information on holiday pay and personal days and eligibility therefore, employees should refer to the terms of the applicable collective bargaining agreement

5-6. Sick Leave

A. Eligibility

All regular full-time and part-time employees are eligible for paid sick leave upon appointment. Temporary and seasonal employees are not eligible for paid sick leave.

B. Terms

1) Availability

Sick leave time shall be credited to employees on their anniversary date. For additional information on the availability of sick leave, employees should refer to the terms of the applicable collective bargaining agreement.

2) Sell back

Employees may be eligible to sell back sick time. Refer to the relevant Collective Bargaining Agreement.

Sick leave shall be granted for the following reasons:

a) personal illness or physical incapacity that renders the employee incapable of performing the duties of his/her position, when not covered by worker's compensation;

b) illness in the household of the employee requiring quarantine as certified by a physician or public health officer;

c) The use of sick leave during absences caused by illness or injury of members of the employee's family other than those specified above is prohibited. Medical, dental or optical appointments should be scheduled during non-duty hours; if an employee is unable to schedule an appointment during non-duty hours, he/she shall be required to make the time up or to take sick leave, at the sole discretion of his/her Department Head and/or the City Administrator.

For additional information, employees should see the applicable collective bargaining agreement, if any, and/or departmental operating procedures.

3) Termination/Retirement Credit for Accumulated Sick Leave

Employees may accumulate unused sick leave, which shall be paid out in accordance with the applicable collective bargaining agreement when an employee leaves City

employment. This benefit shall not be available to employees who are dismissed due to misconduct or who resign in lieu of termination.

4) Benefit Accrual

While an employee is on paid sick leave, benefits shall continue as though on regular duty. When the employee returns from such leave, the time spent on leave shall be considered as continuous service in computing vacation and sick leave.

5) Notification/Certification

Each employee who will be absent from work due to a personal illness or injury shall report such absence to his or her supervisor in accordance with the applicable collective bargaining agreement, if any, and/or departmental operating procedures. Any employee who fails to provide the City with the required notice shall be considered to be absent from work without approval, shall receive no compensation while absent, and may be subject to discipline for such unapproved absence. Any employee who knowingly falsifies information provided to the City regarding any personal illness, injury or absence related thereto shall receive no compensation while absent and may be subject to discipline for such falsification of information.

6) Physician Appointments

If an Administrative or Public Services employee has a doctor's appointment which requires missing less than a half (1/2) day of work, that employee may make up that time within the work week and will not have to use any of their sick time. However, a doctor's note or receipt of the doctor's visit may be requested by the Department Head.

7) Excessive Sick Leave

Excessive sick leave shall be defined as the use of sick leave at a rate that exceeds the average usage rate of all City employees during the previous calendar year. Department Heads shall take the following measures with an employee whose sick leave use exceeds the average usage rate of a City employee:

a) Counseling

• The Department Head shall meet with the employee to determine if there is reason to believe that the employee may be abusing the sick leave benefit. If the Department Head determines that the employee's use of sick leave has been proper and justified, there shall be no further action taken with the employee at that time.

• If the Department Head determines that there is sufficient reason to believe that the employee may be abusing the sick leave benefit, the Department Head shall initiate corrective measures to reduce the employee's sick leave usage rate.

b) Corrective Measures

• The Department Head shall explain and clarify policies and standards concerning the use of sick leave to the employee.

• The Department Head shall provide the employee with written notification that the employee will be required to submit medical verification for each and every sick leave absence during the next six (6) months.

• The Department Head shall closely monitor the employee's attendance record and may telephone the employee during future absences.

• The Department Head shall note on the employee's performance evaluation that the employee's attendance has been unsatisfactory, the acceptable standards for attendance and a schedule for improvement.

• The Department Head shall explain disciplinary measures for failure to comply with this policy.

City of New Castle/Water and Electric

Management	Monthly TOTAL	Annual Salary
Commission Secretary	2,142.67	111,418.84
Electric Supervisor	1,816.17	94,440.84
Comptroller	1,632.51	84,890.52
Water Supervisor	1,574.86	81,892.72
Asst Electric Supervisor	1,286.32	66,888.64
Asst Water Supervisor	1,248.11	64,901.72

Non-Union Personnel

	Hourly
Billing	27.54
Bookkeeping	25.99
Customer Service Rep	16.65
Customer Service Rep	16.24
Customer Service Rep	16.00

Union Personnel

Listed in order of seniority

NAME	LEV	RATE
Senior Lineman	22	40.48
Water Operator	11	28.40
Yard Man	9	25.43
Senior Lineman	22	37.77
Water Operator	11	25.99
Meter Reader	1	19.17
Water Operator	10	25.21
Lineman	11	25.99
Lineman	7	21.27

APRIL1, 2010 TO MARCH 31, 2013

LABOR CONTRACT BETWEEN

MUNICIPAL SERVICES COMMISSION
AND
LOCAL 3606, COUNCIL 81, AFL-CIO
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

D. The arbitration award shall be in writing and shall set forth the Arbitrator's opinion and conclusion on the issues submitted. The Arbitrator shall be without power to make any decision contrary to, inconsistent with or modifying or varying in any way, the terms of this Agreement.

E. The fee for the Arbitrator's service and expenses, the administration fee of the American Arbitration Association, and costs of the proceeding shall be borne equally by the Employer and the Union.

F. The Union may initiate grievances at Step 2 over alleged violations of Articles III and IV or where the aggrieved employee is unwilling to initiate or sign the grievance due to intimidation or fear of reprisal by the Employer without the need for a grievance initiated by an individual employee.

G. Representative of Council 81 or AFSCME may be present at all meetings after Step 1.

2.2 COMMISSION GRIEVANCES

Any grievance which the Commission may have against the Union involving the interpretation or application of the Agreement shall be presented to the grievance Committee of the Union. In the event the matter is not satisfactorily adjusted within ten (10) days after such presentation, it may be appealed to Arbitration as provided for in Section 2.1, Arbitration.

2.3 OBJECTIVITY

The Union and Commission are obligated when reviewing or submitting complaints, grievances, appeals, or problems encountered, to make every reasonable effort to ascertain, document and represent the true facts relating to the situation in order to facilitate appropriate and timely resolution or action.

2.4 COOPERATION

The Union agrees to cooperate with the employer, upon request, in formulating steps necessary to alleviate any abuses of responsibilities, rights, or privileges by employees of the unit which impede the efficient operation of the Commission.

ARTICLE III

3.0 SICK BENEFITS

ACCUMULATION OF SICK LEAVE

A. Employees shall earn sick leave at the rate of one and a quarter (1 ¼) days per month of full time employment up to a maximum of fifteen (15) days per year.

B. On the last day of each full month worked each employee will receive the equivalent in hours a monthly apportionment of the following sick leave benefit provided they are not on FMLA leave or a Leave of Absence. Sick leave shall accrue to a maximum of 2080 hours (260) days.

C. If one of the paid holidays occurs during the period in which the employee receives sick pay, he will be paid for the holiday and the day will not be charged to his sick allowance.

D. If an employee is pensioned off under the conditions of the Pension Plan of the Commission, or dies, he or his estate shall be paid for accrued sick time up to a maximum of 720 hours (90) days. Employees being pensioned off shall have the option of being paid for their accrued time in a lump sum or leave with pay.

E. An employee claiming sick leave in excess of three (3) days shall furnish a doctor's certificate to the Commission. The Commission shall have the right at any time to require an employee claiming less that three (3) consecutive days' sick leave to furnish a medical certificate to the Commission.

F. An employee taken ill or injured during working hours and sent home by the Commission shall be paid for the balance of their shift, without charge to sick leave. To receive compensation for sick leave, it is the employee's responsibility to report his or her inability to be on duty and the reason at as early an hour as is practical, but in any event, not later than one half hour (1/2) after the time set for the beginning of his or her daily duties. Where someone other than the employee is or has been asked to make the required notification to the Commission, the employee will be solely responsible for that notification being made. Sick leave notification as outlined herein must be made. The Commission's designee, after considering such extenuating circumstances in which notification is not given, may grant compensation for such leave.

G. When an employee is absent from work due to health problems, and they have exhausted their accumulated sick time, their accumulated vacation time will be applied to the absence until such time that it becomes exhausted. When an employee has exhausted vacation and sick leave time they may apply to the Commission's representative for a leave of absence.

H. Eligible employees of the Commission are entitled to unpaid leave under the "Family Medical Leave Act" of up to twelve (12) weeks in a twelve (12) month period for specified family and medical reasons. Please contact the Secretary of the Commission for a letter of determination in the event of a serious health condition of a family member or ones own health condition or for the birth of a son or daughter or the care of the newborn child.

3.1 DEATH IN THE FAMILY

A. When death occurs in an employee's immediate family and where the deceased was the father, mother, foster parent, or step-parent, mother-in-law, father-in-law,

brother, sister, husband, wife, grandparent, grandchild, or child of the employee, the employee shall be given four (4) consecutive workdays off from the time of death for bereavement. When death occurs on an employee's scheduled workday and no time is lost on day of death, such time off begins on the day following death. This time off also applies where the deceased was another relative and also a member of the household wherein the employee resides. Where the deceased was a daughter-in-law or son-in law and not a member of the employee's household, the employee shall be granted one (1) day off to attend funeral services.

B. If additional days off are needed, such time may be charged to vacation time.

3.2 LEAVE -- ACCIDENT PAY

A. Whenever an employee without any accrued sick leave is absent from work as a result of an injury or sickness compensable under the Workmen's Compensation Act, said employee shall receive whatever benefits the Act provides.

B. Whenever an employee having accrued sick leave is absent from work as a result of injury or illness compensable under the Workmen's Compensation Act, they must apply for the benefits payable under said Workmen's Compensation Act and to receive from the Commission the difference between amount paid under the Workmen's Compensation Act and their regular pay for a period of sixty (60) workdays then charging such difference against their accrued sick leave in the manner hereinafter provided. When the employee shall have used up any accrued sick leave, such employee shall thereafter be entitled to receive only those payments under the Workmen's Compensation Act. An illustration of the method by which the employee may elect to receive the difference between the amount paid under Workmen's Compensation and their regular pay, charging same against accrued sick leave, is set out in detail in Exhibit "A" hereto, which by this reference is made a part of this Agreement.

C. To obtain the benefits above set forth, the employee shall exhibit his Workmen's Compensation check to the Commission so that the Commission may calculate the difference to be paid to the employees under the foregoing formula. The employee shall then retain the Workmen's Compensation check and shall receive on the following payroll period, the difference between the benefits under the Workmen's Compensation Act and his regular pay, according to the foregoing formula.

D. Any employee who is injured on the job must report that injury by the end of the work day. If an injury is not immediately apparent and is later diagnosed by a physician as work related the employee must report that injury within twenty-four (24) hours of the diagnosis.

3.3 JURY AND WITNESS FEES

A. Subpoenaed witness

An employee who is subpoenaed as a witness shall be paid for time lost for such service at the basic straight-time hourly rate for each day served as a witness.

B. Juror Fees

An employee who is called as a juror for a Court trial shall receive the juror's fee for such jury services for each day served, and if such fee is equal to or greater than a day's pay, he shall receive no compensation from the Commission for time lost. If the juror's fee is less than his basic straight-time hourly rate for each day's service, he shall receive from the Commission the difference between the juror's fee and his day's pay at his basic straight-time hourly rate for each day's jury service.

3.4 LEAVE OF ABSENCE

A. Personal

Employees who have earned sick leave may use up to four days (32 hours) per calendar year of their earned sick leave for personal reasons.

To receive compensation for leave due to personal reasons, it is the employee's responsibility to report their inability to be on duty at as early an hour as is practical, but in any event, not later than one half (1/2) hour after the time set for the beginning of his or her daily duties. Where someone other than the employee is or has been asked to make the required notification to the Commission, the employee will be solely responsible for that notification being made. Leave for personal reasons notification as outlined herein must be made. The Commission's designee, after considering such extenuating circumstances in which notification is not given, may grant compensation for such leave.

Leave of absence without pay up to thirty (30) days may be granted, in the sole discretion of the Commission, for personal reasons, to employees with seniority other than to seek or obtain employment elsewhere.

A leave of absence without pay up to nine (9) months may be granted in discretion of the Commission to employees with seniority for the purpose of attending a qualified education institution for instructional purposes. Such leave of absence may not be renewed.

Seniority shall accumulate.

A leave of absence with pay may be granted at the discretion of the Commission to employees for the purpose of attending a qualified education institution for

instructional purposes if such leaves are for the good of the Commission and approved by the Commission.

3.5 MILITARY LEAVE

A. Any employee who enters either active or inactive training duty or service in the Armed Forces of the United States under any applicable statute, upon the termination of such service will be re-employed by the Commission in accordance with the provisions of applicable law, seniority permitting.

3.6 UNION CONVENTIONS

A. Members of the Union, not to exceed one (1) in number, may have a leave of absence to attend and serve as delegate to Union conventions, provided that such leave shall not exceed in the aggregate three (3) work weeks in any calendar year. Such leave of absence shall be upon request of the Union, in writing, to the Commission, and shall be without pay and without prejudice to their continued employment or seniority.

3.7 ABSENCE WITHOUT LEAVE

A. An absence of an employee from duty, including any absence for a single day or part of a day, that is not authorized by the Commission in advance shall be deemed to be an absence without leave. Any such absence shall be without pay and may be subject to disciplinary action. In the absence of such disciplinary action, any employee who is absent for three (3) consecutive working days without leave shall be deemed to have quit.

B. Employees, however, may request a meeting with the Commission or Commission's designee to explain extenuating circumstances for absence without leave. The Commission or its designee after considering such extenuating circumstances, may allow employees to return to work without discipline.

ARTICLE IV

4.0 VACATION

On the last day of each full month worked each employee will receive the equivalent in hours a monthly apportionment of the following vacation benefits provided they are not on FMLA leave or a Leave of Absence:

A. End of Probation to twelve (12) full months:

One (1) week = Forty (40) hours

B. More than one (1) full year (12 months) but less than five (5) full years (60 months):

Two (2) weeks = Eighty (80) hours

C. More than five (5) full years (60 months), but less than ten (10) full years (120 months):

Three (3) weeks = One hundred twenty (120) hours

D. More than ten (10) full years (120 months):

Four (4) weeks - One hundred sixty (160) hours

The monthly hour apportionment for vacation benefits are hereby established and agreed to and made a part of this Agreement, and are shown in Exhibit "B" attached hereto and made a part of this Agreement.

If a paid holidays occurs during the period in which the employee is receiving vacation pay, he will be paid for the holiday and the day will not be charged to his vacation allowance.

Subject to the Commission's responsibility to provide continuous and uninterrupted services, the Commission will schedule vacations as nearly as possible to the employees' desires, giving preference to seniority.

If an employee is pensioned off under the conditions of the Pension Plan of the Commission, laid off for lack of work, resigns (provided he shall have given thirty (30) days notice to the Commission) or dies, he or his estate shall be paid for all unused vacation time standing to his credit on date of separation.

An employee may accrue and carry forward to the next year only, not more than fifteen (15) days (120) hours of unused vacation time.

4.1 HOLIDAYS

A. All full-time employees shall receive a regular day's pay for the following holidays:

1. New Year's Day
2. Presidents Day
3. Good Friday
4. Memorial Day
5. July 4th
6. Labor Day
7. Thanksgiving Day
8. Day after Thanksgiving Day
9. December 24
10. Christmas Day
11. Individual Day
12. Floating Holiday
13. Martin Luther King Day
14. Election Day (on even years)

B. The holiday designated as "Individual Day" may be requested by an employee for any normal workday subject to the following provisions:

1. Advance notice of at least five working days must be given and the requested day shall be subject to the approval of the Supervisor.

2. The Supervisor will schedule "Individual Day" as nearly as possible as the employee's desire giving preference to seniority, but the Supervisor may find it necessary to schedule "Individual Day" to met the needs of service requirements. "Individual Day" may be scheduled throughout the contract year but must be taken by March 31 in each contract year it is authorized or it will be lost in that year, provided.

3. The employee must have worked the last scheduled work day prior to and the next scheduled work day after such holiday, with the exception the employee is absent either or both such work days due to verified personal illness; death in the immediate family; being hospitalized; or because of injury sustained on the job.

4. Employees scheduled to work as part of their scheduled work-week, on the above holidays, shall be paid a regular day's pay for the holiday and, in addition, be paid for the hours worked at twice their hourly rate, if such employees work.

5. Employees not scheduled to work, on the above holidays, but are required to work, shall be paid a regular day's pay for the holiday and, in addition, be paid for the time worked at twice their hourly rate.

6. Any employee, upon request, may be granted compensatory time off in lieu of holiday pay.

C. The Union Representative will notify the Commission by the end of January of each year of the day they wish to be the Floating Holiday. Such notice will be in writing.

D. Should any of the above holidays fall on Saturday, Friday will be observed as the Holiday. If the Holiday falls on a Sunday, Monday will be observed as the Holiday.

ARTICLE V

5.0 HEALTH AND WELFARE

GROUP INSURANCE

Following satisfactory performance for the six (6) month probationary period, the Commission shall provide and pay for the cost for each full-time employee covered by this Agreement, Group Life Insurance which shall provide insurance coverage in an amount equal to one (1) times the annual base earnings to a maximum of $50,000 of such employee to the nearest One Hundred Dollars ($100.00), with double that amount paid in case of accidental death.

The Commission shall also provide a paid up policy in the amount of $10,000.00 for each employee when entering retirement status under the conditions of the Pension Plan of the Commission, pursuant to the terms of the policy.

5.1 HEALTH & DENTAL BENEFITS

The Commission shall pay the total cost of each full-time employee's health and dental insurance under the State of Delaware Health Care Program after completion of the employee's six (6) month probationary period. Should the State Health Care Program require the spouse of an employee to obtain health care insurance from their employer and their employer charges the spouse a premium then the Commission will reimburse the employee the cost of the spouse's premium upon presentation of proof of payment.

5.2 MEDICAL EXAMINATIONS

In the event of injury or illness the Commission or its representative may require a medical examination of any employee at any time during their employment with the Commission. The examination will be done by a physician selected by the Commission. The report of such examination shall be submitted in writing by the physician to the Commission and the cost of the medical examination shall be paid by the Commission.

5.4 SUBSTANCE ABUSE POLICY

Union employees who are required to have a CDL drivers license and are subject to drug and alcohol testing under the guide lines of the Omnibus Transportation Employee Testing Act of 1991 and its amendments. Union employees who lose their driving privileges will be dismissed by the Commission.

ARTICLE VI PAY PLAN

6.0 PROBATIONARY PERIOD

A. Employees shall be regarded as temporary (probationary) until their names have been placed on the Seniority List. Employees may establish seniority six (6) months after their date of hire. If retained by the Commission thereafter, their names shall be placed on the Seniority List as of date of hiring. During such probationary period, employees may be discharged, transferred, or demoted by the Commission without the same causing a breach of this Agreement or constituting a grievance.

binding upon the parties hereto unless agreement is made and executed in writing between the parties hereto.

B. The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

C. It is understood and agreed that if any part of this agreement is in conflict with the mandatory federal or state laws, or mandatory provisions of the Commission Charter, that such part shall be suspended and the appropriate mandatory provision shall prevail, and the remainder of this agreement shall not be affected thereby. It is further agreed that in the event any part of this agreement is declared to be illegal, the parties shall meet within thirty (30) days of written notice, by either party to the other, to negotiate the modification or elimination of such provision.

7.3 LOYALTY

A. The Union agrees that the employees of the unit which it represents should individually and collectively perform loyal efficient service, that it will use its influence and best effort to protect the effectiveness of the service rendered by the Commission that it will safeguard the integrity of employee performance to the maximum extent possible, and that it will cooperate in promoting and advancing the morale of its employees and the welfare of the Commission.

B. The Union is obligated to actively support the employer's efforts to eliminate waste; conserve materials and supplies; uphold high standard of workmanship and safety practices; minimize absenteeism, tardiness, carelessness, and any other conditions which adversely affect or hamper the efficiency of the operation of the Commission and encourage the submission of improvements and cost reduction ideas.

7.4 EDUCATION

The Commission may require employees to attend courses which the Commission feels protects the health, safety and welfare of the employee in the performance of their duties, as well as courses that may be mandated by Sate or Federal Government, that allow an employee to perform certain jobs.

In the event the Sate or Federal Government requires certification on the part of an employee to perform the functions of his or her current job, such employee will make every effort to meet certification.

The Commission will not be responsible for compensation when an employee takes training outside of their normal work hours or when a course is not approved by the Commission.

7.5 DUPLICATE INSURANCE

Should the employer be obligated by law to contribute to a governmental sponsored insurance program, national or otherwise, which duplicates the benefits provided by the employer under any insurance policies currently in effect as a result of this Agreement, it is the intent of the parties that the employer not be obligated to provide double coverage, and to escape such double payments, the employer shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmental sponsored insurance programs. The employer shall continue to provide those insurance benefits not duplicated.

7.6 PENSION PLAN

The Commission will provide a Pension Plan for its employees covered by this agreement. A copy of the description of the Pension Plan Exhibit (D) will be made available to each employee.

The Commission reserves the right to cancel, alter or amend the foregoing Pension Plan at any time subsequent to this Agreement, and without limiting the generality of the foregoing, may establish a contributory plan whereby payments to the trustee fund shall be made by both the employees and the Commission.

It is the intent of the Commission that the plan that they are participating in is designed to conform to the provisions of the Employee Retirement Income Security Act of 1974.

EXHIBIT (B)
ILLUSTRATION OF VACATION METHODOLOGY

YEARS OF
EMPLOYMENT MONTHLY VACATION HOUR ALLOWANCE--- 40 HOUR WEEK

YEAR	MONTH 1	2	3	4	5	6	7	8	9	10	11	12	HOURS
1	0	0	0	0	0	0	6	6	7	7	7	7	= 40
2	6	6	6	6	7	7	7	7	7	7	7	7	= 80
3	6	6	6	6	7	7	7	7	7	7	7	7	= 80
4	6	6	6	6	7	7	7	7	7	7	7	7	= 80
5	6	6	6	6	7	7	7	7	7	7	7	7	= 80
6	10	10	10	10	10	10	10	10	10	10	10	10	= 120
7	10	10	10	10	10	10	10	10	10	10	10	10	= 120
8	10	10	10	10	10	10	10	10	10	10	10	10	= 120
9	10	10	10	10	10	10	10	10	10	10	10	10	= 120
10	10	10	10	10	10	10	10	10	10	10	10	10	= 120
11	13	13	13	13	13	13	13	13	14	14	14	14	= 160

PAY SCALE
APRIL 1,2011 TO MARCH 31,2012

	Start	After 6 Months	3 Years 4%	6 Years 4%	9 Years 3%	12 Years 2%	15 Years 2%
22	$ 33.58	$ 34.92	$ 36.32	$ 37.77	$ 38.90	$ 39.68	$ 40.48
21	$ 32.57	$ 33.87	$ 35.23	$ 36.64	$ 37.74	$ 38.49	$ 39.26
20	$ 31.60	$ 32.86	$ 34.17	$ 35.54	$ 36.61	$ 37.34	$ 38.09
19	$ 30.65	$ 31.88	$ 33.16	$ 34.48	$ 35.52	$ 36.23	$ 36.95
18	$ 29.75	$ 30.94	$ 32.18	$ 33.47	$ 34.47	$ 35.16	$ 35.87
17	$ 28.85	$ 30.01	$ 31.21	$ 32.46	$ 33.43	$ 34.10	$ 34.78
16	$ 27.99	$ 29.11	$ 30.27	$ 31.48	$ 32.42	$ 33.07	$ 33.73
15	$ 27.14	$ 28.23	$ 29.35	$ 30.53	$ 31.44	$ 32.07	$ 32.71
14	$ 26.34	$ 27.39	$ 28.48	$ 29.62	$ 30.51	$ 31.12	$ 31.75
13	$ 25.55	$ 26.58	$ 27.64	$ 28.74	$ 29.61	$ 30.20	$ 30.80
12	$ 24.79	$ 25.78	$ 26.82	$ 27.89	$ 28.73	$ 29.30	$ 29.89
11	$ 24.03	$ 24.99	$ 25.99	$ 27.03	$ 27.84	$ 28.40	$ 28.97
10	$ 23.30	$ 24.24	$ 25.21	$ 26.21	$ 27.00	$ 27.54	$ 28.09
9	$ 22.61	$ 23.51	$ 24.45	$ 25.43	$ 26.19	$ 26.72	$ 27.25
8	$ 21.93	$ 22.81	$ 23.72	$ 24.67	$ 25.41	$ 25.92	$ 26.44
7	$ 21.27	$ 22.12	$ 23.00	$ 23.92	$ 24.64	$ 25.13	$ 25.64
6	$ 20.61	$ 21.44	$ 22.30	$ 23.19	$ 23.88	$ 24.36	$ 24.85
5	$ 20.00	$ 20.80	$ 21.64	$ 22.50	$ 23.18	$ 23.64	$ 24.11
4	$ 19.39	$ 20.17	$ 20.98	$ 21.81	$ 22.47	$ 22.92	$ 23.38
3	$ 18.83	$ 19.58	$ 20.36	$ 21.18	$ 21.81	$ 22.25	$ 22.69
2	$ 18.27	$ 19.00	$ 19.76	$ 20.55	$ 21.17	$ 21.59	$ 22.02
1	$ 17.72	$ 18.43	$ 19.17	$ 19.93	$ 20.53	$ 20.94	$ 21.36

PAY SCALE
APRIL 1,2012 TO MARCH 31,2013

	Start	After 6 Months	3 Years 4%	6 Years 4%	9 Years 3%	12 Years 2%	15 Years 2%
22	$ 34.34	$ 35.71	$ 37.14	$ 38.63	$ 39.79	$ 40.58	$ 41.40
21	$ 33.31	$ 34.64	$ 36.03	$ 37.47	$ 38.59	$ 39.37	$ 40.15
20	$ 32.31	$ 33.61	$ 34.95	$ 36.35	$ 37.44	$ 38.19	$ 38.95
19	$ 31.35	$ 32.60	$ 33.91	$ 35.26	$ 36.32	$ 37.05	$ 37.79
18	$ 30.43	$ 31.65	$ 32.91	$ 34.23	$ 35.26	$ 35.96	$ 36.68
17	$ 29.51	$ 30.69	$ 31.92	$ 33.19	$ 34.19	$ 34.87	$ 35.57
16	$ 28.62	$ 29.77	$ 30.96	$ 32.19	$ 33.16	$ 33.82	$ 34.50
15	$ 27.76	$ 28.87	$ 30.02	$ 31.22	$ 32.16	$ 32.80	$ 33.46
14	$ 26.93	$ 28.01	$ 29.13	$ 30.30	$ 31.21	$ 31.83	$ 32.47
13	$ 26.13	$ 27.18	$ 28.27	$ 29.40	$ 30.28	$ 30.88	$ 31.50
12	$ 25.36	$ 26.37	$ 27.42	$ 28.52	$ 29.38	$ 29.97	$ 30.56
11	$ 24.58	$ 25.56	$ 26.58	$ 27.65	$ 28.48	$ 29.05	$ 29.63
10	$ 23.83	$ 24.79	$ 25.78	$ 26.81	$ 27.61	$ 28.17	$ 28.73
9	$ 23.12	$ 24.05	$ 25.01	$ 26.01	$ 26.79	$ 27.32	$ 27.87
8	$ 22.43	$ 23.33	$ 24.26	$ 25.23	$ 25.99	$ 26.51	$ 27.04
7	$ 21.75	$ 22.62	$ 23.53	$ 24.47	$ 25.20	$ 25.70	$ 26.22
6	$ 21.08	$ 21.93	$ 22.80	$ 23.71	$ 24.43	$ 24.91	$ 25.41
5	$ 20.46	$ 21.28	$ 22.13	$ 23.01	$ 23.70	$ 24.18	$ 24.66
4	$ 19.83	$ 20.63	$ 21.45	$ 22.31	$ 22.98	$ 23.44	$ 23.91
3	$ 19.25	$ 20.02	$ 20.82	$ 21.66	$ 22.31	$ 22.75	$ 23.21
2	$ 18.68	$ 19.43	$ 20.21	$ 21.02	$ 21.65	$ 22.08	$ 22.52
1	$ 18.12	$ 18.85	$ 19.60	$ 20.39	$ 21.00	$ 21.42	$ 21.85

BENEFITS AND WORKING CONDITIONS FOR NON-UNION EMPLOYEES

PURPOSE

The Municipal Services Commission feels it is in the interest of both the Commission and non-union employees to outline the terms, conditions and benefits they enjoy as employees of the Commission.

MANAGEMENT

Those employees defined as management are the Supervisors, Office Manager, Superintendent and Secretary/Manager. They are accountable to the Commissioners and among their responsibilities they are expected to carry on the day to day operation of the Commission.

NON-UNION EMPLOYEES

Non-union employees are those people that work for the Commission full time (not less than thirty (30) hours a week) and are not members of a collective bargaining unit.

OVERTIME

The normal working hours for all employees of the Commission is forty (40) hours a week.

Non-union employees who are required to work in excess of forty (40) hours in a week will be paid one and a half times their hourly rate for all hours or portions of an hour they are required to work in excess of forty hours in a week.

DISMISSAL

The Commission shall at all times have the right to discharge an employee for just cause. Without limiting the generality of the foregoing, it is agreed the following matters constitute "just cause".

* **Failure to meet prescribed standards of work, morality and ethics to the extent that make an employee unsuitable to work for the Municipal Services Commission.**
* **Abuse, theft or destruction of the Commission's property.**
* **Incompetency, inefficiency or negligence in the performance of duty.**
* **Insubordination, including refusal to perform work assigned by any Commissioner, or those in authority over him or her.**
* **Conviction of a serious criminal offense.**
* **Notoriously disgraceful personal conduct.**
* **Unauthorized absences, or abuse of leave privilege or of sick leave.**
* **Acceptance of any valuable consideration which constitutes a bribe.**

* **The use of narcotic drugs during working hours or on Commission property or in Commission vehicles.**
* **Being under the influence of alcohol or narcotic drugs during working hours.**
* **Profane, obscene or insulting words toward the Commission, or any of its members or supervisory employees, the public, or other employees.**
* **The use of Commission vehicles and equipment for private purposes without approval.**
* **Any other conduct which is not in keeping with standards applicable to an employee in performance of his/her work.**

No employee, without his/her consent, shall be required by the Commission to perform any services for any person, firm or Corporation other than for the Commission itself in carrying out its official functions and services.

SICK BENEFITS

ACCUMULATION OF SICK LEAVE

A. Non-union employees shall earn sick leave at the rate of one and one-quarter (1 1/4) days per month of full time employment up to a maximum of fifteen (15) days per year.

B. Non-union employees on excused leave of absence such as death in the family, sick leave and other personal leave must work at least one-half (1/2) a calendar month in order to accrue sick leave for that month. Sick leave shall accrue to a maximum of 2080 hours (260) days.

C. If a holiday occurs when a non-union employee is sick that day will not be charged against his/her accumulated sick time.

D. If a non-union employee is pensioned off under the conditions of the Pension Plan of the Commission, or dies, his or her estate shall be paid for accrued sick time up to a maximum of 720 hours (90) days. A non-union employee being pensioned off shall have the option of being paid for his/her accrued time in a lump sum or leave with pay.

E. A non-union employee claiming sick leave in excess of three (3) days shall furnish a doctor's certificate to the Office Manager or Secretary/Manager if requested.

F. Non-union employees who have earned sick leave may use up to four days (32 hours) per calendar year of their earned sick leave for personal reasons.

DEATH IN THE FAMILY

A. When a death occurs in a non-union employee's immediate or extended family he/she

may have up to four consecutive days off from the time of death for bereavement.

B. If additional days off are required they may be charged to the non-union employee's vacation time.

LEAVE-ACCIDENT PAY

A. Whenever a non-union employee without any accrued sick leave is absent from work as a result of an injury or sickness compensable under the Workmen's Compensation Act, he/she shall receive whatever benefits the Act provides.

B. Whenever a non-union employee having accrued sick leave is absent from work as a result of injury or illness compensable under the Workmen's Compensation Act, he/she must apply for the benefits payable under said Workmen's Compensation Act and to receive from the Commission the difference between amount paid under the Workmen's Compensation Act and his/her regular pay for a period of sixty (60) workdays then charging such difference against their accrued sick leave in the manner hereinafter provided. When the non-union employee shall have used up any accrued sick leave, such non-union employee shall thereafter be entitled to receive only those payments under the Workmen's Compensation Act.

C. To obtain the benefits above set forth, the non-union employee shall exhibit his/her Workmen's Compensation check to the Commission so that the Commission may calculate the difference. The non-union employee shall then retain the Workmen's Compensation check and shall receive on the following payroll period, the difference between the benefits under the Workmen's Compensation Act and his/her regular pay.

JURY AND WITNESS FEES

A non-union employee subpoenaed as a witness or called upon to be a juror shall suffer no loss in pay while he/she is required to serve.

LEAVE OF ABSENCE

PERSONAL

Employees who have earned sick leave may use up to four days per calendar year of their earned sick leave for personal reasons.

Leave of absence without pay up to thirty (30) days may be granted to a non-union employee for personal reasons, in the sole discretion of the Commission

A leave of absence with pay may be granted at the discretion of the Commission to non-union employees for the purpose of attending a qualified education institution for instructional purposes if such leaves are for the good of the Commission and approved by

the Commission.

MILITARY LEAVE

Any non-union employee who enters either active or inactive training duty or service in the Armed Forces of the United States under any applicable statute, upon the termination of such service will be re-employed by the Commission in accordance with the provisions of applicable law.

VACATION

After completing the first six (6) months of continuous employment non-union employees are entitled to one (1) week vacation. All non-union employees vacation time is calculated based on their anniversary date of hire.

After one year (1) years employment (12 months) a non-union employee is entitled to two (2) weeks vacation.

After five (5) years employment (60 months) a non-union employee is entitled to three (3) weeks vacation.

After ten (10) years employment (120 months) a non-union employee is entitled to four (4) weeks vacation.

If one of the paid holidays occurs during the period in which the non-union employee is receiving vacation pay, it will not be charged against his/her vacation time.

Subject to the Commission's responsibility to provide continuous and uninterrupted services, the Commission will schedule vacations as nearly as possible to a non-union employee's desires, giving preference to seniority.

If a non-union employee is pensioned off under the conditions of the Pension Plan of the Commission, resigns (provided he/she shall have given thirty (30) days notice to the Commission) or dies, his/her estate shall be paid for all unused vacation time standing to his/her credit on date of separation.

A non-union employee may accrue and carry forward to the next year only, not more than fifteen (15) days (120) hours of unused vacation time.

HOLIDAYS

A. All non-union employees are entitled to the following holidays:

1. New Year's Day
2. Martin Luther King Day
3. President's Day
4. Good Friday

5.	Memorial Day	6.	July 4th
7.	Labor Day	8.	Thanksgiving Day
9.	Day after Thanksgiving Day	10.	December 24th
11.	Christmas Day	12.	Individual Day
13.	Floating Holiday	14.	Election Day (every other year)

B. The holiday designated as "Individual Day" may be requested by a non-union employee for any normal workday but he/she must give the Office Manager or Secretary/Manager at least five (5) days notice and receive the Office Manager's or Secretary/Manager's approval

HEALTH AND WELFARE

GROUP INSURANCE

The Commission shall provide and pay the cost for a non-union employee's Group Life Insurance which shall provide insurance coverage in an amount equal to one (1) times the annual basic earnings to a maximum of $50,000 of such non-union employee to the nearest One Hundred Dollars ($100.00), with double that amount paid in case of accidental death.

The Commission shall also provide a paid up policy in the amount of $10,000.00 for each non-union employee when entering retirement status under the conditions of the Pension Plan of the Commission, pursuant to the terms of the policy.

HOSPITAL, SURGICAL AND EXTENDED MEDICAL BENEFITS & DENTAL

The Commission shall pay the total cost of each non-union employee's insurance under the State of Delaware medical plan to also include Dental beginning the first day of the month after the date of the non-union employees hire . Should the State Health Care Program require the spouse of a non-union employee to obtain health care insurance from their employer and their employer charges the spouse a premium then the Commission will reimburse the employee the cost of the spouse's premium upon presentation of proof of payment.

RETIREE MEDICAL BENEFITS

A non-union employee entering retirement status under the conditions of the Pension Plan of the Commission, may not elect to continue his/her supplemental medical insurance coverage at his/her expense (under the terms of the policy currently in effect for employees at this time).

MEDICAL EXAMINATIONS

In the event of injury or illness the Commission or its representative may require a medical examination of any non-union employee at any time during his/her employment with the Commission. The examination will be done by a physician selected by the Commission. The report of such examination shall be submitted in writing by the physician to the Commission and the cost of the medical examination shall be paid by the Commission.

CARFARE

The Commission will pay thirty two and a half cents (32.5) per mile to any non-union employee who is asked or required to use his/her own transportation for services for the Commission, upon application and approval by the Commission's representative.

CLOTHING ALLOWANCE

The Commission will reimburse a non-union employee for any of his/her clothing that is destroyed or made useless due to work done on behalf of the Commission.

DUPLICATE INSURANCE

Should the non-union employee be obligated by law to contribute to a governmental sponsored insurance program, national or otherwise, which duplicates the benefits provided by the Commission under any insurance policies currently in effect, it is the intent of the parties that the Commission not be obligated to provide double coverage, and to escape such double payments, the Commission shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmental sponsored insurance programs. The Commission shall continue to provide those insurance benefits not duplicated.

PENSION PLAN

The Commission will provide a Pension Plan for its non-union employees. A copy of the description of the Pension Plan will be made available to each non-union employee.

The Commission reserves the right to cancel, alter or amend the foregoing Pension Plan at any time, and without limiting the generality of the foregoing, may establish a contributory plan whereby payments to the trustee fund shall be made by both the non-union employee and the Commission.

It is the intent of the Commission that the plan that they are participating in is designed to conform to the provisions of the Employee Retirement Income Security Act of 1974.

FAMILY MEDICAL LEAVE ACT

Non-union employees who have been employed by the Commission for at least twelve (12) months or Non-union employees who have been employed 1,250 hours of service during the twelve month period immediately preceding the commencement of the leave are entitled to twelve (12) weeks leave in a twelve month period for the birth of your child, or the placement of a child with you for adoption or foster care; or a serious health condition that makes you unable to perform the essential functions of your job; or a serious health condition affecting your spouse, child or parent for which you are needed to provide care.

Any questions about your entitlement and/or conditions of the Family Medical Leave Act please contact the Secretary of the Municipal Services Commission.

This is not a contract between the Municipal Services Commission and any non-union employee. The Commission may determine at any time the number of non-union employees that are necessary to carry on the business of the Commission and they may determine at their discretion the type and nature of the work a non-union employee will perform. The Commission does not guarantee a job or the promise of continuous employment to any employee, in addition the Commission may alter, change, add to or delete any of the benefits or conditions of employment expressed in this document at will.

Revised 10/29/02
Replaces all previous versions

Exhibit 11
Plan Specifications

Effective Date	January 1, 1976
Eligibility	Employee of the Municipal Services Commission. Employed on a permanent basis 30 or more hours weekly and receives no regular compensation.
Normal Retirement Date	First day of the month coincident with or next following the later of age 65 and the 10th anniversary of employment.
Normal Retirement Benefit	Effective 7/01/00: Participants hired prior to 7/01/00 are entitled to the greater of A or B. Participants hired on or after 7/01/00 will receive B only. A: 2.0% of Average Monthly Earnings multiplied by years of credited service (full years). Maximum monthly benefit is $1,400. B: 1/60 % Average Monthly Earnings multiplied by years of credited service (nearest 12th). Maximum .75% Average Monthly Earnings minus 100% Primary Social Security @ age 62, multiplied by years of credited service (30 yr max) divided by 30.
Average Monthly Earnings	Average of 5 consecutive calendar years preceding retirement.
Vesting	Effective 4/01/98: 100% after 5 years of service.
Survivor's Benefit	Effective 4/01/98: Upon the death of an active member who is eligible for retirement, or of an active or terminated vested member, the surviving spouse is entitled to 50% of the benefit which the member was receiving, or would have been receiving, had he been retired at date of death. The benefit ceases at the death or remarriage of the surviving spouse; if the member is survived by minor child(ren) but not by a spouse, the benefit is paid to the child(ren) in equal shares until age 18.
Disability:	15 years of service; the benefit is the accrued benefit determined as of the disability retirement date.

Early Retirement	Age 55 and 10 years of service. The accrued benefit is reduced ½% for each month by which Early Retirement Date precedes Normal Retirement Date.
Late Retirement	Benefit commences on Late Retirement Date in an amount determined in accordance with the Normal Retirement Benefit formula, based on continuous service and Average Monthly Earnings on Late Retirement Date;
Normal Form of Benefit	Life Annuity.

MANAGEMENT
BENEFITS AND WORKING CONDITIONS

PURPOSE

The Municipal Services Commission feels it is in the interest of both the Commission and Management to outline the terms, conditions and benefits that management enjoy as employees of the Commission.

MANAGEMENT

Those employees defined as management are the Supervisors, Office Manager, Superintendent and Secretary/Manager. They are accountable to the Commissioners and among their responsibilities they are expected to carry on the day to day operation of the Commission.

COMPENSATORY TIME

The normal working hours for all employees of the Commission is forty (40) hours a week.

Just as hourly wage employees may be required to work beyond forty (40) hours in a week management may also be required to work beyond forty (40) hours. As compensation for time worked in excess of forty (40) hours management may take an equivalent time off and this shall be known as compensatory time.

Management should make every effort to see that their accumulation of compensatory time is kept to a minimum by taking time off. At the end of every month the Supervisors, Superintendent and Office Manager shall report to the Secretary/ Manager the number of hours accumulated to date and not taken in compensatory time.

In the event that a manager accumulates more than forty (40) compensatory hours he/she shall be paid for those hours in excess of forty (40) at one and a half time what his/her hourly rate would be.

DISMISSAL

The Commission shall at all time have the right to discharge a manager for just cause. Without limiting the generality of the foregoing, it is agreed the following matters constitute "just cause".

1. Failure to meet prescribed standards of work, morality and ethics to the extent that make a manager unsuitable for work in the Municipal Services Commission.
2. Abuse, theft or destruction of the Commission's property.
3. Incompetency, inefficiency or negligence in the performance of duty.
4. Insubordination, including refusal to perform work assigned by any Commissioner, or those in authority over him or her.
5. Conviction of a serious criminal offense.
6. Notoriously disgraceful personal conduct.

7. Unauthorized absences, or abuse of leave privilege or of sick leave.
8. Acceptance of any valuable consideration which constitutes a bribe.
9. The use of narcotic drugs during working hours or on Commission property or in Commission's vehicle.
10. Being under the influence of alcohol or narcotic drugs during working hours.
11. Profane, obscene or insulting words toward the Commission, or any of its members or supervisory employees, the public, or other employees.
12. The use of Commission vehicles and equipment for private purposes without approval.
13. Any other conduct which is not in keeping with standard applicable to a manager in performance of his/her work.

The Commission shall have the right to discharge any manager during any probationary period without cause.

No manager, without his/her consent, shall be required by the Commission to perform any services for any person, firm or Corporation other than for the Commission itself in carrying out its official functions and services.

SICK BENEFITS

ACCUMULATION OF SICK LEAVE

A. Managers shall earn sick leave at the rate of one and one-quarter (1 1/4) days per month of full time employment up to a maximum of fifteen (15) days per year.

B. A manager on excused leave of absence such as death in the family, sick leave and other personal leave must work at least one-half (1/2) a calendar month in order to accrue sick leave for that month. Sick leave shall accrue to a maximum of 2080 hours (260) days.

C. If a holiday occurs when a manager is sick that day will not be charged against his/her accumulated sick time.

D. If a manager is pensioned off under the conditions of the Pension Plan of the Commission, or dies, his or her estate shall be paid for accrued sick time up to a maximum of 720 hours (90) days. A manager being pensioned off shall have the option of being paid for his/her accrued time in a lump sum or leave with pay.

E. A manager claiming sick leave in excess of three (3) days shall furnish a doctor's certificate to the Secretary/Manager if requested.

DEATH IN THE FAMILY

A. When a death occurs in a manager's immediate or extended family he/she may have up to four consecutive days off from the time of death for bereavement.

B. If additional days off are required they may be charged to the managers vacation time.

LEAVE-ACCIDENT PAY

A. Whenever a manager without any accrued sick leave is absent from work as a result of an injury or sickness compensable under the Workmen's Compensation Act, he/she shall receive whatever benefits the Act provides.

B. Whenever a manager having accrued sick leave is absent from work as a result of injury or illness compensable under the Workmen's Compensation Act, he/she must apply for the benefits payable under said Workmen's Compensation Act and to receive from the Commission the difference between amount paid under the Workmen's Compensation Act and his/her regular pay for a period of sixty (60) workdays then charging such difference against their accrued sick leave in the manner hereinafter provided. When the manager shall have used up any accrued sick leave, such manager shall thereafter be entitled to receive only those payments under the Workmen's Compensation Act.

C. To obtain the benefits above set forth, the manager shall exhibit his/her Workmen's Compensation check to the Commission so that the Commission may calculate the difference. The manager shall then retain the Workmen's Compensation check and shall receive on the following payroll period, the difference between the benefits under the Workmen's Compensation Act and his/her regular pay.

JURY AND WITNESS FEES

A manager subpoenaed as a witness or called upon to be a juror shall suffer no loss in pay while he/she is required to serve.

LEAVE OF ABSENCE

PERSONAL

Managers who have earned sick leave may use up to four days (32 hours) per calendar year of their earned sick leave for personal reasons.

Leave of absence without pay up to thirty (30) days may be granted to a manager for personal reasons, in the sole discretion of the Commission

A leave of absence with pay may be granted at the discretion of the Commission to managers for the purpose of attending a qualified education institution for instructional purposes if such leaves are for the good of the Commission and approved by the Commission.

MILITARY LEAVE

Any manager who enters active or inactive training duty or service in the Armed Forces of the United States under any applicable statute, upon the termination of such service will be re-employed by the Commission in accordance with the provisions of applicable law.

VACATION

All managers vacation time is calculated based on anniversary date of hire. After the first six (6) months of employment managers are entitled to two (2) weeks vacation.

After two (2) years employment (24 months) a manager is entitled to three (3) weeks vacation.

After five (5) years employment (60 months) a manager is entitled to four (4) weeks vacation.

If one of the paid holidays occurs during the period in which the manager is receiving vacation pay, it will not be charged against his/her vacation time.

Subject to the Commission's responsibility to provide continuous and uninterrupted services, the Commission will schedule vacations as nearly as possible to a manager's desires, giving preference to seniority.

If a manager is pensioned off under the conditions of the Pension Plan of the Commission, resigns (provided he/she shall have given thirty (30) days notice to the Commission) or dies, his/her estate shall be paid for all unused vacation time standing to his/her credit on date of separation.

A manager may accrue and carry forward to the next year only, not more than fifteen (15) days (120) hours of unused vacation time.

HOLIDAYS

A. All managers are entitled to the following holidays:

1.	New Year's Day	2.	Martin Luther King Day
3.	President's Day	4.	Good Friday
5.	Memorial Day	6.	July 4th

7. Labor Day
8. Thanksgiving Day
9. Day after Thanksgiving Day
10. December 24th
11. Christmas Day
12. Individual Day
13. Floating Holiday
14. Election Day (every other year)
2008 2010

B. The holiday designated as "Individual Day" may be requested by a manager for any normal workday but he/she must give the Secretary/Manager at least five (5) days notice and receive the Secretary/Managers approval

HEALTH AND WELFARE

GROUP INSURANCE

The Commission shall provide and pay for the cost for a manager, Group Life Insurance which shall provide insurance coverage in an amount equal to one (1) times the annual basic earnings to a maximum of $50,000 of such manager to the nearest One Hundred Dollars ($100.00), with double that amount paid in case of accidental death.

The Commission shall also provide a paid up policy in the amount of $10,000.00 for each manager when entering retirement status under the conditions of the Pension Plan of the Commission, pursuant to the terms of the policy.

HOSPITAL, SURGICAL AND EXTENDED MEDICAL BENEFITS & DENTAL

The Commission shall pay the total cost of each manager's insurance under the State of Delaware Medical Plan to also include Dental beginning the first day of the month following employment.

Should the State Health Care Program require the spouse of a manager to obtain health care insurance from their employer and their employer charges the spouse a premium then the Commission will reimburse the employee the cost of the spouse's premium upon presentation of proof of payment.

RETIREE MEDICAL BENEFITS

A manager entering retirement status under the conditions of the Pension Plan of the Commission, may not elect to continue his/her supplemental medical insurance coverage at his/her expenses (under the terms of the policy currently in effect for employees at this time).

MEDICAL EXAMINATIONS

In the event of injury or illness the Commission or its representative may require a medical examination of any manager at any time during his/her employment with the Commission. The examination will be done by a physician selected by the Commission. The report of such examination shall be submitted in writing by the physician to the Commission and the cost of the medical examination shall be paid by the Commission.

CARFARE

The Commission will pay thirty two and a half cents (32.5) per mile to any manager who is asked or required to use his/her own transportation for services for the Commission, upon application and approval by the Commission's representative.

CLOTHING ALLOWANCE

The Commission will reimburse a manager for any of his/her clothing that is destroyed or made useless due to work done on behalf of the Commission.

DUPLICATE INSURANCE

Should the manager be obligated by law to contribute to a governmental sponsored insurance program, national or otherwise, which duplicates the benefits provided by the Commission under any insurance policies currently in effect, it is the intent of the parties that the Commission not be obligated to provide double coverage, and to escape such double payments, the Commission shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmental sponsored insurance programs. The Commission shall continue to provide those insurance benefits not duplicated.

PENSION PLAN

The Commission will provide a Pension Plan for its managers. A copy of the description of the Pension Plan will be made available to each manager

The Commission reserves the right to cancel, alter or amend the foregoing Pension Plan at any time, and without limiting the generality of the foregoing, may establish a contributory plan whereby payments to the trustee fund shall be made by both the manager and the Commission.

It is the intent of the Commission that the plan that they are participating in is designed to conform to the provisions of the Employee Retirement Income Security Act of 1974.

FAMILY MEDICAL LEAVE ACT

Managers who have been employed by the Commission for at least twelve (12) months or

Managers who have been employed 1,250 hours of service during the twelve month period immediately preceding the commencement of the leave are entitled to twelve (12) weeks leave in a twelve month period for the birth of your child, or the placement of a child with you for adoption or foster care; or a serious health condition that makes you unable to perform the essential functions of your job; or a serious health condition affecting your spouse, child or parent for which you are needed to provide care.

Key employee exceptions. Job restoration may be denied to certain high-level employee considered to be "key employees" who take FMLA leave, if such denial is necessary to prevent substantial and grievous economic injury to the employers operations.

Any questions about entitlement and conditions of the Family Medical Leave Act should be directed to the Secretary of the Municipal Services Commission.

This is not a contract between the Municipal Services Commission and any management employee. The Commission may determine at any time the number of management employees that are necessary to carry on the business of the Commission and they may determine at their discretion the type and nature of the work a management employee will perform. The Commission does not guarantee a job or the promise of continuous employment to any employee, in addition the Commission may alter, change, add to or delete any of the benefits or conditions of employment expressed in this document at will.

Revised 10/29/02
Replaces all previous versions

Exhibit 11
Plan Specifications

Effective Date	January 1, 1976
Eligibility	Employee of the Municipal Services Commission. Employed on a permanent basis 30 or more hours weekly and receives no regular compensation.
Normal Retirement Date	First day of the month coincident with or next following the later of age 65 and the 10th anniversary of employment.
Normal Retirement Benefit	Effective 7/01/00: Participants hired prior to 7/01/00 are entitled to the greater of A or B. Participants hired on or after 7/01/00 will receive B only. A: 2.0% of Average Monthly Earnings multiplied by years of credited service (full years). Maximum monthly benefit is $1,400. B: 1/60 % Average Monthly Earnings multiplied by years of credited service (nearest 12th). Maximum .75% Average Monthly Earnings minus 100% Primary Social Security @ age 62, multiplied by years of credited service (30 yr max) divided by 30.
Average Monthly Earnings	Average of 5 consecutive calendar years preceding retirement.
Vesting	Effective 4/01/98: 100% after 5 years of service.
Survivor's Benefit	Effective 4/01/98: Upon the death of an active member who is eligible for retirement, or of an active or terminated vested member, the surviving spouse is entitled to 50% of the benefit which the member was receiving, or would have been receiving, had he been retired at date of death. The benefit ceases at the death or remarriage of the surviving spouse; if the member is survived by minor child(ren) but not by a spouse, the benefit is paid to the child(ren) in equal shares until age 18.
Disability:	15 years of service; the benefit is the accrued benefit determined as of the disability retirement date.

Early Retirement	Age 55 and 10 years of service. The accrued benefit is reduced ½% for each month by which Early Retirement Date precedes Normal Retirement Date.
Late Retirement	Benefit commences on Late Retirement Date in an amount determined in accordance with the Normal Retirement Benefit formula, based on continuous service and Average Monthly Earnings on Late Retirement Date;
Normal Form of Benefit	Life Annuity.

Seaford

CITY OF SEAFORD

EMPLOYEE BENEFITS - GENERAL

Effective July 1, 2011

Pension

The City of Seaford provides an employee with a Defined Benefit pension plan. An employee becomes fully vested after 10 years of service. The retirement benefit is 50% of the average compensation for the three consecutive years, to produce the highest total average.

An employee may make a voluntary contribution of at least 3.5% but no more than 10% of their base wage. These contributions may not be withdrawn until termination of employment.

Life Insurance and Accidental Death and Dismemberment Benefits

The City of Seaford pays 100% of the premium. The life insurance benefit is equal to two times the annual base wage to a maximum of $200,000. The accidental death and dismemberment benefit is equal to two times the annual base wage to a maximum of $200,000.

Health Insurance

The City of Seaford provides medical coverage for employees and their families. The employee contributes $5.89 per week for the employee coverage and the City pays approximately 70% of the premium for family coverage.

The City of Seaford will pay 50% of the premium cost for the retired employee's cost once they have attained age 65. The retiree is responsible for full cost until age 65. A retiree may elect family coverage but is responsible for 100% of the family coverage premium.

In addition to medical coverage, the City of Seaford provides a preventive care plan. Employees with single coverage for medical insurance receive $800 annually and employees with family coverage receive $800 per person to a maximum of $2,400 annually to be used towards dental and vision expenses. A family of four or more members, including the employee, has an aggregate of $2,400. No one family member, including the employee, can receive more than $800 in the plan year. The plan pays as follows 1st $100 – plan pays 100%, next $500 – plan pays 80% and you pay 20% and the next $600 – plan pays 50% and you pay 50%.

Long-Term Disability Insurance

The City of Seaford pays 100% of the premium. There is a 180-day elimination period. The coverage is 60% of base pay, subject to the integration of other benefits such as workers' compensation, social security, etc. (**Effective November 1, 2002**)

Holidays

The City of Seaford has 9 paid holidays: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving Day and the day after, Christmas Eve, and Christmas Day.

Birthday

The City of Seaford considers the employee's birthday a holiday and a benefit. The employee is entitled one day off with pay for his birthday and it may be taken anytime beginning January 1st of each calendar year.

Vacation

All employees who have completed the required service shall be entitled to vacation with pay.

1 year but less than 5 years	10 days
5 years but less than 10 years	15 days
10 years but less than 20 years	20 days
20 years but less than 35 years	25 days
35 years or more	30 days

Medical Leave

Zero designated days. See the employee handbook and other policies for specific guidelines.

Special Leave

Military, Guard, Maternity/Paternity, Bereavement, Administrative Training, Personal Leave of Absence, and Jury Duty Leaves. Consideration is given per the guidelines in the employee handbook.

Clothing Allowance

Uniforms are provided for the police and utility divisions. The uniforms are leased/laundered at the expense of the City.

City of Seaford
Administration Pay Plan
7/1/2011

Base Adjustment			**$1,500 or 1.50%**		$ 27,396.00 PY Step 1 rate =		$ 13.17 $12.45			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Office Asst I	**1**	**HR**	13.17	13.37	13.57	13.77	13.98	14.19	14.40	14.62
		WK	526.80	534.80	542.80	550.80	559.20	567.60	576.00	584.80
		YR	27,393.60	27,809.60	28,225.60	28,641.60	29,078.40	29,515.20	29,952.00	30,409.60
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	14.84	15.06	15.29	15.52	15.75	15.99	16.23	16.47
		WK	593.60	602.40	611.60	620.80	630.00	639.60	649.20	658.80
		YR	30,867.20	31,324.80	31,803.20	32,281.60	32,760.00	33,259.20	33,758.40	34,257.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	16.72	16.97	17.22	17.48	17.65	17.83	18.01	18.19
		WK	668.80	678.80	688.80	699.20	706.00	713.20	720.40	727.60
		YR	34,777.60	35,297.60	35,817.60	36,358.40	36,712.00	37,086.40	37,460.80	37,835.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	18.37	18.55	18.74	18.93	19.12	19.31	19.50	19.70
		WK	734.80	742.00	749.60	757.20	764.80	772.40	780.00	788.00
		YR	38,209.60	38,584.00	38,979.20	39,374.40	39,769.60	40,164.80	40,560.00	40,976.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	19.90	20.10	20.30	20.50	20.71	20.92	21.13	21.34
		WK	796.00	804.00	812.00	820.00	828.40	836.80	845.20	853.60
		YR	41,392.00	41,808.00	42,224.00	42,640.00	43,076.80	43,513.60	43,950.40	44,387.20

City of Seaford
Administration Pay Plan
7/1/2011

Base Adjustment			**$1,500 or 1.50%**		$ 28,893.60 PY Step 1 rate =		$ 13.89 $13.17			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Office Asst II	**2**	**HR**	13.89	14.10	14.31	14.52	14.74	14.96	15.18	15.41
		WK	555.60	564.00	572.40	580.80	589.60	598.40	607.20	616.40
		YR	28,891.20	29,328.00	29,764.80	30,201.60	30,659.20	31,116.80	31,574.40	32,052.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	15.64	15.87	16.11	16.35	16.60	16.85	17.10	17.36
		WK	625.60	634.80	644.40	654.00	664.00	674.00	684.00	694.40
		YR	32,531.20	33,009.60	33,508.80	34,008.00	34,528.00	35,048.00	35,568.00	36,108.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	17.62	17.88	18.15	18.42	18.60	18.79	18.98	19.17
		WK	704.80	715.20	726.00	736.80	744.00	751.60	759.20	766.80
		YR	36,649.60	37,190.40	37,752.00	38,313.60	38,688.00	39,083.20	39,478.40	39,873.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	19.36	19.55	19.75	19.95	20.15	20.35	20.55	20.76
		WK	774.40	782.00	790.00	798.00	806.00	814.00	822.00	830.40
		YR	40,268.80	40,664.00	41,080.00	41,496.00	41,912.00	42,328.00	42,744.00	43,180.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	20.97	21.18	21.39	21.60	21.82	22.04	22.26	22.48
		WK	838.80	847.20	855.60	864.00	872.80	881.60	890.40	899.20
		YR	43,617.60	44,054.40	44,491.20	44,928.00	45,385.60	45,843.20	46,300.80	46,758.40

City of Seaford
Administration Pay Plan
7/1/2011

Base Adjustment			**$1,000 or 1.50%**		$ 30,057.60 PY Step 1 rate =		$ 14.45 $13.97			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Office Asst III	3	**HR**	14.45	14.67	14.89	15.11	15.34	15.57	15.80	16.04
		WK	578.00	586.80	595.60	604.40	613.60	622.80	632.00	641.60
		YR	30,056.00	30,513.60	30,971.20	31,428.80	31,907.20	32,385.60	32,864.00	33,363.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.28	16.52	16.77	17.02	17.28	17.54	17.80	18.07
		WK	651.20	660.80	670.80	680.80	691.20	701.60	712.00	722.80
		YR	33,862.40	34,361.60	34,881.60	35,401.60	35,942.40	36,483.20	37,024.00	37,585.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	18.34	18.62	18.90	19.18	19.37	19.56	19.76	19.96
		WK	733.60	744.80	756.00	767.20	774.80	782.40	790.40	798.40
		YR	38,147.20	38,729.60	39,312.00	39,894.40	40,289.60	40,684.80	41,100.80	41,516.80
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	20.16	20.36	20.56	20.77	20.98	21.19	21.40	21.61
		WK	806.40	814.40	822.40	830.80	839.20	847.60	856.00	864.40
		YR	41,932.80	42,348.80	42,764.80	43,201.60	43,638.40	44,075.20	44,512.00	44,948.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	21.83	22.05	22.27	22.49	22.71	22.94	23.17	23.40
		WK	873.20	882.00	890.80	899.60	908.40	917.60	926.80	936.00
		YR	45,406.40	45,864.00	46,321.60	46,779.20	47,236.80	47,715.20	48,193.60	48,672.00

City of Seaford
Administration Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$14.83			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Office Asst IV	**4**	**HR**	15.05	15.28	15.51	15.74	15.98	16.22	16.46	16.71
		WK	602.00	611.20	620.40	629.60	639.20	648.80	658.40	668.40
		YR	31,304.00	31,782.40	32,260.80	32,739.20	33,238.40	33,737.60	34,236.80	34,756.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.96	17.21	17.47	17.73	18.00	18.27	18.54	18.82
		WK	678.40	688.40	698.80	709.20	720.00	730.80	741.60	752.80
		YR	35,276.80	35,796.80	36,337.60	36,878.40	37,440.00	38,001.60	38,563.20	39,145.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.10	19.39	19.68	19.98	20.18	20.38	20.58	20.79
		WK	764.00	775.60	787.20	799.20	807.20	815.20	823.20	831.60
		YR	39,728.00	40,331.20	40,934.40	41,558.40	41,974.40	42,390.40	42,806.40	43,243.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.00	21.21	21.42	21.63	21.85	22.07	22.29	22.51
		WK	840.00	848.40	856.80	865.20	874.00	882.80	891.60	900.40
		YR	43,680.00	44,116.80	44,553.60	44,990.40	45,448.00	45,905.60	46,363.20	46,820.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.74	22.97	23.20	23.43	23.66	23.90	24.14	24.38
		WK	909.60	918.80	928.00	937.20	946.40	956.00	965.60	975.20
		YR	47,299.20	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40

City of Seaford
Administration Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$15.71			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Office Asst V	**5**	**HR**	15.95	16.19	16.43	16.68	16.93	17.18	17.44	17.70
		WK	638.00	647.60	657.20	667.20	677.20	687.20	697.60	708.00
		YR	33,176.00	33,675.20	34,174.40	34,694.40	35,214.40	35,734.40	36,275.20	36,816.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.97	18.24	18.51	18.79	19.07	19.36	19.65	19.94
		WK	718.80	729.60	740.40	751.60	762.80	774.40	786.00	797.60
		YR	37,377.60	37,939.20	38,500.80	39,083.20	39,665.60	40,268.80	40,872.00	41,475.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.24	20.54	20.85	21.16	21.37	21.58	21.80	22.02
		WK	809.60	821.60	834.00	846.40	854.80	863.20	872.00	880.80
		YR	42,099.20	42,723.20	43,368.00	44,012.80	44,449.60	44,886.40	45,344.00	45,801.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.24	22.46	22.68	22.91	23.14	23.37	23.60	23.84
		WK	889.60	898.40	907.20	916.40	925.60	934.80	944.00	953.60
		YR	46,259.20	46,716.80	47,174.40	47,652.80	48,131.20	48,609.60	49,088.00	49,587.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	24.08	24.32	24.56	24.81	25.06	25.31	25.56	25.82
		WK	963.20	972.80	982.40	992.40	1,002.40	1,012.40	1,022.40	1,032.80
		YR	50,086.40	50,585.60	51,084.80	51,604.80	52,124.80	52,644.80	53,164.80	53,705.60

City of Seaford
Administration Pay Plan
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Base Adjustment			1.50%		PY Step 1 rate =		$16.23			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Acctg Supr	**5A**	**HR**	16.47	16.72	16.97	17.22	17.48	17.74	18.01	18.28
		WK	658.80	668.80	678.80	688.80	699.20	709.60	720.40	731.20
		YR	34,257.60	34,777.60	35,297.60	35,817.60	36,358.40	36,899.20	37,460.80	38,022.40
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	18.55	18.83	19.11	19.40	19.69	19.99	20.29	20.59
		WK	742.00	753.20	764.40	776.00	787.60	799.60	811.60	823.60
		YR	38,584.00	39,166.40	39,748.80	40,352.00	40,955.20	41,579.20	42,203.20	42,827.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.90	21.21	21.53	21.85	22.07	22.29	22.51	22.74
		WK	836.00	848.40	861.20	874.00	882.80	891.60	900.40	909.60
		YR	43,472.00	44,116.80	44,782.40	45,448.00	45,905.60	46,363.20	46,820.80	47,299.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.97	23.20	23.43	23.66	23.90	24.14	24.38	24.62
		WK	918.80	928.00	937.20	946.40	956.00	965.60	975.20	984.80
		YR	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40	51,209.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	24.87	25.12	25.37	25.62	25.88	26.14	26.40	26.66
		WK	994.80	1,004.80	1,014.80	1,024.80	1,035.20	1,045.60	1,056.00	1,066.40
		YR	51,729.60	52,249.60	52,769.60	53,289.60	53,830.40	54,371.20	54,912.00	55,452.80

City of Seaford
Administration Pay Plan
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Base Adjustment			**1.50%**		PY Step 1 rate =		$16.70			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
HR Asst.	**6**	**HR**	16.95	17.20	17.46	17.72	17.99	18.26	18.53	18.81
		WK	678.00	688.00	698.40	708.80	719.60	730.40	741.20	752.40
		YR	35,256.00	35,776.00	36,316.80	36,857.60	37,419.20	37,980.80	38,542.40	39,124.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	19.09	19.38	19.67	19.97	20.27	20.57	20.88	21.19
		WK	763.60	775.20	786.80	798.80	810.80	822.80	835.20	847.60
		YR	39,707.20	40,310.40	40,913.60	41,537.60	42,161.60	42,785.60	43,430.40	44,075.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	21.51	21.83	22.16	22.49	22.71	22.94	23.17	23.40
		WK	860.40	873.20	886.40	899.60	908.40	917.60	926.80	936.00
		YR	44,740.80	45,406.40	46,092.80	46,779.20	47,236.80	47,715.20	48,193.60	48,672.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	23.63	23.87	24.11	24.35	24.59	24.84	25.09	25.34
		WK	945.20	954.80	964.40	974.00	983.60	993.60	1,003.60	1,013.60
		YR	49,150.40	49,649.60	50,148.80	50,648.00	51,147.20	51,667.20	52,187.20	52,707.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	25.59	25.85	26.11	26.37	26.63	26.90	27.17	27.44
		WK	1,023.60	1,034.00	1,044.40	1,054.80	1,065.20	1,076.00	1,086.80	1,097.60
		YR	53,227.20	53,768.00	54,308.80	54,849.60	55,390.40	55,952.00	56,513.60	57,075.20

City of Seaford
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Base Adjustment			**1.50%**		PY Step 1 rate =		$14.83			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Code Officer	**4**	**HR**	15.05	15.28	15.51	15.74	15.98	16.22	16.46	16.71
		WK	602.00	611.20	620.40	629.60	639.20	648.80	658.40	668.40
		YR	31,304.00	31,782.40	32,260.80	32,739.20	33,238.40	33,737.60	34,236.80	34,756.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.96	17.21	17.47	17.73	18.00	18.27	18.54	18.82
		WK	678.40	688.40	698.80	709.20	720.00	730.80	741.60	752.80
		YR	35,276.80	35,796.80	36,337.60	36,878.40	37,440.00	38,001.60	38,563.20	39,145.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.10	19.39	19.68	19.98	20.18	20.38	20.58	20.79
		WK	764.00	775.60	787.20	799.20	807.20	815.20	823.20	831.60
		YR	39,728.00	40,331.20	40,934.40	41,558.40	41,974.40	42,390.40	42,806.40	43,243.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.00	21.21	21.42	21.63	21.85	22.07	22.29	22.51
		WK	840.00	848.40	856.80	865.20	874.00	882.80	891.60	900.40
		YR	43,680.00	44,116.80	44,553.60	44,990.40	45,448.00	45,905.60	46,363.20	46,820.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.74	22.97	23.20	23.43	23.66	23.90	24.14	24.38
		WK	909.60	918.80	928.00	937.20	946.40	956.00	965.60	975.20
		YR	47,299.20	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40

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Base Adjustment			**1.50%**		PY Step 1 rate =		$15.71			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Code Officer II	**5**	**HR**	15.95	16.19	16.43	16.68	16.93	17.18	17.44	17.70
		WK	638.00	647.60	657.20	667.20	677.20	687.20	697.60	708.00
		YR	33,176.00	33,675.20	34,174.40	34,694.40	35,214.40	35,734.40	36,275.20	36,816.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.97	18.24	18.51	18.79	19.07	19.36	19.65	19.94
		WK	718.80	729.60	740.40	751.60	762.80	774.40	786.00	797.60
		YR	37,377.60	37,939.20	38,500.80	39,083.20	39,665.60	40,268.80	40,872.00	41,475.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.24	20.54	20.85	21.16	21.37	21.58	21.80	22.02
		WK	809.60	821.60	834.00	846.40	854.80	863.20	872.00	880.80
		YR	42,099.20	42,723.20	43,368.00	44,012.80	44,449.60	44,886.40	45,344.00	45,801.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.24	22.46	22.68	22.91	23.14	23.37	23.60	23.84
		WK	889.60	898.40	907.20	916.40	925.60	934.80	944.00	953.60
		YR	46,259.20	46,716.80	47,174.40	47,652.80	48,131.20	48,609.60	49,088.00	49,587.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	24.08	24.32	24.56	24.81	25.06	25.31	25.56	25.82
		WK	963.20	972.80	982.40	992.40	1,002.40	1,012.40	1,022.40	1,032.80
		YR	50,086.40	50,585.60	51,084.80	51,604.80	52,124.80	52,644.80	53,164.80	53,705.60

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Base Adjustment			**1.50%**		PY Step 1 rate =		$16.70			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Code Inspector	**6**	**HR**	16.95	17.20	17.46	17.72	17.99	18.26	18.53	18.81
		WK	678.00	688.00	698.40	708.80	719.60	730.40	741.20	752.40
		YR	35,256.00	35,776.00	36,316.80	36,857.60	37,419.20	37,980.80	38,542.40	39,124.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	19.09	19.38	19.67	19.97	20.27	20.57	20.88	21.19
		WK	763.60	775.20	786.80	798.80	810.80	822.80	835.20	847.60
		YR	39,707.20	40,310.40	40,913.60	41,537.60	42,161.60	42,785.60	43,430.40	44,075.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	21.51	21.83	22.16	22.49	22.71	22.94	23.17	23.40
		WK	860.40	873.20	886.40	899.60	908.40	917.60	926.80	936.00
		YR	44,740.80	45,406.40	46,092.80	46,779.20	47,236.80	47,715.20	48,193.60	48,672.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	23.63	23.87	24.11	24.35	24.59	24.84	25.09	25.34
		WK	945.20	954.80	964.40	974.00	983.60	993.60	1,003.60	1,013.60
		YR	49,150.40	49,649.60	50,148.80	50,648.00	51,147.20	51,667.20	52,187.20	52,707.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	25.59	25.85	26.11	26.37	26.63	26.90	27.17	27.44
		WK	1,023.60	1,034.00	1,044.40	1,054.80	1,065.20	1,076.00	1,086.80	1,097.60
		YR	53,227.20	53,768.00	54,308.80	54,849.60	55,390.40	55,952.00	56,513.60	57,075.20

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Base Adjustment			**1.50%**		PY Step 1 rate =		$18.27			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Deputy Building Official	**7**	**HR**	18.54	18.82	19.10	19.39	19.68	19.98	20.28	20.58
		WK	741.60	752.80	764.00	775.60	787.20	799.20	811.20	823.20
		YR	38,563.20	39,145.60	39,728.00	40,331.20	40,934.40	41,558.40	42,182.40	42,806.40
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	20.89	21.20	21.52	21.84	22.17	22.50	22.84	23.18
		WK	835.60	848.00	860.80	873.60	886.80	900.00	913.60	927.20
		YR	43,451.20	44,096.00	44,761.60	45,427.20	46,113.60	46,800.00	47,507.20	48,214.40
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	23.53	23.88	24.24	24.60	24.85	25.10	25.35	25.60
		WK	941.20	955.20	969.60	984.00	994.00	1,004.00	1,014.00	1,024.00
		YR	48,942.40	49,670.40	50,419.20	51,168.00	51,688.00	52,208.00	52,728.00	53,248.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.72
		WK	1,034.40	1,044.80	1,055.20	1,065.60	1,076.40	1,087.20	1,098.00	1,108.80
		YR	53,788.80	54,329.60	54,870.40	55,411.20	55,972.80	56,534.40	57,096.00	57,657.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	28.00	28.28	28.56	28.85	29.14	29.43	29.72	30.02
		WK	1,120.00	1,131.20	1,142.40	1,154.00	1,165.60	1,177.20	1,188.80	1,200.80
		YR	58,240.00	58,822.40	59,404.80	60,008.00	60,611.20	61,214.40	61,817.60	62,441.60

City of Seaford
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Base Adjustment			**1.50%**		PY Step 1 rate =		$14.56			
					New Hourly Rate=		**$14.78**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Groundman	**3A**	**HR**	14.78	15.00	15.23	15.46	15.69	15.93	16.17	16.41
		WK	591.20	600.00	609.20	618.40	627.60	637.20	646.80	656.40
		YR	30,742.40	31,200.00	31,678.40	32,156.80	32,635.20	33,134.40	33,633.60	34,132.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.66	16.91	17.16	17.42	17.68	17.95	18.22	18.49
		WK	666.40	676.40	686.40	696.80	707.20	718.00	728.80	739.60
		YR	34,652.80	35,172.80	35,692.80	36,233.60	36,774.40	37,336.00	37,897.60	38,459.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	18.77	19.05	19.34	19.63	19.83	20.03	20.23	20.43
		WK	750.80	762.00	773.60	785.20	793.20	801.20	809.20	817.20
		YR	39,041.60	39,624.00	40,227.20	40,830.40	41,246.40	41,662.40	42,078.40	42,494.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	20.63	20.84	21.05	21.26	21.47	21.68	21.90	22.12
		WK	825.20	833.60	842.00	850.40	858.80	867.20	876.00	884.80
		YR	42,910.40	43,347.20	43,784.00	44,220.80	44,657.60	45,094.40	45,552.00	46,009.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.34	22.56	22.79	23.02	23.25	23.48	23.71	23.95
		WK	893.60	902.40	911.60	920.80	930.00	939.20	948.40	958.00
		YR	46,467.20	46,924.80	47,403.20	47,881.60	48,360.00	48,838.40	49,316.80	49,816.00

City of Seaford
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Base Adjustment			**1.50%**		PY Step 1 rate =		$15.57			
					New Hourly Rate=		**$15.80**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Lineman C	**4A**	**HR**	15.80	16.04	16.28	16.52	16.77	17.02	17.28	17.54
		WK	632.00	641.60	651.20	660.80	670.80	680.80	691.20	701.60
		YR	32,864.00	33,363.20	33,862.40	34,361.60	34,881.60	35,401.60	35,942.40	36,483.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.80	18.07	18.34	18.62	18.90	19.18	19.47	19.76
		WK	712.00	722.80	733.60	744.80	756.00	767.20	778.80	790.40
		YR	37,024.00	37,585.60	38,147.20	38,729.60	39,312.00	39,894.40	40,497.60	41,100.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.06	20.36	20.67	20.98	21.19	21.40	21.61	21.83
		WK	802.40	814.40	826.80	839.20	847.60	856.00	864.40	873.20
		YR	41,724.80	42,348.80	42,993.60	43,638.40	44,075.20	44,512.00	44,948.80	45,406.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.05	22.27	22.49	22.71	22.94	23.17	23.40	23.63
		WK	882.00	890.80	899.60	908.40	917.60	926.80	936.00	945.20
		YR	45,864.00	46,321.60	46,779.20	47,236.80	47,715.20	48,193.60	48,672.00	49,150.40
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	23.87	24.11	24.35	24.59	24.84	25.09	25.34	25.59
		WK	954.80	964.40	974.00	983.60	993.60	1,003.60	1,013.60	1,023.60
		YR	49,649.60	50,148.80	50,648.00	51,147.20	51,667.20	52,187.20	52,707.20	53,227.20

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Base Adjustment			**1.50%**		PY Step 1 rate =		$16.62			
					New Hourly Rate=		**$16.87**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Lineman B	5A	HR	16.87	17.12	17.38	17.64	17.90	18.17	18.44	18.72
		WK	674.80	684.80	695.20	705.60	716.00	726.80	737.60	748.80
		YR	35,089.60	35,609.60	36,150.40	36,691.20	37,232.00	37,793.60	38,355.20	38,937.60
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	19.00	19.29	19.58	19.87	20.17	20.47	20.78	21.09
		WK	760.00	771.60	783.20	794.80	806.80	818.80	831.20	843.60
		YR	39,520.00	40,123.20	40,726.40	41,329.60	41,953.60	42,577.60	43,222.40	43,867.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	21.41	21.73	22.06	22.39	22.61	22.84	23.07	23.30
		WK	856.40	869.20	882.40	895.60	904.40	913.60	922.80	932.00
		YR	44,532.80	45,198.40	45,884.80	46,571.20	47,028.80	47,507.20	47,985.60	48,464.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	23.53	23.77	24.01	24.25	24.49	24.73	24.98	25.23
		WK	941.20	950.80	960.40	970.00	979.60	989.20	999.20	1,009.20
		YR	48,942.40	49,441.60	49,940.80	50,440.00	50,939.20	51,438.40	51,958.40	52,478.40
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	25.48	25.73	25.99	26.25	26.51	26.78	27.05	27.32
		WK	1,019.20	1,029.20	1,039.60	1,050.00	1,060.40	1,071.20	1,082.00	1,092.80
		YR	52,998.40	53,518.40	54,059.20	54,600.00	55,140.80	55,702.40	56,264.00	56,825.60

City of Seaford
Electric Pay Plan
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Base Adjustment			**1.50%**		PY Step 1 rate =		$17.82			
					New Hourly Rate=		**$18.09**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Journeyman	**61A1**	**HR**	18.09	18.36	18.64	18.92	19.20	19.49	19.78	20.08
		WK	723.60	734.40	745.60	756.80	768.00	779.60	791.20	803.20
		YR	37,627.20	38,188.80	38,771.20	39,353.60	39,936.00	40,539.20	41,142.40	41,766.40
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	20.38	20.69	21.00	21.32	21.64	21.96	22.29	22.62
		WK	815.20	827.60	840.00	852.80	865.60	878.40	891.60	904.80
		YR	42,390.40	43,035.20	43,680.00	44,345.60	45,011.20	45,676.80	46,363.20	47,049.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	22.96	23.30	23.65	24.00	24.24	24.48	24.72	24.97
		WK	918.40	932.00	946.00	960.00	969.60	979.20	988.80	998.80
		YR	47,756.80	48,464.00	49,192.00	49,920.00	50,419.20	50,918.40	51,417.60	51,937.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	25.22	25.47	25.72	25.98	26.24	26.50	26.77	27.04
		WK	1,008.80	1,018.80	1,028.80	1,039.20	1,049.60	1,060.00	1,070.80	1,081.60
		YR	52,457.60	52,977.60	53,497.60	54,038.40	54,579.20	55,120.00	55,681.60	56,243.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	27.31	27.58	27.86	28.14	28.42	28.70	28.99	29.28
		WK	1,092.40	1,103.20	1,114.40	1,125.60	1,136.80	1,148.00	1,159.60	1,171.20
		YR	56,804.80	57,366.40	57,948.80	58,531.20	59,113.60	59,696.00	60,299.20	60,902.40

City of Seaford
Electric Pay Plan
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Base Adjustment			**1.50%**		PY Step 1 rate =		$18.94			
					New Hourly Rate=		**$19.22**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Journeyman Lead	**6C**	**HR**	19.22	19.51	19.80	20.10	20.40	20.71	21.02	21.34
		WK	768.80	780.40	792.00	804.00	816.00	828.40	840.80	853.60
		YR	39,977.60	40,580.80	41,184.00	41,808.00	42,432.00	43,076.80	43,721.60	44,387.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	21.66	21.98	22.31	22.64	22.98	23.32	23.67	24.03
		WK	866.40	879.20	892.40	905.60	919.20	932.80	946.80	961.20
		YR	45,052.80	45,718.40	46,404.80	47,091.20	47,798.40	48,505.60	49,233.60	49,982.40
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	24.39	24.76	25.13	25.51	25.77	26.03	26.29	26.55
		WK	975.60	990.40	1,005.20	1,020.40	1,030.80	1,041.20	1,051.60	1,062.00
		YR	50,731.20	51,500.80	52,270.40	53,060.80	53,601.60	54,142.40	54,683.20	55,224.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	26.82	27.09	27.36	27.63	27.91	28.19	28.47	28.75
		WK	1,072.80	1,083.60	1,094.40	1,105.20	1,116.40	1,127.60	1,138.80	1,150.00
		YR	55,785.60	56,347.20	56,908.80	57,470.40	58,052.80	58,635.20	59,217.60	59,800.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	29.04	29.33	29.62	29.92	30.22	30.52	30.83	31.14
		WK	1,161.60	1,173.20	1,184.80	1,196.80	1,208.80	1,220.80	1,233.20	1,245.60
		YR	60,403.20	61,006.40	61,609.60	62,233.60	62,857.60	63,481.60	64,126.40	64,771.20

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Base Adjustment			**1.50%**		PY Step 1 rate =		$19.84			
					New Hourly Rate=		**$20.14**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Technician & Construction Leader	**7**	**HR**	20.14	20.44	20.75	21.06	21.38	21.70	22.03	22.36
		WK	805.60	817.60	830.00	842.40	855.20	868.00	881.20	894.40
		YR	41,891.20	42,515.20	43,160.00	43,804.80	44,470.40	45,136.00	45,822.40	46,508.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	22.70	23.04	23.39	23.74	24.10	24.46	24.83	25.20
		WK	908.00	921.60	935.60	949.60	964.00	978.40	993.20	1,008.00
		YR	47,216.00	47,923.20	48,651.20	49,379.20	50,128.00	50,876.80	51,646.40	52,416.00
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	25.58	25.96	26.35	26.75	27.02	27.29	27.56	27.84
		WK	1,023.20	1,038.40	1,054.00	1,070.00	1,080.80	1,091.60	1,102.40	1,113.60
		YR	53,206.40	53,996.80	54,808.00	55,640.00	56,201.60	56,763.20	57,324.80	57,907.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	28.12	28.40	28.68	28.97	29.26	29.55	29.85	30.15
		WK	1,124.80	1,136.00	1,147.20	1,158.80	1,170.40	1,182.00	1,194.00	1,206.00
		YR	58,489.60	59,072.00	59,654.40	60,257.60	60,860.80	61,464.00	62,088.00	62,712.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	30.45	30.75	31.06	31.37	31.68	32.00	32.32	32.64
		WK	1,218.00	1,230.00	1,242.40	1,254.80	1,267.20	1,280.00	1,292.80	1,305.60
		YR	63,336.00	63,960.00	64,604.80	65,249.60	65,894.40	66,560.00	67,225.60	67,891.20

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Base Adjustment			**1.50%**		PY Step 1 rate =		$20.77			
					New Hourly Rate=		**$21.08**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Operations Coordinator	**8**	**HR**	21.08	21.40	21.72	22.05	22.38	22.72	23.06	23.41
		WK	843.20	856.00	868.80	882.00	895.20	908.80	922.40	936.40
		YR	43,846.40	44,512.00	45,177.60	45,864.00	46,550.40	47,257.60	47,964.80	48,692.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	23.76	24.12	24.48	24.85	25.22	25.60	25.98	26.37
		WK	950.40	964.80	979.20	994.00	1,008.80	1,024.00	1,039.20	1,054.80
		YR	49,420.80	50,169.60	50,918.40	51,688.00	52,457.60	53,248.00	54,038.40	54,849.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	26.77	27.17	27.58	27.99	28.27	28.55	28.84	29.13
		WK	1,070.80	1,086.80	1,103.20	1,119.60	1,130.80	1,142.00	1,153.60	1,165.20
		YR	55,681.60	56,513.60	57,366.40	58,219.20	58,801.60	59,384.00	59,987.20	60,590.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	29.42	29.71	30.01	30.31	30.61	30.92	31.23	31.54
		WK	1,176.80	1,188.40	1,200.40	1,212.40	1,224.40	1,236.80	1,249.20	1,261.60
		YR	61,193.60	61,796.80	62,420.80	63,044.80	63,668.80	64,313.60	64,958.40	65,603.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	31.86	32.18	32.50	32.83	33.16	33.49	33.82	34.16
		WK	1,274.40	1,287.20	1,300.00	1,313.20	1,326.40	1,339.60	1,352.80	1,366.40
		YR	66,268.80	66,934.40	67,600.00	68,286.40	68,972.80	69,659.20	70,345.60	71,052.80

City of Seaford
Parks & Recreation Pay Plan
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	$1,500 or	$27,396.00	**$13.17**	
Base Adjustment	**1.50%**	PY Step 1 rate =	$12.45	
		New Hourly Rate=	**$12.64**	

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Tech I	1	HR	13.17	13.37	13.57	13.77	13.98	14.19	14.40	14.62
		WK	526.80	534.80	542.80	550.80	559.20	567.60	576.00	584.80
		YR	27,393.60	27,809.60	28,225.60	28,641.60	29,078.40	29,515.20	29,952.00	30,409.60
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	14.84	15.06	15.29	15.52	15.75	15.99	16.23	16.47
		WK	593.60	602.40	611.60	620.80	630.00	639.60	649.20	658.80
		YR	30,867.20	31,324.80	31,803.20	32,281.60	32,760.00	33,259.20	33,758.40	34,257.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	16.72	16.97	17.22	17.48	17.65	17.83	18.01	18.19
		WK	668.80	678.80	688.80	699.20	706.00	713.20	720.40	727.60
		YR	34,777.60	35,297.60	35,817.60	36,358.40	36,712.00	37,086.40	37,460.80	37,835.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	18.37	18.55	18.74	18.93	19.12	19.31	19.50	19.70
		WK	734.80	742.00	749.60	757.20	764.80	772.40	780.00	788.00
		YR	38,209.60	38,584.00	38,979.20	39,374.40	39,769.60	40,164.80	40,560.00	40,976.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	19.90	20.10	20.30	20.50	20.71	20.92	21.13	21.34
		WK	796.00	804.00	812.00	820.00	828.40	836.80	845.20	853.60
		YR	41,392.00	41,808.00	42,224.00	42,640.00	43,076.80	43,513.60	43,950.40	44,387.20

City of Seaford
Parks & Recreation Pay Plan
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	$1,500 or	$28,893.60	**$13.89**		
Base Adjustment	**1.50%**	PY Step 1 rate =	$13.17		
		New Hourly Rate=	**$13.37**		

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Tech II	2	HR	13.89	14.10	14.31	14.52	14.74	14.96	15.18	15.41
		WK	555.60	564.00	572.40	580.80	589.60	598.40	607.20	616.40
		YR	28,891.20	29,328.00	29,764.80	30,201.60	30,659.20	31,116.80	31,574.40	32,052.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	15.64	15.87	16.11	16.35	16.60	16.85	17.10	17.36
		WK	625.60	634.80	644.40	654.00	664.00	674.00	684.00	694.40
		YR	32,531.20	33,009.60	33,508.80	34,008.00	34,528.00	35,048.00	35,568.00	36,108.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	17.62	17.88	18.15	18.42	18.60	18.79	18.98	19.17
		WK	704.80	715.20	726.00	736.80	744.00	751.60	759.20	766.80
		YR	36,649.60	37,190.40	37,752.00	38,313.60	38,688.00	39,083.20	39,478.40	39,873.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	19.36	19.55	19.75	19.95	20.15	20.35	20.55	20.76
		WK	774.40	782.00	790.00	798.00	806.00	814.00	822.00	830.40
		YR	40,268.80	40,664.00	41,080.00	41,496.00	41,912.00	42,328.00	42,744.00	43,180.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	20.97	21.18	21.39	21.60	21.82	22.04	22.26	22.48
		WK	838.80	847.20	855.60	864.00	872.80	881.60	890.40	899.20
		YR	43,617.60	44,054.40	44,491.20	44,928.00	45,385.60	45,843.20	46,300.80	46,758.40

City of Seaford
Parks & Recreation Pay Plan
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	$1,500 or	$30,557.60	**$14.69**
Base Adjustment	**1.50%**	PY Step 1 rate =	$13.97
		New Hourly Rate=	**$14.18**

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Asst. III	3	HR	14.69	14.91	15.13	15.36	15.59	15.82	16.06	16.30
		WK	587.60	596.40	605.20	614.40	623.60	632.80	642.40	652.00
		YR	30,555.20	31,012.80	31,470.40	31,948.80	32,427.20	32,905.60	33,404.80	33,904.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.54	16.79	17.04	17.30	17.56	17.82	18.09	18.36
		WK	661.60	671.60	681.60	692.00	702.40	712.80	723.60	734.40
		YR	34,403.20	34,923.20	35,443.20	35,984.00	36,524.80	37,065.60	37,627.20	38,188.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	18.64	18.92	19.20	19.49	19.68	19.88	20.08	20.28
		WK	745.60	756.80	768.00	779.60	787.20	795.20	803.20	811.20
		YR	38,771.20	39,353.60	39,936.00	40,539.20	40,934.40	41,350.40	41,766.40	42,182.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	20.48	20.68	20.89	21.10	21.31	21.52	21.74	21.96
		WK	819.20	827.20	835.60	844.00	852.40	860.80	869.60	878.40
		YR	42,598.40	43,014.40	43,451.20	43,888.00	44,324.80	44,761.60	45,219.20	45,676.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.18	22.40	22.62	22.85	23.08	23.31	23.54	23.78
		WK	887.20	896.00	904.80	914.00	923.20	932.40	941.60	951.20
		YR	46,134.40	46,592.00	47,049.60	47,528.00	48,006.40	48,484.80	48,963.20	49,462.40

City of Seaford
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Base Adjustment			**1.50%**		PY Step 1 rate =		$14.83			
					New Hourly Rate=		**$15.05**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Asst. IV	**4**	**HR**	15.05	15.28	15.51	15.74	15.98	16.22	16.46	16.71
		WK	602.00	611.20	620.40	629.60	639.20	648.80	658.40	668.40
		YR	31,304.00	31,782.40	32,260.80	32,739.20	33,238.40	33,737.60	34,236.80	34,756.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.96	17.21	17.47	17.73	18.00	18.27	18.54	18.82
		WK	678.40	688.40	698.80	709.20	720.00	730.80	741.60	752.80
		YR	35,276.80	35,796.80	36,337.60	36,878.40	37,440.00	38,001.60	38,563.20	39,145.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.10	19.39	19.68	19.98	20.18	20.38	20.58	20.79
		WK	764.00	775.60	787.20	799.20	807.20	815.20	823.20	831.60
		YR	39,728.00	40,331.20	40,934.40	41,558.40	41,974.40	42,390.40	42,806.40	43,243.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.00	21.21	21.42	21.63	21.85	22.07	22.29	22.51
		WK	840.00	848.40	856.80	865.20	874.00	882.80	891.60	900.40
		YR	43,680.00	44,116.80	44,553.60	44,990.40	45,448.00	45,905.60	46,363.20	46,820.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.74	22.97	23.20	23.43	23.66	23.90	24.14	24.38
		WK	909.60	918.80	928.00	937.20	946.40	956.00	965.60	975.20
		YR	47,299.20	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40

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Base Adjustment			**1.50%**		PY Step 1 rate =		$15.71			
					New Hourly Rate=		**$15.95**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Asst. V	**5**	**HR**	15.95	16.19	16.43	16.68	16.93	17.18	17.44	17.70
		WK	638.00	647.60	657.20	667.20	677.20	687.20	697.60	708.00
		YR	33,176.00	33,675.20	34,174.40	34,694.40	35,214.40	35,734.40	36,275.20	36,816.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.97	18.24	18.51	18.79	19.07	19.36	19.65	19.94
		WK	718.80	729.60	740.40	751.60	762.80	774.40	786.00	797.60
		YR	37,377.60	37,939.20	38,500.80	39,083.20	39,665.60	40,268.80	40,872.00	41,475.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.24	20.54	20.85	21.16	21.37	21.58	21.80	22.02
		WK	809.60	821.60	834.00	846.40	854.80	863.20	872.00	880.80
		YR	42,099.20	42,723.20	43,368.00	44,012.80	44,449.60	44,886.40	45,344.00	45,801.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.24	22.46	22.68	22.91	23.14	23.37	23.60	23.84
		WK	889.60	898.40	907.20	916.40	925.60	934.80	944.00	953.60
		YR	46,259.20	46,716.80	47,174.40	47,652.80	48,131.20	48,609.60	49,088.00	49,587.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	24.08	24.32	24.56	24.81	25.06	25.31	25.56	25.82
		WK	963.20	972.80	982.40	992.40	1,002.40	1,012.40	1,022.40	1,032.80
		YR	50,086.40	50,585.60	51,084.80	51,604.80	52,124.80	52,644.80	53,164.80	53,705.60

City of Seaford
Police Support Staff Pay Plan
7/1/2011

Base Adjustment	**$1,500 or 1.50%**	$28,893.60 PY Step 1 rate =	$13.89 $13.17		
		New Hourly Rate=	**$13.37**		

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Records Clerk	**2**	**HR**	13.89	14.10	14.31	14.52	14.74	14.96	15.18	15.41
		WK	555.60	564.00	572.40	580.80	589.60	598.40	607.20	616.40
		YR	28,891.20	29,328.00	29,764.80	30,201.60	30,659.20	31,116.80	31,574.40	32,052.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	15.64	15.87	16.11	16.35	16.60	16.85	17.10	17.36
		WK	625.60	634.80	644.40	654.00	664.00	674.00	684.00	694.40
		YR	32,531.20	33,009.60	33,508.80	34,008.00	34,528.00	35,048.00	35,568.00	36,108.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	17.62	17.88	18.15	18.42	18.60	18.79	18.98	19.17
		WK	704.80	715.20	726.00	736.80	744.00	751.60	759.20	766.80
		YR	36,649.60	37,190.40	37,752.00	38,313.60	38,688.00	39,083.20	39,478.40	39,873.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	19.36	19.55	19.75	19.95	20.15	20.35	20.55	20.76
		WK	774.40	782.00	790.00	798.00	806.00	814.00	822.00	830.40
		YR	40,268.80	40,664.00	41,080.00	41,496.00	41,912.00	42,328.00	42,744.00	43,180.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	20.97	21.18	21.39	21.60	21.82	22.04	22.26	22.48
		WK	838.80	847.20	855.60	864.00	872.80	881.60	890.40	899.20
		YR	43,617.60	44,054.40	44,491.20	44,928.00	45,385.60	45,843.20	46,300.80	46,758.40

City of Seaford
Police Support Staff Pay Plan
7/1/2011

Base Adjustment			**$1,500 or 1.50%**		$30,557.60 PY Step 1 rate =		$14.69 $13.97			
					New Hourly Rate=		**$14.18**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Dispatcher	3	**HR**	14.69	14.91	15.13	15.36	15.59	15.82	16.06	16.30
		WK	587.60	596.40	605.20	614.40	623.60	632.80	642.40	652.00
		YR	30,555.20	31,012.80	31,470.40	31,948.80	32,427.20	32,905.60	33,404.80	33,904.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.54	16.79	17.04	17.30	17.56	17.82	18.09	18.36
		WK	661.60	671.60	681.60	692.00	702.40	712.80	723.60	734.40
		YR	34,403.20	34,923.20	35,443.20	35,984.00	36,524.80	37,065.60	37,627.20	38,188.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	18.64	18.92	19.20	19.49	19.68	19.88	20.08	20.28
		WK	745.60	756.80	768.00	779.60	787.20	795.20	803.20	811.20
		YR	38,771.20	39,353.60	39,936.00	40,539.20	40,934.40	41,350.40	41,766.40	42,182.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	20.48	20.68	20.89	21.10	21.31	21.52	21.74	21.96
		WK	819.20	827.20	835.60	844.00	852.40	860.80	869.60	878.40
		YR	42,598.40	43,014.40	43,451.20	43,888.00	44,324.80	44,761.60	45,219.20	45,676.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.18	22.40	22.62	22.85	23.08	23.31	23.54	23.78
		WK	887.20	896.00	904.80	914.00	923.20	932.40	941.60	951.20
		YR	46,134.40	46,592.00	47,049.60	47,528.00	48,006.40	48,484.80	48,963.20	49,462.40

City of Seaford
Police Support Staff Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$17.85			
					New Hourly Rate=		**$18.12**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Dispatch Manager	**61B**	**HR**	18.12	18.39	18.67	18.95	19.23	19.52	19.81	20.11
		WK	724.80	735.60	746.80	758.00	769.20	780.80	792.40	804.40
		YR	37,689.60	38,251.20	38,833.60	39,416.00	39,998.40	40,601.60	41,204.80	41,828.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	20.41	20.72	21.03	21.35	21.67	22.00	22.33	22.66
		WK	816.40	828.80	841.20	854.00	866.80	880.00	893.20	906.40
		YR	42,452.80	43,097.60	43,742.40	44,408.00	45,073.60	45,760.00	46,446.40	47,132.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	23.00	23.35	23.70	24.06	24.30	24.54	24.79	25.04
		WK	920.00	934.00	948.00	962.40	972.00	981.60	991.60	1,001.60
		YR	47,840.00	48,568.00	49,296.00	50,044.80	50,544.00	51,043.20	51,563.20	52,083.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	25.29	25.54	25.80	26.06	26.32	26.58	26.85	27.12
		WK	1,011.60	1,021.60	1,032.00	1,042.40	1,052.80	1,063.20	1,074.00	1,084.80
		YR	52,603.20	53,123.20	53,664.00	54,204.80	54,745.60	55,286.40	55,848.00	56,409.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	27.39	27.66	27.94	28.22	28.50	28.79	29.08	29.37
		WK	1,095.60	1,106.40	1,117.60	1,128.80	1,140.00	1,151.60	1,163.20	1,174.80
		YR	56,971.20	57,532.80	58,115.20	58,697.60	59,280.00	59,883.20	60,486.40	61,089.60

City of Seaford
Administration Pay Plan
7/1/2011

					New Pay Rate		**$ 16.95**			
Base Adjustment			**1.50%**		PY Step 1 rate =		$16.70			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Admin Secrty	6	**HR**	16.95	17.20	17.46	17.72	17.99	18.26	18.53	18.81
		WK	678.00	688.00	698.40	708.80	719.60	730.40	741.20	752.40
		YR	35,256.00	35,776.00	36,316.80	36,857.60	37,419.20	37,980.80	38,542.40	39,124.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	19.09	19.38	19.67	19.97	20.27	20.57	20.88	21.19
		WK	763.60	775.20	786.80	798.80	810.80	822.80	835.20	847.60
		YR	39,707.20	40,310.40	40,913.60	41,537.60	42,161.60	42,785.60	43,430.40	44,075.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	21.51	21.83	22.16	22.49	22.71	22.94	23.17	23.40
		WK	860.40	873.20	886.40	899.60	908.40	917.60	926.80	936.00
		YR	44,740.80	45,406.40	46,092.80	46,779.20	47,236.80	47,715.20	48,193.60	48,672.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	23.63	23.87	24.11	24.35	24.59	24.84	25.09	25.34
		WK	945.20	954.80	964.40	974.00	983.60	993.60	1,003.60	1,013.60
		YR	49,150.40	49,649.60	50,148.80	50,648.00	51,147.20	51,667.20	52,187.20	52,707.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	25.59	25.85	26.11	26.37	26.63	26.90	27.17	27.44
		WK	1,023.60	1,034.00	1,044.40	1,054.80	1,065.20	1,076.00	1,086.80	1,097.60
		YR	53,227.20	53,768.00	54,308.80	54,849.60	55,390.40	55,952.00	56,513.60	57,075.20

City of Seaford
Public Works Pay Plan
7/1/2011

Base Adjustment	**$1,500 or**	$28,893.60	$13.89
	1.50%	PY Step 1 rate =	$13.17
		New Hourly Rate=	**$13.37**

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Technician I	2	HR	13.89	14.10	14.31	14.52	14.74	14.96	15.18	15.41
		WK	555.60	564.00	572.40	580.80	589.60	598.40	607.20	616.40
		YR	28,891.20	29,328.00	29,764.80	30,201.60	30,659.20	31,116.80	31,574.40	32,052.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	15.64	15.87	16.11	16.35	16.60	16.85	17.10	17.36
		WK	625.60	634.80	644.40	654.00	664.00	674.00	684.00	694.40
		YR	32,531.20	33,009.60	33,508.80	34,008.00	34,528.00	35,048.00	35,568.00	36,108.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	17.62	17.88	18.15	18.42	18.60	18.79	18.98	19.17
		WK	704.80	715.20	726.00	736.80	744.00	751.60	759.20	766.80
		YR	36,649.60	37,190.40	37,752.00	38,313.60	38,688.00	39,083.20	39,478.40	39,873.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	19.36	19.55	19.75	19.95	20.15	20.35	20.55	20.76
		WK	774.40	782.00	790.00	798.00	806.00	814.00	822.00	830.40
		YR	40,268.80	40,664.00	41,080.00	41,496.00	41,912.00	42,328.00	42,744.00	43,180.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	20.97	21.18	21.39	21.60	21.82	22.04	22.26	22.48
		WK	838.80	847.20	855.60	864.00	872.80	881.60	890.40	899.20
		YR	43,617.60	44,054.40	44,491.20	44,928.00	45,385.60	45,843.20	46,300.80	46,758.40

City of Seaford
Public Works Pay Plan
7/1/2011

	$1,500 or	$30,557.60	$14.69
Base Adjustment	**1.50%**	PY Step 1 rate =	$13.97
		New Hourly Rate=	**$14.18**

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Technician II	3	HR	14.69	14.91	15.13	15.36	15.59	15.82	16.06	16.30
		WK	587.60	596.40	605.20	614.40	623.60	632.80	642.40	652.00
		YR	30,555.20	31,012.80	31,470.40	31,948.80	32,427.20	32,905.60	33,404.80	33,904.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.54	16.79	17.04	17.30	17.56	17.82	18.09	18.36
		WK	661.60	671.60	681.60	692.00	702.40	712.80	723.60	734.40
		YR	34,403.20	34,923.20	35,443.20	35,984.00	36,524.80	37,065.60	37,627.20	38,188.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	18.64	18.92	19.20	19.49	19.68	19.88	20.08	20.28
		WK	745.60	756.80	768.00	779.60	787.20	795.20	803.20	811.20
		YR	38,771.20	39,353.60	39,936.00	40,539.20	40,934.40	41,350.40	41,766.40	42,182.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	20.48	20.68	20.89	21.10	21.31	21.52	21.74	21.96
		WK	819.20	827.20	835.60	844.00	852.40	860.80	869.60	878.40
		YR	42,598.40	43,014.40	43,451.20	43,888.00	44,324.80	44,761.60	45,219.20	45,676.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.18	22.40	22.62	22.85	23.08	23.31	23.54	23.78
		WK	887.20	896.00	904.80	914.00	923.20	932.40	941.60	951.20
		YR	46,134.40	46,592.00	47,049.60	47,528.00	48,006.40	48,484.80	48,963.20	49,462.40

City of Seaford
Public Works Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$14.83			
					New Hourly Rate=		**$15.05**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Technician III	**4**	**HR**	15.05	15.28	15.51	15.74	15.98	16.22	16.46	16.71
		WK	602.00	611.20	620.40	629.60	639.20	648.80	658.40	668.40
		YR	31,304.00	31,782.40	32,260.80	32,739.20	33,238.40	33,737.60	34,236.80	34,756.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.96	17.21	17.47	17.73	18.00	18.27	18.54	18.82
		WK	678.40	688.40	698.80	709.20	720.00	730.80	741.60	752.80
		YR	35,276.80	35,796.80	36,337.60	36,878.40	37,440.00	38,001.60	38,563.20	39,145.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.10	19.39	19.68	19.98	20.18	20.38	20.58	20.79
		WK	764.00	775.60	787.20	799.20	807.20	815.20	823.20	831.60
		YR	39,728.00	40,331.20	40,934.40	41,558.40	41,974.40	42,390.40	42,806.40	43,243.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.00	21.21	21.42	21.63	21.85	22.07	22.29	22.51
		WK	840.00	848.40	856.80	865.20	874.00	882.80	891.60	900.40
		YR	43,680.00	44,116.80	44,553.60	44,990.40	45,448.00	45,905.60	46,363.20	46,820.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.74	22.97	23.20	23.43	23.66	23.90	24.14	24.38
		WK	909.60	918.80	928.00	937.20	946.40	956.00	965.60	975.20
		YR	47,299.20	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40

City of Seaford
Public Works Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$15.14			
					New Hourly Rate=		**$15.37**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Lead Technician	4A	HR	15.37	15.60	15.83	16.07	16.31	16.55	16.80	17.05
		WK	614.80	624.00	633.20	642.80	652.40	662.00	672.00	682.00
		YR	31,969.60	32,448.00	32,926.40	33,425.60	33,924.80	34,424.00	34,944.00	35,464.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.31	17.57	17.83	18.10	18.37	18.65	18.93	19.21
		WK	692.40	702.80	713.20	724.00	734.80	746.00	757.20	768.40
		YR	36,004.80	36,545.60	37,086.40	37,648.00	38,209.60	38,792.00	39,374.40	39,956.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.50	19.79	20.09	20.39	20.59	20.80	21.01	21.22
		WK	780.00	791.60	803.60	815.60	823.60	832.00	840.40	848.80
		YR	40,560.00	41,163.20	41,787.20	42,411.20	42,827.20	43,264.00	43,700.80	44,137.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.43	21.64	21.86	22.08	22.30	22.52	22.75	22.98
		WK	857.20	865.60	874.40	883.20	892.00	900.80	910.00	919.20
		YR	44,574.40	45,011.20	45,468.80	45,926.40	46,384.00	46,841.60	47,320.00	47,798.40
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	23.21	23.44	23.67	23.91	24.15	24.39	24.63	24.88
		WK	928.40	937.60	946.80	956.40	966.00	975.60	985.20	995.20
		YR	48,276.80	48,755.20	49,233.60	49,732.80	50,232.00	50,731.20	51,230.40	51,750.40

City of Seaford
Public Works Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$15.71			
					New Hourly Rate=		**$15.95**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Tech V	**5**	**HR**	15.71	15.95	16.19	16.43	16.68	16.93	17.18	17.44
		WK	628.40	638.00	647.60	657.20	667.20	677.20	687.20	697.60
		YR	32,676.80	33,176.00	33,675.20	34,174.40	34,694.40	35,214.40	35,734.40	36,275.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.70	17.97	18.24	18.51	18.79	19.07	19.36	19.65
		WK	708.00	718.80	729.60	740.40	751.60	762.80	774.40	786.00
		YR	36,816.00	37,377.60	37,939.20	38,500.80	39,083.20	39,665.60	40,268.80	40,872.00
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.94	20.24	20.54	20.85	21.06	21.27	21.48	21.69
		WK	797.60	809.60	821.60	834.00	842.40	850.80	859.20	867.60
		YR	41,475.20	42,099.20	42,723.20	43,368.00	43,804.80	44,241.60	44,678.40	45,115.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.91	22.13	22.35	22.57	22.80	23.03	23.26	23.49
		WK	876.40	885.20	894.00	902.80	912.00	921.20	930.40	939.60
		YR	45,572.80	46,030.40	46,488.00	46,945.60	47,424.00	47,902.40	48,380.80	48,859.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	23.72	23.96	24.20	24.44	24.68	24.93	25.18	25.43
		WK	948.80	958.40	968.00	977.60	987.20	997.20	1,007.20	1,017.20
		YR	49,337.60	49,836.80	50,336.00	50,835.20	51,334.40	51,854.40	52,374.40	52,894.40

City of Seaford
Public Works Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$16.70			
					New Hourly Rate=		**$16.95**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
PW Coordinator	**6**	**HR**	16.95	17.20	17.46	17.72	17.99	18.26	18.53	18.81
		WK	678.00	688.00	698.40	708.80	719.60	730.40	741.20	752.40
		YR	35,256.00	35,776.00	36,316.80	36,857.60	37,419.20	37,980.80	38,542.40	39,124.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	19.09	19.38	19.67	19.97	20.27	20.57	20.88	21.19
		WK	763.60	775.20	786.80	798.80	810.80	822.80	835.20	847.60
		YR	39,707.20	40,310.40	40,913.60	41,537.60	42,161.60	42,785.60	43,430.40	44,075.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	21.51	21.83	22.16	22.49	22.71	22.94	23.17	23.40
		WK	860.40	873.20	886.40	899.60	908.40	917.60	926.80	936.00
		YR	44,740.80	45,406.40	46,092.80	46,779.20	47,236.80	47,715.20	48,193.60	48,672.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	23.63	23.87	24.11	24.35	24.59	24.84	25.09	25.34
		WK	945.20	954.80	964.40	974.00	983.60	993.60	1,003.60	1,013.60
		YR	49,150.40	49,649.60	50,148.80	50,648.00	51,147.20	51,667.20	52,187.20	52,707.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	25.59	25.85	26.11	26.37	26.63	26.90	27.17	27.44
		WK	1,023.60	1,034.00	1,044.40	1,054.80	1,065.20	1,076.00	1,086.80	1,097.60
		YR	53,227.20	53,768.00	54,308.80	54,849.60	55,390.40	55,952.00	56,513.60	57,075.20

City of Seaford
WWTF Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$14.83			
					New Hourly Rate=		**$15.05**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Operator	**4**	**HR**	15.05	15.28	15.51	15.74	15.98	16.22	16.46	16.71
DE LIC I		**WK**	602.00	611.20	620.40	629.60	639.20	648.80	658.40	668.40
		YR	31,304.00	31,782.40	32,260.80	32,739.20	33,238.40	33,737.60	34,236.80	34,756.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	16.96	17.21	17.47	17.73	18.00	18.27	18.54	18.82
		WK	678.40	688.40	698.80	709.20	720.00	730.80	741.60	752.80
		YR	35,276.80	35,796.80	36,337.60	36,878.40	37,440.00	38,001.60	38,563.20	39,145.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	19.10	19.39	19.68	19.98	20.18	20.38	20.58	20.79
		WK	764.00	775.60	787.20	799.20	807.20	815.20	823.20	831.60
		YR	39,728.00	40,331.20	40,934.40	41,558.40	41,974.40	42,390.40	42,806.40	43,243.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	21.00	21.21	21.42	21.63	21.85	22.07	22.29	22.51
		WK	840.00	848.40	856.80	865.20	874.00	882.80	891.60	900.40
		YR	43,680.00	44,116.80	44,553.60	44,990.40	45,448.00	45,905.60	46,363.20	46,820.80
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	22.74	22.97	23.20	23.43	23.66	23.90	24.14	24.38
		WK	909.60	918.80	928.00	937.20	946.40	956.00	965.60	975.20
		YR	47,299.20	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40

City of Seaford
WWTF Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$15.71			
					New Hourly Rate=		**$15.95**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Operator	**5**	**HR**	15.95	16.19	16.43	16.68	16.93	17.18	17.44	17.70
DE LIC II		**WK**	638.00	647.60	657.20	667.20	677.20	687.20	697.60	708.00
		YR	33,176.00	33,675.20	34,174.40	34,694.40	35,214.40	35,734.40	36,275.20	36,816.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	17.97	18.24	18.51	18.79	19.07	19.36	19.65	19.94
		WK	718.80	729.60	740.40	751.60	762.80	774.40	786.00	797.60
		YR	37,377.60	37,939.20	38,500.80	39,083.20	39,665.60	40,268.80	40,872.00	41,475.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.24	20.54	20.85	21.16	21.37	21.58	21.80	22.02
		WK	809.60	821.60	834.00	846.40	854.80	863.20	872.00	880.80
		YR	42,099.20	42,723.20	43,368.00	44,012.80	44,449.60	44,886.40	45,344.00	45,801.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.24	22.46	22.68	22.91	23.14	23.37	23.60	23.84
		WK	889.60	898.40	907.20	916.40	925.60	934.80	944.00	953.60
		YR	46,259.20	46,716.80	47,174.40	47,652.80	48,131.20	48,609.60	49,088.00	49,587.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	24.08	24.32	24.56	24.81	25.06	25.31	25.56	25.82
		WK	963.20	972.80	982.40	992.40	1,002.40	1,012.40	1,022.40	1,032.80
		YR	50,086.40	50,585.60	51,084.80	51,604.80	52,124.80	52,644.80	53,164.80	53,705.60

City of Seaford
WWTF Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$16.23			
					New Hourly Rate=		**$16.47**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Operator	**5A**	**HR**	16.47	16.72	16.97	17.22	17.48	17.74	18.01	18.28
DE LIC III		**WK**	658.80	668.80	678.80	688.80	699.20	709.60	720.40	731.20
		YR	34,257.60	34,777.60	35,297.60	35,817.60	36,358.40	36,899.20	37,460.80	38,022.40
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	18.55	18.83	19.11	19.40	19.69	19.99	20.29	20.59
		WK	742.00	753.20	764.40	776.00	787.60	799.60	811.60	823.60
		YR	38,584.00	39,166.40	39,748.80	40,352.00	40,955.20	41,579.20	42,203.20	42,827.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	20.90	21.21	21.53	21.85	22.07	22.29	22.51	22.74
		WK	836.00	848.40	861.20	874.00	882.80	891.60	900.40	909.60
		YR	43,472.00	44,116.80	44,782.40	45,448.00	45,905.60	46,363.20	46,820.80	47,299.20
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	22.97	23.20	23.43	23.66	23.90	24.14	24.38	24.62
		WK	918.80	928.00	937.20	946.40	956.00	965.60	975.20	984.80
		YR	47,777.60	48,256.00	48,734.40	49,212.80	49,712.00	50,211.20	50,710.40	51,209.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	24.87	25.12	25.37	25.62	25.88	26.14	26.40	26.66
		WK	994.80	1,004.80	1,014.80	1,024.80	1,035.20	1,045.60	1,056.00	1,066.40
		YR	51,729.60	52,249.60	52,769.60	53,289.60	53,830.40	54,371.20	54,912.00	55,452.80

City of Seaford
WWTF Pay Plan
7/1/2011

Base Adjustment **1.50%** PY Step 1 rate = $18.94

New Hourly Rate= **$19.22**

POSITION	GRADE	RATE	1	2	3	4	5	6	7	8
Operator	6C	HR	19.22	19.51	19.80	20.10	20.40	20.71	21.02	21.34
DE LIC IV		WK	768.80	780.40	792.00	804.00	816.00	828.40	840.80	853.60
		YR	39,977.60	40,580.80	41,184.00	41,808.00	42,432.00	43,076.80	43,721.60	44,387.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	21.66	21.98	22.31	22.64	22.98	23.32	23.67	24.03
		WK	866.40	879.20	892.40	905.60	919.20	932.80	946.80	961.20
		YR	45,052.80	45,718.40	46,404.80	47,091.20	47,798.40	48,505.60	49,233.60	49,982.40
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	24.39	24.76	25.13	25.51	25.77	26.03	26.29	26.55
		WK	975.60	990.40	1,005.20	1,020.40	1,030.80	1,041.20	1,051.60	1,062.00
		YR	50,731.20	51,500.80	52,270.40	53,060.80	53,601.60	54,142.40	54,683.20	55,224.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	26.82	27.09	27.36	27.63	27.91	28.19	28.47	28.75
		WK	1,072.80	1,083.60	1,094.40	1,105.20	1,116.40	1,127.60	1,138.80	1,150.00
		YR	55,785.60	56,347.20	56,908.80	57,470.40	58,052.80	58,635.20	59,217.60	59,800.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	29.04	29.33	29.62	29.92	30.22	30.52	30.83	31.14
		WK	1,161.60	1,173.20	1,184.80	1,196.80	1,208.80	1,220.80	1,233.20	1,245.60
		YR	60,403.20	61,006.40	61,609.60	62,233.60	62,857.60	63,481.60	64,126.40	64,771.20

City of Seaford
WWTF Pay Plan
7/1/2011

Base Adjustment			**1.50%**		PY Step 1 rate =		$20.77			
					New Hourly Rate=		**$21.08**			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
OPS COORD DE LIC IV	**8**	**HR**	21.08	21.40	21.72	22.05	22.38	22.72	23.06	23.41
		WK	843.20	856.00	868.80	882.00	895.20	908.80	922.40	936.40
		YR	43,846.40	44,512.00	45,177.60	45,864.00	46,550.40	47,257.60	47,964.80	48,692.80
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	23.76	24.12	24.48	24.85	25.22	25.60	25.98	26.37
		WK	950.40	964.80	979.20	994.00	1,008.80	1,024.00	1,039.20	1,054.80
		YR	49,420.80	50,169.60	50,918.40	51,688.00	52,457.60	53,248.00	54,038.40	54,849.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	26.77	27.17	27.58	27.99	28.27	28.55	28.84	29.13
		WK	1,070.80	1,086.80	1,103.20	1,119.60	1,130.80	1,142.00	1,153.60	1,165.20
		YR	55,681.60	56,513.60	57,366.40	58,219.20	58,801.60	59,384.00	59,987.20	60,590.40
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	29.42	29.71	30.01	30.31	30.61	30.92	31.23	31.54
		WK	1,176.80	1,188.40	1,200.40	1,212.40	1,224.40	1,236.80	1,249.20	1,261.60
		YR	61,193.60	61,796.80	62,420.80	63,044.80	63,668.80	64,313.60	64,958.40	65,603.20
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	31.86	32.18	32.50	32.83	33.16	33.49	33.82	34.16
		WK	1,274.40	1,287.20	1,300.00	1,313.20	1,326.40	1,339.60	1,352.80	1,366.40
		YR	66,268.80	66,934.40	67,600.00	68,286.40	68,972.80	69,659.20	70,345.60	71,052.80

City of Seaford
Police Pay Plan
7/1/2011

Base Adjustment			**5.00%**		PY Step 1 rate =		$17.91			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
PTLM	**61A**	**HR**	18.81	19.09	19.38	19.67	19.97	20.27	20.57	20.88
		WK	752.40	763.60	775.20	786.80	798.80	810.80	822.80	835.20
		YR	39,124.80	39,707.20	40,310.40	40,913.60	41,537.60	42,161.60	42,785.60	43,430.40
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	21.19	21.51	21.83	22.16	22.49	22.83	23.17	23.52
		WK	847.60	860.40	873.20	886.40	899.60	913.20	926.80	940.80
		YR	44,075.20	44,740.80	45,406.40	46,092.80	46,779.20	47,486.40	48,193.60	48,921.60
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	23.87	24.23	24.59	24.96	25.21	25.46	25.71	25.97
		WK	954.80	969.20	983.60	998.40	1,008.40	1,018.40	1,028.40	1,038.80
		YR	49,649.60	50,398.40	51,147.20	51,916.80	52,436.80	52,956.80	53,476.80	54,017.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	26.23	26.49	26.75	27.02	27.29	27.56	27.84	28.12
		WK	1,049.20	1,059.60	1,070.00	1,080.80	1,091.60	1,102.40	1,113.60	1,124.80
		YR	54,558.40	55,099.20	55,640.00	56,201.60	56,763.20	57,324.80	57,907.20	58,489.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	28.40	28.68	28.97	29.26	29.55	29.85	30.15	30.45
		WK	1,136.00	1,147.20	1,158.80	1,170.40	1,182.00	1,194.00	1,206.00	1,218.00
		YR	59,072.00	59,654.40	60,257.60	60,860.80	61,464.00	62,088.00	62,712.00	63,336.00

City of Seaford
Police Pay Plan
7/1/2011

Base Adjustment			**5.00%**		PY Step 1 rate =		$18.74			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
PFC	61B	HR	19.68	19.98	20.28	20.58	20.89	21.20	21.52	21.84
		WK	787.20	799.20	811.20	823.20	835.60	848.00	860.80	873.60
		YR	40,934.40	41,558.40	42,182.40	42,806.40	43,451.20	44,096.00	44,761.60	45,427.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	22.17	22.50	22.84	23.18	23.53	23.88	24.24	24.60
		WK	886.80	900.00	913.60	927.20	941.20	955.20	969.60	984.00
		YR	46,113.60	46,800.00	47,507.20	48,214.40	48,942.40	49,670.40	50,419.20	51,168.00
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	24.97	25.34	25.72	26.11	26.37	26.63	26.90	27.17
		WK	998.80	1,013.60	1,028.80	1,044.40	1,054.80	1,065.20	1,076.00	1,086.80
		YR	51,937.60	52,707.20	53,497.60	54,308.80	54,849.60	55,390.40	55,952.00	56,513.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	27.44	27.71	27.99	28.27	28.55	28.84	29.13	29.42
		WK	1,097.60	1,108.40	1,119.60	1,130.80	1,142.00	1,153.60	1,165.20	1,176.80
		YR	57,075.20	57,636.80	58,219.20	58,801.60	59,384.00	59,987.20	60,590.40	61,193.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	29.71	30.01	30.31	30.61	30.92	31.23	31.54	31.86
		WK	1,188.40	1,200.40	1,212.40	1,224.40	1,236.80	1,249.20	1,261.60	1,274.40
		YR	61,796.80	62,420.80	63,044.80	63,668.80	64,313.60	64,958.40	65,603.20	66,268.80

City of Seaford
Police Pay Plan
7/1/2011

Base Adjustment			**5.00%**	PY Step 1 rate =			$19.91			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
CPL	**7A**	**HR**	20.91	21.22	21.54	21.86	22.19	22.52	22.86	23.20
		WK	836.40	848.80	861.60	874.40	887.60	900.80	914.40	928.00
		YR	43,492.80	44,137.60	44,803.20	45,468.80	46,155.20	46,841.60	47,548.80	48,256.00
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	23.55	23.90	24.26	24.62	24.99	25.36	25.74	26.13
		WK	942.00	956.00	970.40	984.80	999.60	1,014.40	1,029.60	1,045.20
		YR	48,984.00	49,712.00	50,460.80	51,209.60	51,979.20	52,748.80	53,539.20	54,350.40
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	26.52	26.92	27.32	27.73	28.01	28.29	28.57	28.86
		WK	1,060.80	1,076.80	1,092.80	1,109.20	1,120.40	1,131.60	1,142.80	1,154.40
		YR	55,161.60	55,993.60	56,825.60	57,678.40	58,260.80	58,843.20	59,425.60	60,028.80
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	29.15	29.44	29.73	30.03	30.33	30.63	30.94	31.25
		WK	1,166.00	1,177.60	1,189.20	1,201.20	1,213.20	1,225.20	1,237.60	1,250.00
		YR	60,632.00	61,235.20	61,838.40	62,462.40	63,086.40	63,710.40	64,355.20	65,000.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	31.56	31.88	32.20	32.52	32.85	33.18	33.51	33.85
		WK	1,262.40	1,275.20	1,288.00	1,300.80	1,314.00	1,327.20	1,340.40	1,354.00
		YR	65,644.80	66,310.40	66,976.00	67,641.60	68,328.00	69,014.40	69,700.80	70,408.00

City of Seaford
Police Pay Plan
7/1/2011

Base Adjustment			**5.00%**		PY Step 1 rate =		$22.81			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
SGT	**7B**	**HR**	23.95	24.31	24.67	25.04	25.42	25.80	26.19	26.58
		WK	958.00	972.40	986.80	1,001.60	1,016.80	1,032.00	1,047.60	1,063.20
		YR	49,816.00	50,564.80	51,313.60	52,083.20	52,873.60	53,664.00	54,475.20	55,286.40
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	26.98	27.38	27.79	28.21	28.63	29.06	29.50	29.94
		WK	1,079.20	1,095.20	1,111.60	1,128.40	1,145.20	1,162.40	1,180.00	1,197.60
		YR	56,118.40	56,950.40	57,803.20	58,676.80	59,550.40	60,444.80	61,360.00	62,275.20
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	30.39	30.85	31.31	31.78	32.10	32.42	32.74	33.07
		WK	1,215.60	1,234.00	1,252.40	1,271.20	1,284.00	1,296.80	1,309.60	1,322.80
		YR	63,211.20	64,168.00	65,124.80	66,102.40	66,768.00	67,433.60	68,099.20	68,785.60
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	33.40	33.73	34.07	34.41	34.75	35.10	35.45	35.80
		WK	1,336.00	1,349.20	1,362.80	1,376.40	1,390.00	1,404.00	1,418.00	1,432.00
		YR	69,472.00	70,158.40	70,865.60	71,572.80	72,280.00	73,008.00	73,736.00	74,464.00
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	36.16	36.52	36.89	37.26	37.63	38.01	38.39	38.77
		WK	1,446.40	1,460.80	1,475.60	1,490.40	1,505.20	1,520.40	1,535.60	1,550.80
		YR	75,212.80	75,961.60	76,731.20	77,500.80	78,270.40	79,060.80	79,851.20	80,641.60

City of Seaford
Police Pay Plan
7/1/2011

Base Adjustment			**5.00%**		PY Step 1 rate =		$24.28			
POSITION	**GRADE**	**RATE**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
LT	11	HR	25.49	25.87	26.26	26.65	27.05	27.46	27.87	28.29
		WK	1,019.60	1,034.80	1,050.40	1,066.00	1,082.00	1,098.40	1,114.80	1,131.60
		YR	53,019.20	53,809.60	54,620.80	55,432.00	56,264.00	57,116.80	57,969.60	58,843.20
			9	**10**	**11**	**12**	**13**	**14**	**15**	**16**
		HR	28.71	29.14	29.58	30.02	30.47	30.93	31.39	31.86
		WK	1,148.40	1,165.60	1,183.20	1,200.80	1,218.80	1,237.20	1,255.60	1,274.40
		YR	59,716.80	60,611.20	61,526.40	62,441.60	63,377.60	64,334.40	65,291.20	66,268.80
			17	**18**	**19**	**20**	**21**	**22**	**23**	**24**
		HR	32.34	32.83	33.32	33.82	34.16	34.50	34.85	35.20
		WK	1,293.60	1,313.20	1,332.80	1,352.80	1,366.40	1,380.00	1,394.00	1,408.00
		YR	67,267.20	68,286.40	69,305.60	70,345.60	71,052.80	71,760.00	72,488.00	73,216.00
			25	**26**	**27**	**28**	**29**	**30**	**31**	**32**
		HR	35.55	35.91	36.27	36.63	37.00	37.37	37.74	38.12
		WK	1,422.00	1,436.40	1,450.80	1,465.20	1,480.00	1,494.80	1,509.60	1,524.80
		YR	73,944.00	74,692.80	75,441.60	76,190.40	76,960.00	77,729.60	78,499.20	79,289.60
			33	**34**	**35**	**36**	**37**	**38**	**39**	**40**
		HR	38.50	38.89	39.28	39.67	40.07	40.47	40.87	41.28
		WK	1,540.00	1,555.60	1,571.20	1,586.80	1,602.80	1,618.80	1,634.80	1,651.20
		YR	80,080.00	80,891.20	81,702.40	82,513.60	83,345.60	84,177.60	85,009.60	85,862.40

SEAFORD PAY & Benefits

6/14/11

City Manager $129,442 29 years as City Manager and 34 years of employment with City -1

	Base	Median -20yrs	Maximum - 40 yrs	# Employees
Director Finance & HR	65,234	86,722	99,704	1
Director Public Works	69,669	92,618	106,482	1
Chief of Police	70,486	93,704	107,731	1
Director Power, P.E.	96,464	128,239	147,436	1
Asst. City Manager	75,984	101,013	116,134	1
Econ Dev/ Inform Tech Mgr	42,157	56,044	64,433	1
Bldg Official	47,844	63,508	73,125	1
Supt. Parks & Recreation	42,053	55,905	64,274	1
Payroll/Real Estate Mgr	47,844	63,604	73,125	1
Captain	51,022	68,839	77,982	1
Supt. of Electric	53,469	71,082	81,722	1
Office:				
Asst. I	27,394	36,358	44,387	0
Asst. II	28,891	38,314	46,758	2
Asst. III	30,056	39,894	48,672	1
Asst. IV	31,304	41,558	50,710	2
Asst. V	33,176	44,013	53,706	0
Actg. Superv	34,258	45,448	55,453	0
HR Asst.& Acct. Payable	35,256	46,779	57,075	1
Code:				
Officer	31,304	41,558	50,710	
Officer II	33,176	44,013	53,706	1
Inspector	35,256	46,779	57,075	1
Deputy Bldg				

Official	38,563	51,168	62,442	
	Base	Median -20yrs	Maximum - 40 yrs	
Police:				
Dispatcher	30,555	40,539	49,462	1
Records Clerk	28,891	38,344	46,758	8
Dispatch Mgr.	37,690	50,045	61,090	1
Admin Secty	35,256	46,779	57,075	1
Patrolman	39,125	51,917	63,336	1
Ptlm First Class	40,934	54,309	66,269	9
Corporal	43,493	57,678	70,408	7
Sergeant	49,816	66,102	80,642	5
Lieutenant	53,019	70,346	85,862	3
Parks & Recreation:				
Tech I	27,394	36,358	44,387	0
Tech II	28,891	38,314	46,758	2
Tech III	30,555	40,539	49,462	2
Tech IV	31,304	41,558	50,710	1
Asst. Supt.	33,176	44,013	53,706	0
Public Works:				
Tech I	28,891	38,314	46,758	3
Tech II	30,555	40,539	49,462	0
Tech III	31,304	41,588	50,710	4
Lead Tech	31,970	42,411	51,750	0
Tech V	32,677	43,368	52,894	0
Coordinator	35,256	46,779	57,075	1

- All Techs in II and above are required to hold their Delaware Water Operators license and participate in continuing education courses to retain them. City pays for this. Also all are required to be on stand-by for the department as assigned weeks are designated.

Wastewater Facility:				
Operator Trainee	30,555	40,539	49,462	0
De License I	31,304	41,558	50,710	0
De License II	33,176	44,013	53,706	1
De License III	34,258	45,448	55,453	1
De License IV	39,978	53,061	64,771	3
Coordinator De License IV	43,846	58,219	71,053	1

- All operators must attain their Level III license and are encouraged to obtain the Level IV DE License which is required of our supervising employee. Our Director of Public Works oversees both Public Works and Wastewater and has a DE License IV for wastewater and DE operator's license for water.

Electric:				
Groundman	30,742	40,830	49,816	1
Lineman C	32,864	43,638	53,227	0
Lineman B	35,090	46,571	56,826	0
Journeyman	37,627	49,920	60,902	0
Journeyman Lead	39,978	53,061	64,771	5

	Base	Median -20yrs	Maximum - 40 yrs	
Tech& Construction Leader	41,891	55,640	67,891	1
Coordinator	43,846	58,219	71,053	1

Total of 83 Full-time Employees with a Population of 7,329 in 2010 Census

Benefits:

City of Seaford
Health Insurance Renewal Rates - June 2011
Employee Payroll Deduction
Option 6a-Unimerica

COVERAGE	MONTHLY PREMIUM	ANNUAL PREMIUM	EMPLOYEE COST %	ANNUAL EMPLOYEE COST $	WEEKLY EMPLOYEE PRD $	PRIOR YEAR WEEKLY EMPLOYEE PRD $	INCREASE
Employee	567.63	6,811.56	4.500%	306.52	5.89	5.65	0.24
Employee/Child(ren)	969.35	11,632.20					
Employee	(567.63)	(6,811.56)			5.92	5.65	
	401.72	4,820.64	28.500%	1,373.88	26.42	25.60	
					32.34	31.25	1.09
Employee/Spouse/Family	1,271.98	15,263.76					
Employee	(567.63)	(6,811.56)			5.92	5.65	
	704.35	8,452.20	28.500%	2,408.88	46.32	44.80	
					52.24	50.45	1.79

Life Insurance Coverage @ 2 x's Base Wage

Comp Time - Can accumulate up to 24 hours and all time is paid out by June 30th of each fiscal year.

Benefits:

Vacation:		Weeks Accum in 1 year	Max Accumulated
Less than 5 years	2 weeks	1 week	1 week
5 but less than 10	3 weeks	1 week	2 weeks
10 but less than 20	4 weeks	2 weeks	3 weeks
20 but less than 35	5 weeks	2 weeks	4 weeks
35 or more	6 weeks	2 weeks	5 weeks

Holidays - 10:

Birthday
New Year's Day
Good Friday
Memorial Day
Independence Day
Labor Day
2 Days for Thanksgiving
2 Days for Christmas

Sick Leave:

_ Sick leave is intended for illnesses lasting less than 5 days and if it goes over it runs concurrent with short term medical leave up to 6 months. The first 10 weeks are paid at full pay and the remaining 16 weeks is at 2/3rds of pay. There is no accruing of sick leave and none is paid out when an employee leaves employment.

Long-term Disability Coverage:

Provided by a private insurance carrier and covers an employee after the 26 weeks when they are no longer able to work due to medical reasons and are paid 2/3rds of pay up to 2 years.

Smyrna

Attn: Scott
Kim

City of Dover
RECEIVED
SEP 16 2011
CITY MANAGER/MAYOR

FAX TRANSMITTAL SHEET

DATE: September 16, 2011

TO: Scott D Koenig
City of Dover

FAX#: (302) 736-7002

FROM: Meloney Torres

PHONE#: (302) 389-2313

PAGES: 5

RE: Salary/Benefit Information

IF ALL OF THE MATERIAL IS NOT RECEIVED, PLEASE CONTACT US AT (302) 389-2313 IMMEDIATELY.

Town of Smyrna
27 S Market Street Plaza
PO Box 307
Smyrna, DE 19977
Fax# (302) 653-2981

BENEFIT PACKAGE

1. State of Delaware Health Insurance - 15% paid by Employee for individual, self & dependents or family plan. ****Effective 01/01/2012, Uniformed Police Officers will pay 20% for individual, self & dependents or family plan.**

2. Free group Life Insurance at $50,000

3. 12 paid Holidays per year

4. 12 paid Sick Days per year - unlimited accrual - receive 50% of 90-day maximum upon retirement or death.

5. Paid Vacation as follows:

0 – 5 years service	1	day/month
6 – 10 years service	1 1/4	days/month
11 – 15 years service	1 1/2	days/month
16 – 20 years service	1 3/4	days/month
20 years and over	2	days/month

6. Pension Plan (non-contributory) with 100% vesting after 5 years in the plan. ****Effective 6/30/2011, Uniformed Police Officers Contribute 7% towards their Pension Plan.**

7. $100,000 Travel Accident/Life coverage while traveling out of corporate limits on Town business (24 hours coverage)

8. Free Blood Bank of Delaware Membership

****Changes to Benefit Package Pending Non-Police Union Contract.**

2011 SALARY SCHEDULE

*PUBLIC WORKS Classification	Date of Last Merit Increase	Annual Salary	Weekly	Hrly.	Time & Half
PW Director	01/01/2010	74006.40	1423.20	35.58	*EXEMPT
Municipal Worker/Equip Oper	01/01/2010	44158.40	849.20	21.23	31.845
Fleet Coordinator	01/01/2010	52936.00	1018.00	25.45	38.175
Water/Sewer Operator	01/01/2010	48318.40	929.20	23.23	34.845
Municipal Wrkr/Concrete & Carpentry	01/01/2010	50648.00	974.00	24.35	36.525
Water System Foreman/Mgr	01/01/2010	62441.60	1200.80	30.02	45.030
Municipal Wrkr/Equip Oper/Temp Foreman	01/01/2010	50648.00	974.00	24.35	36.525
Municipal Wrkr II	01/01/2010	36649.60	704.80	17.62	26.430
MW/Equipment Operator Promo 10/7/10	***04/07/2011***	**36649.60**	**704.80**	**17.62**	**26.430**
Municipal Wrkr II/Equipment Operator	01/01/2010	36649.60	704.80	17.62	26.430
Municipal Wrkr I	01/01/2010	27768.00	534.00	13.35	20.025
Water/Sewer Systems Apprentice	**07/07/2011**	**34673.60**	**666.80**	**16.67**	**25.006**
Municipal Wrkr I	01/01/2010	27768.00	534.00	13.35	20.025
Construction Inspector	01/01/2010	47715.20	917.60	22.94	34.410
*ELECTRIC					
Electric Supervisor	01/01/2010	62441.60	1200.80	30.02	45.030
Lead Lineman	01/01/2010	57803.20	1111.60	27.79	41.685
Meter/Groundsman *Moved 8/03/06	01/01/2010	40123.20	771.60	19.29	28.935
Journeyman	01/01/2010	47673.60	916.80	22.92	34.380
Journeyman	01/01/2010	47673.60	916.80	22.92	34.380
Journeyman	01/01/2010	47673.60	916.80	22.92	34.380
Journeyman	01/01/2010	47673.60	916.80	22.92	34.380
Journeyman	02/12/2010	47673.60	916.80	22.92	34.380
Meter Technician/Locator I	01/01/2010	35796.80	688.40	17.21	25.815
*LIBRARY					
Clerk II	01/01/2008			10.15	
Library Director	01/01/2010	58489.60	1124.80	28.12	**EXEMPT
Library Technician	09/09/2010			11.45	
Clerk II/Children's Program Coordinator	01/01/2010	30992.00	596.00	14.90	22.350
Clerk I	06/18/2008			9.42	
Clerk I	12/07/2009			9.42	

2011 SALARY SCHEDULE

*ADMINISTRATION	Date of Last	Annual			Time
Classification	Merit Increase	Salary	Weekly	Hrly.	& Half
Accounting Clerk	01/01/2010	42057.60	808.80	20.22	30.330
Administrative Accountant	01/01/2010	53185.60	1022.80	25.57	38.355
Administrative Accountant	01/01/2010	53227.20	1023.60	25.59	38.385
Jr. Accountant	01/01/2010	40206.40	773.20	19.33	28.995
Town Manager	01/01/2010	104915.20	2017.60	50.44	*EXEMPT
Accounting Clerk	01/01/2010	38313.60	736.80	18.42	27.630
IT Manager	01/01/2010	70553.60	1356.80	33.92	*EXEMPT
Purchasing Coordinator/Safety Ofcr	01/01/2010	42910.40	825.20	20.63	30.945
Accounting Clerk	01/01/2010	36545.60	702.80	17.57	26.355
Manager Accounting/Business Srvcs	01/01/2010	81473.60	1566.80	39.17	*EXEMPT
Network Technician II	01/01/2010	54641.60	1050.80	26.27	39.405
PT Office Clerk-College	05/10/2007			10.50	
Billing Supervisor	01/01/2010	39998.40	769.20	19.23	28.845
Accounting Clerk	***01/01/2011***	***31886.40***	***613.20***	***15.33***	***22.995***
Network Technician I	01/01/2010	45635.20	877.60	21.94	32.910
*PLANNING/INSPECTIONS/ZONING					
Admin Clerk II/Secretary	01/01/2010	40123.20	771.60	19.29	28.935
Manager Planning & Zoning	01/01/2010	55702.40	1071.20	26.78	40.170
Admin Clerk I/Secretary	01/01/2010	34902.40	671.20	16.78	25.170
Building Inspector	01/01/2010	46155.20	887.60	22.19	33.285
Building Inspector II	01/01/2010	46259.20	889.60	22.24	33.360
Building Inspector	01/01/2010	46155.20	887.60	22.19	33.285
Manager Building & Inspections	01/01/2010	57553.60	1106.80	27.67	41.505

Sep. 16. 2011 3:31PM Smyrna Planning and Inspections No. 5544 P. 5

2011 SALARY SCHEDULE

*POLICE Classification	Date of Last Merit Increase	Annual Salary	Weekly	Hrly.	Time & Half
Chief	**01/03/2011**	86156.00	***1656.85***	41.421154	***EXEMPT**
Lt	***03/01/2011***	***78780.40***	***1515.20***	***37.88***	***EXEMPT**
PFC	01/01/2010	49878.40	959.20	23.98	35.970
Sergeant	01/01/2010	66206.40	1273.20	31.83	47.745
Lt.	***02/22/2011***	***74918.27***	***1440.74***	***36.0184***	***EXEMPT**
Sr. PFC	01/01/2010	52332.80	1006.40	25.16	37.740
Sergeant	01/14/2010	66206.40	1273.20	31.83	47.745
Corporal	***05/04/2011***	***59134.40***	***1137.20***	***28.43***	***42.645***
Sergeant	***03/15/2011***	***66206.40***	***1273.20***	***31.83***	***47.745***
Sr. Cpl	01/01/2010	62088.00	1194.00	29.85	44.775
Sr. Cpl	01/01/2010	62088.00	1194.00	29.85	44.775
Sr. PFC	01/01/2010	52332.80	1006.40	25.16	37.740
Sr. PFC	01/01/2010	52332.80	1006.40	25.16	37.740
Sr. PFC	01/01/2010	52332.80	1006.40	25.16	37.740
Corporal	02/12/2010	59134.40	1137.20	28.43	42.645
Sr. PFC	**01/03/2011**	52332.80	***1006.40***	25.16	37.740
PFC	**01/01/2010**	49878.40	959.20	23.98	35.970
PFC	**01/01/2010**	49878.40	959.20	23.98	35.970
Patrolman	01/01/2010	41932.80	806.40	20.16	30.240
Patrolman	04/06/2010	41932.80	806.40	20.16	30.240
Patrolman	06/20/2011	41932.80	806.40	20.16	30.240
Patrolman	06/20/2011	41932.80	806.40	20.16	30.240
***POLICE ADMINISTRATION/DISPATCH**					
Administrator	01/01/2010	48360.80	930.40	23.26	34.890
Emergency Communications Supvr	01/01/2010	44033.60	846.80	21.17	31.755
Administrative Assistant	01/01/2010	42140.80	810.40	20.26	30.390
Telecommunications Spclst I	01/01/2010	36545.60	702.80	17.57	26.355
Telecommunications Spclst I	01/01/2010	36316.80	698.40	17.46	26.190
Telecommunications Spclst I	01/01/2010	35006.40	673.20	16.83	25.245
Telecommunications Spclst I	06/13/2011	35006.40	673.20	16.83	25.245
PT - Telecommunications Spclst I				14.00	
PT - Telecommunications Spclst I				14.00	
PT - Telecommunications Spclst I				14.00	
PT - Telecommunications Spclst I				14.00	
Crossing Guard				10.50	
Crossing Guard				10.50	
Crossing Guard				10.50	
Crossing Guard				10.50	

- City of Dover Salary Scale

Appendix B
IUE Wage Scale
July 1, 2011 - June 30, 2012

102.00%

Grade	1 Step A	2 Step B	3 Step C	4 Step D	5 Step E	6 Step F	7 Step G	8 Step H	9 Step I	10 Step J	11 Step K	12 Step L	13 Step M
7	$10.33	$10.54	$10.91	$11.29	$11.68	$12.03	$12.39	$12.77	$13.14	$13.54	$13.94	$14.36	$14.79
8	$10.73	$10.95	$11.33	$11.73	$12.14	$12.51	$12.88	$13.27	$13.66	$14.07	$14.50	$14.93	$15.39
9	$11.19	$11.41	$11.81	$12.22	$12.65	$13.02	$13.42	$13.81	$14.23	$14.67	$15.10	$15.55	$16.02
10	$11.65	$11.88	$12.30	$12.73	$13.17	$13.57	$13.98	$14.40	$14.83	$15.27	$15.73	$16.20	$16.69
11	$12.15	$12.40	$12.83	$13.28	$13.74	$14.16	$14.58	$15.03	$15.48	$15.93	$16.41	$16.91	$17.41
12	$12.65	$12.90	$13.35	$13.82	$14.30	$14.73	$15.18	$15.63	$16.10	$16.59	$17.08	$17.59	$18.12
13	$13.19	$13.46	$13.93	$14.42	$14.92	$15.38	$15.83	$16.31	$16.80	$17.30	$17.82	$18.36	$18.91
14	$13.77	$14.05	$14.54	$15.05	$15.57	$16.04	$16.52	$17.02	$17.53	$18.05	$18.59	$19.15	$19.73
15	$14.38	$14.67	$15.18	$15.71	$16.26	$16.75	$17.25	$17.78	$18.30	$18.85	$19.42	$20.00	$20.61
16	$15.00	$15.30	$15.83	$16.39	$16.96	$17.47	$18.00	$18.53	$19.09	$19.66	$20.26	$20.86	$21.49
17	$15.65	$15.96	$16.52	$17.10	$17.69	$18.23	$18.78	$19.34	$19.92	$20.51	$21.13	$21.76	$22.41
18	$16.35	$16.67	$17.26	$17.86	$18.49	$19.04	$19.62	$20.20	$20.80	$21.43	$22.07	$22.74	$23.41
19	$17.13	$17.47	$18.08	$18.72	$19.37	$19.95	$20.56	$21.18	$21.81	$22.46	$23.13	$23.83	$24.54
20	$17.98	$18.34	$18.99	$19.65	$20.34	$20.94	$21.57	$22.21	$22.89	$23.58	$24.27	$25.01	$25.75
21	$18.85	$19.23	$19.90	$20.60	$21.32	$21.96	$22.61	$23.28	$23.98	$24.71	$25.45	$26.21	$27.00
22	$19.77	$20.16	$20.87	$21.60	$22.35	$23.02	$23.70	$24.41	$25.15	$25.91	$26.69	$27.49	$28.31
23	$20.71	$21.13	$21.87	$22.63	$23.42	$24.14	$24.86	$25.60	$26.37	$27.16	$27.98	$28.82	$29.68
24	$21.72	$22.16	$22.93	$23.74	$24.57	$25.30	$26.06	$26.84	$27.65	$28.48	$29.33	$30.22	$31.11

Amounts represent hourly rates.

Step A, B and C are for all employees hired on or after July 1, 2004.

MUNICIPAL WORKER I
ENTRY LEVEL SALARY $26,379.60/YR/ $12.68/HR

The Town of Smyrna is accepting applications for the position of Municipal Worker I. Job duties include, but are not limited to; collect and remove trash from public properties; mow, weed, and blow off the municipal grounds; assist in the repair of streets; lay asphalt patch as necessary; assist in the installation of water and sewer lines; assist in the cleaning and clearing of sewer lines; assist in the snow removal program; remove leaves from streets; responsible for yard waste removal; clean municipal bathrooms at town parks, and load and unload trucks/supplies with forklift. Must be a certified flagger for road work projects. Perform other duties as assigned.

Must be able to operate or learn to operate a truck, excavation equipment, and tractor, and have the ability to interact effectively with the public, other employees, and management pleasantly, courteously, and with patience. Must possess or be able to obtain Commercial Driver's License. Must be able to understand and follow directions.

Applications and job descriptions are available at the Smyrna Town Hall, 27 S. Market Street Plaza, Smyrna, Delaware. Completed applications must be received by August 15, 2011 to be considered.

TOWN OF SMYRNA IS AN EQUAL OPPORTUNITY EMPLOYER

Davis S. Hugg III, Town Manager

7/31/11
pcp

Wilmington

City of Wilmington Delaware

Employee Benefits

The City of Wilmington takes pride in offering one of the best employee benefits packages in the area. Benefits include employer-paid benefits and options for employees to purchase additional benefits.

Health Insurance & Employee Assistance Program (EAP)

Medical

The City offers several plans administered through Blue Cross Blue Shield of Delaware to eligible employees and their eligible dependents at a shared cost with a nominal employee contribution. Consideration of domestic partnership coverage is made for all employee groups. The plans provide in-network services with coverage at either 90% or 100% and co-pays ranging from $5 to $30 for outpatient visits. The pharmacy coverage is three tier, Generic, Preferred and Non-Preferred, with co-pays ranging from $7 to $35. The vision coverage includes one routine eye examination by a network optometrist or ophthalmologist in a 24-month period and a vision care discount program provides additional cost reductions.

Cash Back Incentive Program

Employees who choose to enroll in medical or dental coverage other than the City's and can provide proof of this medical coverage may be eligible to receive additional income.

Dental

Dental insurance is provided at little or no cost to the employee and their eligible dependents. Two plans are available depending on the employee group.

Employee Assistance Program

HMS or Human Management Services, Inc. is a confidential employee assistance program offered to all employees and their eligible dependents at no cost. HMS assists employees seeking counseling on family issues, addictions, workplace difficulties, stress management, life transitions and emotional difficulties. This program provides evaluation, brief counseling and referral, crisis intervention and a 24 hour crisis line. For more information, please visit www.hmsincorp.com.

Life Insurance, LTD & FSA

Life & Accidental Death & Dismemberment Insurance

Life insurance to a maximum of $50,000 is provided to each employee at no cost. Additional life insurance and supplemental accidental death & dismemberment insurance may also be selected for an additional cost.

Long Term Disability

The City provides long term disability insurance benefits at no cost for you and your family in the event you are unable to work due to an accident or sickness for a period beyond six months. The benefit amount is 60% of a regular monthly salary to a monthly maximum of $2,500 with certain offsets included.

Flexible Spending Accounts

The City of Wilmington provides employees the opportunity to save pre-tax dollars/income to pay for qualified health care expenses not covered by the City's plan, qualified dependent daycare services and/or qualified commuter expenses.

Retirement Benefits

Pension & Deferred Compensation Program

The City provides an opportunity to enroll in a pension program with a 2% employee contribution and a 457 program

Time Off Benefits
Vacation benefits accrue with one 8-hour day per month in the first year or so of employment and increase with your employment time up to a maximum of 25 8-hour days annually. Sick time, or combined leave, is earned at the rate of one 8-hour day per month up to a maximum of 240 8-hour days. The City provides 13 holidays per year with an additional holiday on election years for a total of 14- 8 hour days.

Housing

Live Near Your Work Homebuyer Assistance Program
The City coordinates with the State of Delaware's Live Near Your Work (LNYW) program to provide up to $5,000 in homebuyers assistance for newly hired employees, first time homebuyers, and those employees choosing to purchase a residence in one of the City's unique and culture-blended neighborhoods.

Download the Live Near Your Work Homebuyer Assistance Program packet.

Additional Benefits

Blood Bank
The City of Wilmington offers a free membership to employees and paid time off to donate blood, one of the requisite options for membership. Other options are making a payment of $35 or having someone else donate blood in your name.

Tuition Reimbursement
The City encourages employee self-development and continuing education and provides a reimbursement program for eligible employees annually for qualified college or certification courses taken that year.

Donated Leave
The City has established a leave pool to allow employees to donate accumulated vacation and sick leave for potential use in emergency situations by other employees whose leave has been exhausted.

Military Mobilization Pay
The City provides employees on active duty pay equal to the difference between his or her military pay, if higher, and his or her regular base salary for a period of one year.

Mentoring Opportunities
The City provides employees with weekly paid time off to mentor children in qualified programs.

*Benefits for employees under collective bargaining agreements may vary.

Contact HR

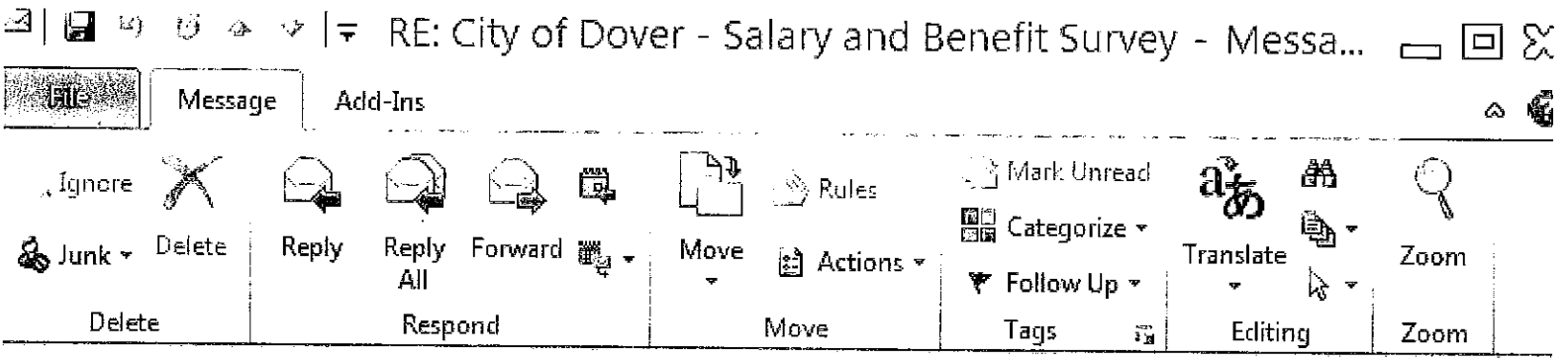
Mailing Address

Department of Human Resources
Louis L. Redding City/County Building
800 N. French Street, 4th Floor
Wilmington DE 19801

Phone: (302) 576-2460

Fax: (302) 571-4298

TTY: (302) 571-4568



You replied to this message on 9/15/2011 3:43 PM.

From: Tracy Knotts <tknotts@ci.wilmington.de.us>
Sent: Wed 9/14/2011 9:35 AM
To: Hawkins, Kim
Cc:
Subject: RE: City of Dover - Salary and Benefit Survey

Good Morning Kim,
You can find our personnel code online. This way you can see everything and pick and chose what you need.
Our website is www.wilmingtonde.gov
Scroll down to the very bottom of the homepage and click on City Code. Once in Municode, the personnel code can be found in Chapter 40.
Also, we are currently in the process of changing the holiday section. 3 holidays (Lincoln's Birthday, Good Friday & Columbus Day) will become floating holidays.
Tracy

Wilmington, Delaware, Code of Ordinances >> PART II - WILMINGTON CITY CODE >> Chapter 40 - PERSONNEL >> ARTICLE V. - BENEFITS >> DIVISION 1. - LEAVES OF ABSENCE, VACATION AND HOLIDAY >>

DIVISION 1. - LEAVES OF ABSENCE, VACATION AND HOLIDAY

Sec. 40-331. - Eligibility—Elected, appointed and classified.
Sec. 40-332. - Holidays with pay.
Sec. 40-333. - Vacation.
Sec. 40-334. - Combined leave.
Sec. 40-335. - Administrative leave.
Sec. 40-336. - Bereavement leave.
Sec. 40-337. - Jury and court leave.
Sec. 40-338. - Military leave, military differential pay and mobilization pay.
Sec. 40-339. - Authorized absence.
Sec. 40-340. - Donated leave.
Secs. 40-341—40-350. - Reserved.

Sec. 40-331. - Eligibility—Elected, appointed and classified.

For purposes of this division, "eligible employees" shall be those elective, appointed and classified service employees that are eligible for city benefits as provided in this chapter and who are not covered by a collective bargaining agreement.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-332. - Holidays with pay.

(a) The following and such other days as the mayor may designate shall be holidays with pay for eligible employees: New Year's Day; the third Monday in January, known as Martin Luther King Jr.'s Birthday; the first Monday in February, known as Lincoln's Birthday; the third Monday in February, known as Washington's Birthday; Good Friday; the last Monday in May, known as Memorial Day; the fourth day of July, known as Independence Day; the first Monday in September, known as Labor Day; and second Monday in October, known as Columbus Day; the fourth Monday in October, known as Veterans' Day; Thanksgiving Day, whenever proclaimed, and the Friday after Thanksgiving; Christmas Day; and the day of general election as it biennially occurs.

(b) Any eligible employee whose regularly scheduled day off falls on a holiday shall be entitled to eight hours of straight time holiday pay.

(c) Any eligible employee who is required to work on a holiday listed in subsection (a) of this section shall be compensated at double his/her regular rate for time actually worked on the holiday. In addition, such employees shall receive eight hours of straight time holiday pay.

(d) If any holiday falls on a Sunday, the following Monday shall be the legal holiday. If any holiday falls on a Saturday, the preceding Friday shall be the legal holiday.

(e) If any of the legal holidays fall within an employee's scheduled vacation period, the employee shall receive holiday pay and the holiday shall not be counted as vacation time.

(f) Any eligible employee absent from work without excuse on either of his/her last scheduled work day before any holiday, the holiday if scheduled to work the holiday, or his/her first scheduled work day after any holiday shall forfeit any holiday pay otherwise due.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-333. - Vacation.

(a) Except as otherwise provided in this chapter, all paid vacation shall be earned, taken and paid as follows:

(1)

One working day per month during the first six months of continuous employment; however, no vacation may be taken until the employee has worked at least six months, except as otherwise provided for elective and appointed service in this chapter.

(2) One working day per month after the completion of the first six months of continuous employment until the next January 1st. Each January 1st thereafter, s/he will be credited with 12 days of vacation for the calendar year, until the completion of five years of continuous service (i.e., the day beginning the employee's sixth year of employment), at which time the employee will be credited with an additional three days of vacation for a total of 15 days for the year.

(3) Each January 1st thereafter, s/he will be credited with 15 days of vacation for the calendar year, until the completion of nine years of service (i.e., the day beginning the employee's tenth year of employment), at which time the employee will be credited with an additional five days of vacation for a total of 20 days for the year.

(4) Each January 1st thereafter, s/he will be credited with 20 days of vacation for the calendar year, until the completion of 12 years of service (i.e., the day beginning the employee's thirteenth year of employment), at which time the employee will be credited with an additional two days of vacation for a total of 22 days for the year.

(5) Each January 1st thereafter, s/he will be credited with 22 days of vacation for the calendar year, until the completion of 15 years of service (i.e., the day beginning the employee's sixteenth year of employment), at which time the employee will be credited with an additional three days of vacation for a total of 25 days for the year.

(6) Any employee who is recalled, rehired, or reinstated to city employment shall earn vacation time on a pro-rata basis in the first calendar year of such employment. However, if the employee was paid out for vacation in the year in which the employee is reemployed, s/he shall accrue no vacation time in the first year of reemployment.

(7) Accumulation of vacation time or service credit shall be based upon service with the city only; any time or service in the employ of any other political subdivision of the state shall not apply.

(8) Employees rehired or reinstated to city employment who had five or more years of continuous service in a regular position(s) shall receive credit for all prior employment for purposes of vacation accrual. Rehired or reinstated employees with less than five years of service in a regular position(s) shall not receive credit for prior service.

(b) Vacation shall not be accumulated from year to year, but must be taken in the calendar year in which it is earned, except that a maximum of ten days of vacation may be carried over into the following calendar year. In extenuating circumstances and with the approval of the director of personnel, more than ten vacation days may be carried over, provided the request is made before the end of the calendar year from which the days are carried over and the vacation days are used in the year into which they are carried.

(c) Upon ten working days written notice by an eligible employee, and approval of the employee's immediate supervisor and the director of personnel or designee, the city will provide vacation pay in advance to the employee.

(d) If a holiday falls within an employee's scheduled vacation period, the employee shall receive holiday pay and the holiday shall not be counted as vacation time.

(e) Vacation preferences shall be granted on the basis of departmental seniority and in accordance with operational requirements. Under exigent circumstances, the city shall have the right to cancel or reschedule any vacation granted.

(f) Vacation pay shall be at the employee's base rate of pay.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-334. - Combined leave.

(a) For the purpose of benefit accumulation and accrual, sick and family leave shall be combined and shall be called combined leave. For reporting purposes, however, sick leave and family leave shall be separate and distinct.

(b) Paid combined leave shall be earned by all regular employees from the commencement of regular employment, but may not be used or paid until an employee has completed three months of continuous regular employment. Upon the recommendation of the commissioner or the department head and with the approval of the director of personnel, combined leave may be credited for time worked as a limited service employee up to a maximum of 90 calendar days, if followed immediately by employment in the classified service.

(c) Eligible employees shall earn paid combined leave at the rate of one day for each calendar month of continuous service, provided that the employee has worked and/or been on paid vacation and/or combined leave for at least 13 working days of the month. The leave shall be credited on the 13th working day of each month and may be accumulated up to a maximum of 240 days. Combined leave shall be earned based on the employee's regular work schedule; no additional combined leave shall be

earned through performance of overtime work. The accumulation schedule for all eligible employees is as follows:

Number of Years Employed	*Rate of Accumulated Combined Leave Per Month*	*Yearly Maximum Accumulated Combined Leave*	*Total Maximum Accumulated Combined Leave*
1st	1 day	12 days	12 days
2nd	1 day	12 days	24 days
3rd	1 day	12 days	36 days
4th	1 day	12 days	48 days
5th	1 day	12 days	60 days
6th	1 day	12 days	72 days
7th	1 day	12 days	84 days
8th	1 day	12 days	96 days
9th	1 day	12 days	108 days
10th	1 day	12 days	120 days
11th	1 day	12 days	132 days
12th	1 day	12 days	144 days
13th	1 day	12 days	156 days
14th	1 day	12 days	168 days
15th	1 day	12 days	180 days
16th	1 day	12 days	192 days
17th	1 day	12 days	204 days
18th	1 day	12 days	216 days
19th	1 day	12 days	228 days
20th	1 day	12 days	240 days

(d) Combined leave shall not be taken in advance of being earned. If an employee does not have sufficient combined leave credits to cover a period of absence, payroll deduction for the time lost shall be made for the period of absence in compliance with the Fair Labor Standards Act; provided, however, that earned vacation time may be used for this purpose if the employee so elects.

(e) Sick leave and family leave shall be granted under the following conditions to eligible employees:

(1) Sick leave shall be granted to employees who are incapacitated from the performance of their duties by non work-related sickness or injury; or a serious medical condition as defined by the Family and Medical Leave Act or for medical, dental or optical examination or treatment; or when, due to exposure to contagious disease, the presence of the employee at the workplace would jeopardize the health of others.

(2) Family leave shall be granted to employees who have an immediate family member who is afflicted with a serious medical condition as defined in Family and Medical Leave Act that requires the care and attendance of the employee. For purposes of family leave, "immediate family" shall mean the employee's mother, father, spouse, son, daughter, including sons or daughters by birth, lawful adoption, stepchildren, foster children, and those minor children for whom the city employee is acting in loco parentis.

(f) In order to receive paid combined leave, eligible employees must comply with the following conditions. Employees who take time off, but do not comply with following conditions will not be paid for time off:

(1) Employees must report off by notifying their immediate supervisor(s) prior to their regularly scheduled starting time on each day they are absent or as otherwise required by department policy.

(2) A physician's statement certifying the medical justification for an employee's absence will not regularly be required, but will be required for absences of three or more consecutive working days, upon the employee's return to work.

(3) If an employee is absent from work due to personal illness or the illness of an immediate family member and expects to be away from work more than nine consecutive working days, no later than the tenth day of such absence the employee must submit a doctor's certificate to his or her immediate supervisor, together with a written indication of the anticipated length of absence. All doctor's certificates shall be forwarded to the medical dispensary and will become a part of the employee's medical record.

(g) Approved sick leave and/or family leave shall be documented by the responsible commissioner or the department head upon forms prescribed by the director of personnel, which shall be forwarded to the personnel department for the employee's personnel file or confidential medical file, as appropriate. The commissioner or department head shall maintain complete and accurate leave records. Records of combined leave accumulated and taken shall be available to the employee.

(h) Any eligible employee who exhausts his/her accumulated combined leave and who is suffering from an extended illness, is required to use all of his or her accrued vacation time, with the exception of one week which may be retained at the employee's discretion.

(i) If the employee exhausts his/her accrued sick and vacation time (with the exception of one week, as provided above) and remains absent from work because of illness, the director of personnel may grant additional combined leave upon the employee's request with good cause and the recommendation of the department head/commissioner. Any single extension shall be limited to two work weeks at one-half pay.

(j) Except as otherwise provided in this chapter, an eligible employee who leaves employment with the city, or the estate of an employee who dies while employed by the city, and who has accumulated between 60 and 100 days of combined leave, will be eligible to receive $25.00 per day for each day of accumulated combined leave. Eligible employees who have accumulated between 101 and 240 days of combined leave will be eligible to receive $30.00 per day for each day of accumulated combined leave. For the purpose of this subsection, no employee who has been terminated from employment for gross misconduct shall be eligible or have a claim for accumulated combined leave.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-335. - Administrative leave.

At the discretion of the director of personnel, administrative leave with or without pay may be granted when circumstances warrant the removal of an employee from the workplace during the course of an on-going investigation by the city of alleged work-related misconduct. Administrative leave may be granted to an employee who is alleged to have engaged in work-related misconduct or, if it would be prudent for reasons of security or safety to grant such leave, to any other employee.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-336. - Bereavement leave.

(a) All regular city employees shall be granted up to four working days paid leave for a death in the employee's extended family. This leave shall commence when requested by the employee, but in no event later than one week after the death. In exceptional circumstances the director of personnel may grant the leave request at a later date. One additional day of paid leave may be granted at management's discretion for necessary travel to distant states for funeral services. The time off allowed in the case of a death in the employee's immediate family shall not be charged either as combined leave or vacation time.

(b) For purposes of this section, the employee's extended family includes husband, wife, child, grandchild, parent, brother, sister, grandparent, great-grandparent, step-parent, spouses' parent and grandparent, son-in-law, daughter-in-law, brother-in-law and sister-in-law, and any person for whom the employee acts in loco parentis.

(c) Upon the death of a near relative not listed above, eligible employees may take up to three days vacation time with departmental approval.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-337. - Jury and court leave.

In recognition that every citizen is obligated to serve as a juror when called upon to do so, any regular employee called for jury service or subpoenaed as a witness will be granted leave with full pay, less any jury pay or witness fee received. To receive such pay, the employee must file a copy of his/her jury summons or subpoena with the personnel department prior to commencement of the leave; upon the employee's return, s/he must provide the personnel department with documentation of service and payment of any fees received as a juror or witness as provided in the summons or subpoena.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-338. - Military leave, military differential pay and mobilization pay.

(a) For purposes of this section "armed forces" is defined to include the Army, Navy, Marine Corps, Air Force and Coast Guard. "Reserve components" is defined to include the federally recognized National Guard and Air National Guard of the United States, the Officers' Reserve Corps, the Regular Army Reserve, the Air Reserve, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve and the Coast Guard.

(b) Any employee of the city who is a member of the National Guard or any reserve component of the armed forces of the United States will be entitled to a leave of absence during any period in which s/he is engaged in the performance of official duty or training, under competent orders.

(c) Full service credit with the city shall be allowed all employees for time spent in military service, provided the employee goes directly from city employment into military service and makes application for reemployment as provided by the Uniformed Services Employment and Reemployment Rights Act ("USERRA"), 38 U.S.C. § 4301 et seq.

(d) Employees on military leave for required annual training shall be eligible for a salary differential equivalent to their regular base pay less military pay for a period not to exceed a total of 15 working days in the calendar year.

(e) To receive payment of the salary differential, an employee must file with the personnel department a copy of his/her official orders prior to commencement of the leave; upon the employee's return, s/he must provide the personnel department with a certification from his/her commanding officer of the performance of duty in accordance with terms of the orders.

(f) Any city employee who enters active duty or is called to active duty, other than for voluntary training, as a result of a reserve or national guard obligation shall receive the difference between his or her city base salary and his or her military pay, provided that the employee's city base pay is greater. This differential shall be paid for a time period up to one year from the date the employee reports to active military service duty and shall cease upon termination of the active duty assignment.

(g) Other benefits. Eligible city employees shall receive uninterrupted health insurance benefits at the same level as before the employee was called to active duty for a period of up to one year from the date the employee actually reports to active military service. The employee shall also be allowed to continue pension contributions based on his or her normal base pay, and vacation and sick leave shall continue to accrue.

(h) The employee must notify the director of personnel immediately upon receiving notification of his or her orders to report to active military duty, and provide a hard copy of those orders as soon as they become available.

(i) The employee must provide the director of personnel with a copy of his or her military pay stub and/or his or her leave earnings statement. Military pay shall be defined as the employee's military base pay plus any additional payments, including, but not limited to, hazardous, flight, combat and temporary assignment pay, but excluding any military housing allowance. Under no circumstances shall the supplemental benefit paid by the city, combined with the employee's military pay, exceed the amount the employee would have received as his or her city base salary.

(j) An employee shall not be eligible to receive mobilization pay or his/her salary during that period of time after leaving active military duty and before his/her actual resumption of city employment.

(k) This section shall be reviewed by the administrative board prior to September 11, 2004. Any employee called to active duty up to September 10, 2004, shall be eligible for this benefit.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Related laws reference—Military leave of absence, § 2-151.

Sec. 40-339. - Authorized absence.

(a) Upon the request of the employee and the recommendation of the commissioner or department head, the director of personnel may grant an unpaid leave of absence to an employee who, immediately preceding the effective date of such leave, has completed at least one year of continuous service. An employee shall not be entitled to a leave of absence as a matter of right, but only upon good and sufficient reason.

(b) Requests for leave of absence shall be made on forms as prescribed by the director of personnel and shall state specifically the reason for the request, the date when the employee desires to begin his leave, and the probable date of return. The director of personnel shall then make his or her recommendation and transmit his reply to the commissioner or department head.

(c) Any leave of absence granted by the director of personnel may not exceed the period of one year. Upon the request of employee, in exigent circumstances, the director of personnel may grant additional leave.

(d) Failure of the employee to return to his or her employment upon the termination of any authorized leave of absence shall constitute a separation from service.

(e) The director of personnel shall have the right to revoke or cancel any authorized leave for reasons that he or she finds to be sufficient.

(f) Nothing contained in this section shall limit or prevent the director of personnel from granting an unpaid leave of absence even though the employee does not meet the one year of continuous service requirement specified above when good and sufficient reason is demonstrated.

(g) Leaves of absence granted by the director of personnel shall not be construed as a break in service or employment, except as otherwise provided in this chapter. However, an employee who returns after an unpaid leave of absence shall receive the same step in the salary range he or she received when he began his or her leave of absence. Time spent on such leave shall not count toward service for increases within the salary range, and the employee's salary anniversary date shall be set forward one month for each 30 consecutive calendar days taken. However, service and other credits for any military leave, whether paid or unpaid, shall be treated in accordance with state and federal law.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-340. - Donated leave.

(a) Donated leave. Regular employees who have completed at least one year of continuous employment may be eligible to donate up to 20 days of accumulated leave (sick or vacation) to the donated leave bank per calendar year. Employees shall donate in equal amounts accrued sick and vacation leave to the donated leave bank. Donations to the leave pool shall be accounted for on the basis of the dollar values of the days donated based on the donor's then-current salary. Leave shall be donated only in increments of full days. Employees must retain a minimum of ten sick days for personal use.

(b) Granting of donated leave. Regular employees who have completed one year of continuous employment may be eligible to receive up to ten days of donated leave per request, up to 30 days within a 12-month period if:

(1) All of their available sick leave (including extended sick leave), vacation leave and compensatory leave have been exhausted; and

(2) They are not eligible for paid leave from any other source (e.g., long-term disability, workers' compensation or a claim against a third party).

(c) Medical emergency. Donated leave shall only be granted for use by employees during a medical emergency or critical illness/injury.

(d) The director of personnel shall promulgate the rules and regulation necessary to implement the donated leave program.

(Ord. No. 06-014, § 1, 4-6-06)

Secs. 40-341—40-350. - Reserved.

DIVISION 2. - CITY-SPONSORED BENEFITS

Sec. 40-351. - Eligibility.
Sec. 40-352. - Health care benefits.
Sec. 40-353. - Life insurance; accidental death and dismemberment insurance.
Secs. 40-354—40-360. - Reserved.

Sec. 40-351. - Eligibility.

(a) Members of the classified service shall be eligible for city-sponsored benefits, as set forth herein, after completing 90 days of employment; provided, however, that members of the city uniformed services shall be eligible for such benefits upon employment.

(b) All elected officials of the city shall be eligible for city-sponsored benefits, as set forth herein, upon assuming office. Members of the appointed service shall be eligible for such benefits upon employment.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-352. - Health care benefits.

(a) Eligible employees, including all elected officials, are entitled to receive employee health care benefits, which may be selected by the employee pursuant to the schedule of employee benefit plans maintained by the personnel department, as amended from time to time.

(b) The city shall pay its portion of the costs of the health care benefits and each employee shall pay his or her portion of the costs of the health care selected by eligible employees pursuant to the schedule of employee benefit plans maintained by the personnel department, as amended from time to time.

(c) Eligible employees who can show proof of other medical insurance coverage from a source other than the city may opt to receive payment of $180.00 per month in lieu of city-provided medical care coverage. Eligible employees who opt-out of city-provided dental insurance coverage shall receive a payment of $20.00 per month.

(Ord. No. 04-010(sub 1), § 1, 4-15-04; Ord. No. 05-033(sub 1), § 1, 8-18-05; Ord. No. 08-025, § 2, 4-17-08; Ord. No. 10-042, § 1, 7-8-10)

Sec. 40-353. - Life insurance; accidental death and dismemberment insurance.

(a) The city agrees to assume the cost of life insurance equal to 150 percent of any eligible employee's annual salary, rounded to the next $1,000.00, up to a maximum of $50,000.00 in insurance benefits, and the cost of accidental death and dismemberment insurance for each such employee.

(b) The city agrees to assume the full cost of life insurance for those active members of the elective service who attain or exceed the age of 70 years, equal to 150 percent of the elected official's annual salary rounded to the next $1,000.00, up to a maximum of $50,000.00 in insurance benefits.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Secs. 40-354—40-360. - Reserved.

Non-Union, Executive + Managerial, 1102, FOP-Rank+File

				Eff. Date 07.01.11			*Revised 04/19/11*
	Point of Service Plan 100/80 POS (1)			**Point of Service Plan 90/70 POS (2)**			**Simply Blue EPO Plan 100 EPO**
	Network	**Non-Network**		**Network**	**Non-Network**		**Network**
Primary Care Physician	$5 Copay	80% After Deductible		$10 Copay	70% After Deductible		$30 Copay *
Specialist/Referral Care	$10 Copay	80% After Deductible		$20 Copay	70% After Deductible		$30 Copay *
Inpatient Hospital Care	100%	80% after deductible		90%	70% after deductible		100% After deductible
Deductible	0	$300 Individual $600 Individual + 1 $900 Family		0	$300 Individual $600 Individual + 1 $900 Family		$500 Individual $1,000 Individual + 1 $1,500 Family
Co-Insurance Limits	0	$1,500 Individual $3,000 Individual +1 $4,500 Family		$500 Individual $1,000 Individual + 1 $1,500 Family	$1,500 Individual $3,000 Individual +1 $4,500 Family		0
Lifetime Maximum Covered	Unlimited	Unlimited		Unlimited	Unlimited		Unlimited
Emergency Facility	$50 Copay (waived if admitted)	$50 Copay (waived if admitted)		$50 Copay (waived if admitted)	$50 Copay (waived if admitted)		$50 Copay (waived if admitted)
Prescription Drug: Generic/Formulary/Non-Formulary - Retail	$10 / $20 / $35 Copay for 30 day supply			$10 / $20 / $35 Copay for 30 day supply			$10 / $20 / $35 Copay for a 30 day supply
Prescription Drug: Generic/Formulary/Non-Formulary - Mail	$20 / $40 / $70 Copay for 90 day supply			$20 / $40 / $70 Copay for 90 day supply			$20 / $40 / $ 70 Copay for a 90 day supply
Pre-tax Employee Contributions							
	Biweekly	**Annually**		**Biweekly**	**Annually**		**Biweekly / Annually**
Employee Only (E)	$14.50	$377.00		$9.50	$247.00		$4.50 / $117.00
Employee + 1 (E+1)	$29.00	$754.00		$19.00	$494.00		$9.00 / $234.00
Family (F)	$43.50	$1,131.00		$28.50	$741.00		$13.50 / $351.00
City's Plan Year Flexible Spending Contribution (FSA) Contribution for Employee Out-of-Pocket Expenses is offered for FY'12 if proposed Plans become effective June 30, 2011, 2359 hours. An effective date after this date would require the annual sum offered to be prorated.							
	$0.00			**$250 Employee / $500 Employee + 1 / $750 Family**			**$250 Employee / $500 Employee + 1 /$750 Family**
* EPO does not require Primary Care Physician selection or Specialist Referrals.							

Non-Union, Executive + Managerial, 1102, FOP-Rank + File

Effective July 1, 2011

Dental Plan Summary

Coverage	"Current" Plan	Proposed "Traditional" Plan Option
Preventive	75% of charges	100% - no deductible
Deductible	None	Single = $50 / Family = $150 Basic and Major
Basic	75% of charges	80% after deductible
Major	75% of charges	60% after deductible
Orthodontia	75% of charges up to $2,500 per year for 3 years. Available for children and adults.	50% to lifetime maximum of $1,000 up to age 18
Annual Maximum	$2,500 per family	$1,500 per person

Pre-tax Employee Contributions per pay for each plan:

Single	**$1.00**	**$ .50**
Employee + 1	**$2.00**	**$1.00**
Family	**$3.00**	**$1.50**

Revised: 04.19.11

320, Fire - FOP - Capt. & Insp.

EXHIBIT A

BENEFITS SUMMARY – POINT OF SERVICES

COVERED SERVICES	IN-NETWORK No deductible. All care must be given or authorized by your primary care physician.	OUT-OF-NETWORK $300 deductible per one individual.
Preventive Care: Routine physicals and associated lab work and testing, well-child care, immunizations, etc.	$5 Copay	Not Covered
Periodic Vision Exams	$5 Copay	Not Covered
Periodic Hearing Exams	$5 Copay	Not Covered
Other Primary Care Physician Services	$5 Copay	80%
Specialist Care	$10 Copay	80%
Allergy Testing	100%	80%
Prescriptions (including contraceptives) MAC-C	$7/$15/$30 or 90-day mail-order supply	$7/$15/$30 or 90-day mail-order supply
Durable Medical Equipment	100%	80%
Chiropractic Services	100% for up to 30 visits per calendar year.	80% for up to 30 visits per calendar year.
Physical, Occupational & Speech Therapy (60 days per acute condition)	100%	80%
Radiation & Chemotherapy	100%	80%
Emergency Care (hospital charges)	$50 Copay, waived if admitted	$50 Copay, waived if admitted
Diagnostic Lab Services (including routine Pap Smears)	100%	80%
Home Health Care (100 visits per calendar year)	100%	80%
Inpatient/Outpatient Hospital: Semiprivate room, board and ancillaries	100%	80%
Surgical Services	100%	80%
Maternity: Prenatal and postnatal care, hospital, birthing center, physician charges	100%	80%
X-Ray & Diagnostic Testing	100%	80%
Mental Health Inpatient Care: 31 days inpatient hospitalization or 62 days of partial hospitalization	100%	Not Covered
Mental Health Outpatient Care: $1,500 calendar year maximum per year	100%	Not Covered
Alcohol/Drug Abuse Treatment	Refer to Medical Benefit Booklet	

Effective Ratification of Contract

Services rendered and billed by preferred lab or imaging providers are paid at the In-Network benefit level.

About Your Annual Out-of-Network Coinsurance Maximum

Coinsurance refers to the percentage of covered health care costs you share with Blue Cross Blue Shield of Delaware (BCBSD). Example: BCBSD pays 80% of covered In-Network charges, the remaining 20% you pay is your coinsurance.

Out-of-Network: There is a calendar year coinsurance maximum of $1,500 per individual ($4,500 per family) for Out-of-Network services; then benefits are paid at 100%.

The coinsurance maximum does not include services for mental health care. Copays and prescription costs do not apply to deductible or coinsurance maximums.

All percentages are based on Blue Cross Blue Shield of Delaware's allowable charge.

This Benefits Summary presents highlights of your benefits plan. It is not intended to be a contract.

320, Fire, & FOP- Captains & Inspectors

Bi-weekly contributions

Employee only - $5
Employee + 1 - $10
Family - $15

Dental Plan covers 75%, employee covers remaining 25%
- no employee bi-weekly contribution

DIVISION 4. - ALLOWANCES, BONUSES, AND SPECIAL COMPENSATION

Sec. 40-371. - Allowances.
Sec. 40-372. - CDL bonus; International Code Council (I.C.C.) certification bonus; other bonuses.
Sec. 40-373. - Attendance bonus.
Sec. 40-374. - Supervisory emergency compensation rate.
Sec. 40-375. - Reserved.

Sec. 40-371. - Allowances.

(a) *Meal allowance.* All employees who are eligible for authorized overtime compensation and who are not covered by a collective bargaining agreement shall be provided a meal allowance of $8.50 after ten consecutive hours of work and every four hours thereafter, provided that a request for such payment is reported on the employee's timesheet.

(b) *Shift differential.* All employees who serve in supervisory positions in the communications unit of the police department and who are not covered by a collective bargaining agreement shall be provided with a shift differential of $0.40 and $0.50 per hour worked during the second and third shifts, respectively.

(c) *Shoe allowance.* All employees who are not covered by a collective bargaining agreement and who are required to wear safety shoes by the department head shall receive an annual allowance of $100.00 for appropriate safety shoes. Employees may obtain the shoes either from an approved vendor selected by the city or may purchase the shoes from a vendor of their choice and apply for reimbursement. To qualify for reimbursement under this subsection, employees are required to present the new shoes, along with a receipt for their purchase, to their immediate supervisor(s).

(d) *Uniform maintenance allowance.* All employees who are not covered by a collective bargaining agreement and are required by the city to wear a uniform, protective clothing, or any type of protective device as a condition of employment shall have such uniform, protective clothing, or protective device furnished by the city. In addition, the cost of maintaining the uniform or protection clothing shall be paid by the city, or in lieu thereof, the employee may receive a uniform maintenance allowance of $250.00 per year, which shall be paid in semi-annual installments.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-372. - CDL bonus; International Code Council (I.C.C.) certification bonus; other bonuses.

(a) All employees whose employment requires a commercial driver's license ("CDL") and who are not covered by a collective bargaining agreement shall receive an annual payment of $500.00 for possession of a valid CDL-A, and an annual payment of $400.00 for possession of a valid CDL-B, as applicable.

(b) All employees whose employment requires International Code Council (I.C.C.) certification and who are not covered by a collective bargaining agreement shall receive an annual payment of $600.00 for plumbing and mechanical certification/certified building official (C.B.O.), $500.00 for building inspection certification, or $400.00 residential property maintenance certification/permit technician certification.

(c) All employees whose employment requires base level water supply operator certification and who are not covered by a collective bargaining agreement shall receive an annual payment of $600.00 for base level with advanced distribution and surface water treatment system operator endorsement, an annual payment of $500.00 for base level with advanced distribution system operator endorsement, or an annual payment of $400.00 for base level water supply operator's license.

(Ord. No. 04-010(sub 1), § 1, 4-15-04; Ord. No. 04-035(sub 1), § 1, 6-10-04; Ord. No. 05-034, § 1, 6-2-05)

Sec. 40-373. - Attendance bonus.

(a) All classified service employees, and all non-classified service employees, excluding the mayor's chief of staff, all department heads, all mayor's office division directors, and excluding all limited service

employees, who are not covered by a collective bargaining agreement and who maintain exemplary annual attendance shall be eligible for a bonus, payable either in cash or additional vacation time, in accordance with the schedule below:

Days Absent	*Cash Bonus*	*Vacation Day Bonus*
0	$300.00	3
1	200.00	2
2	100.00	1

For the purpose of this section, absences of less than a whole day shall be considered absences of a day.

(b) Eligible employees shall be given a choice of cash or additional vacation time, but shall not be permitted to take this benefit as a combination of the two. If the employee elects to receive vacation time, the additional vacation days shall be taken during the calendar year in which they are awarded and shall be scheduled in accordance with departmental policies and procedures. If the employee elects to receive cash, the bonus will be payable by March 1 of the following year.

(Ord. No. 04-010(sub 1), § 1, 4-15-04; Ord. No. 06-048, § 1, 7-13-06)

Sec. 40-374. - Supervisory emergency compensation rate.

With the approval of the mayor's chief of staff, a commissioner or department head may declare an emergency situation wherein salaried supervisory personnel who are exempt from the provisions of the Fair Labor Standards Act, 29 USC § 201 et seq., as amended, and who are not covered by a collective bargaining agreement shall be compensated for hours worked above 40 hours per week at the straight time hourly rate equivalent to their regular salary or receive equivalent time off for the actual number of hours worked over 40 hours. However, employees in supervisory positions in communications unit of the police department (i.e. communications supervisor) shall be paid at one and one-half times the hourly rate that is equivalent to their annual salary.

(Ord. No. 04-010(sub 1), § 1, 4-15-04)

Sec. 40-375. - Reserved.

Editor's note—

Ord. No. 10-038, § 1, adopted June 3, 2010, deleted § 40-375, which pertained to internet access reimbursement and derived from Ord. No. 04-010(sub 1), § 1, adopted Apr. 15, 2004.

City of Wilmington
Executive and Managerial
Position Level Salary Structure Matrix
FY 2012

	Salary Range 07/01/11 - 06/30/12	
Level 1	$35,494	$ 53,951
Administrative Assistant I		
Mayor's Office Assistant		
Mayor's Office Receptionist		
Level 2	$39,235	$60,422
Administrative Assistant II		
Auditing Administrative Assistant		
Community Affairs Advisor		
Constituent Services Officer		
Constituent Services Project Coordinator		
Webmaster		
Level 3	$43,250	$67,471
Assistant Communications Director		
Community Referral Specialist		
Legal Administrative Assistant		
Level 4	$47,865	$75,626
Administrative Assistant – Office of the Mayor		
Civil Appeals Director		
Communications Manager		
Cultural Affairs Program Manager		
Employee Relations Advisor		
Legal Administrator		
Legal Research Assistant		
Marketing & Special Projects Coordinator		
Office Manager		
Parks Maintenance Supervisor		
Senior Administrative Assistant – Office of the Mayor		
Senior Analyst/Systems Coordinator		

Effective: 07/01/11
Revised: 05/24/11

	Salary Range 07/01/11 - 06/30/12	
Level 5	$52,953	$84,520
Accounting Manager		
Administrative Services Director		
Customer Service Manager		
Director of Constituent Services Division		
Director of Rehabilitation		
Executive Director of WHACC		
Occupational Health, Safety & Loss Prevention Program Manager		
Payroll Manager		
Planning Grants Coordinator		
Procurement Manager		
Projects Manager		
Senior Financial Analyst		
Senior Policy Advisor		
Superintendent of Maintenance, Parks & Recreation		
Superintendent of Recreation		
Tax Manager		
Youth & Families Manager		
Water Quality Manager		
Level 6	$59,063	$94,501
Assistant Water Division Director		
Auditing Manager		
City Engineer		
Deputy Director of Parks & Recreation		
Director of Communications & Policy Development		
Director of Cultural Affairs & Fund Development		
Director of Risk Management & Employee Benefits		
Manager of Integrated Technologies		
Manager of Minority, Disadvantaged & Small Business Enterprise		
Operations Director		
Planning Manager		
Principal Analyst		
Program Management Director		
Senior Economic Research & Development Advisor		
Senior Financial Officer		
Street Cuts Program Manager		

	Salary Range 07/01/11 - 06/30/12	
Level 7	$63,728	$102,602
Assistant City Solicitor		
Budget Director		
Deputy Chief of Fire		
Deputy Chief of Staff		
Deputy Commissioner of Licenses & Inspections		
Deputy Director of Economic Development		
Director of Integrated Technologies		
Director of Labor Relations and Classifications		
Director of Transportation		
Emergency Management Director		
Revenue Division Manager		
Water Division Director		
Level 8	$68,689	$110,589
City Auditor		
Deputy Commissioner of Public Works		
Deputy Finance Director		
Director of Parks & Recreation		
Director of Planning		
Director of Real Estate & Housing		
Senior Assistant City Solicitor		
Level 9	$74,071	$119,254
Chief of Fire		
Chief of Police		
Commissioner of Licenses & Inspections		
Commissioner of Public Works		
Director of Economic Development		
Director of Human Resources		
First Assistant City Solicitor		
Senior First Assistant City Solicitor		
Level 10	$79,770	$128,429
City Solicitor		
Director of Finance		
Level 11	$86,103	$138,626
Chief of Staff		

WAGES AND SALARIES-NON-UNION
07/01/11 – 06/30/12

GRADE A		
	$23,560	$28,122
GRADE B		
	$24,758	$31,056
GRADE C		
	$26,017	$31,996
GRADE D		
	$27,339	$33,124
GRADE E		
	$28,729	$34,809
GRADE F		
	$30,190	$36,487
GRADE G		
Constituent Services Office Representative	$31,408	$37,674
Medical Records Clerk	$31,408	$37,674
Human Resources Office Assistant	$31,408	$37,674
Planning Technician	$31,408	$37,674
GRADE H		
Accounts & Program Support Specialist	$33,334	$41,819
GRADE I		
Criminal Records Coordinator	$35,380	$42,653
Equipment and Transportation Assistant	$35,380	$42,653
Information Input Specialist	$35,380	$42,653
Input & Compliance Specialist	$35,380	$42,653
IT Office Coordinator	$35,380	$42,653
Senior Rehabilitation Loan Specialist	$35,380	$42,653
GRADE J		
GIS Technician	$37,178	$44,710
Payroll Specialist	$37,178	$44,710
Real Estate Representative	$37,178	$44,710
GRADE K		
Fiscal Administrator	$39,459	$47,100

GRADE L		
Administrative Supervisor	$41,051	$49,367
Assistant Parks Maintenance Supervisor	$41,051	$49,367
Constituent Services Supervisor	$41,051	$49,367
Information Desk Top Engineer	$41,051	$49,367
Mapping Technician II	$41,051	$49,367
Pension Assistant	$41,051	$49,367
Records Supervisor	$41,051	$49,367
Youth Intervention Specialist	$41,051	$49,367
GRADE M		
Assistant Central Cashiering Supervisor	$43,138	$52,527
Assistant Revenue Audit Agent	$43,138	$52,527
Communications Supervisor	$43,138	$52,527
Community Outreach Specialist	$43,138	$52,527
Information Help Desk Engineer	$43,138	$52,527
Legal Assistant	$43,138	$52,527
Human Resources Specialist	$43,138	$52,527
Program Manager	$43,138	$52,527
Property Technician	$43,138	$52,527
GRADE N		
Analyst II	$45,308	$55,169
Employee Benefits Administrator	$45,308	$55,169
CADD/GIS Engineering Coordinator	$45,308	$55,169
Human Resources Compensation and Research Technician	$45,308	$55,169
Information Analyst I	$45,308	$55,169
Legal Legislative Assistant	$45,308	$55,169
Nuisance Property Administrator	$45,308	$55,169
Planner II	$45,308	$55,169
Senior Program Specialist	$45,308	$55,169
Senior Rehabilitation Specialist II	$45,308	$55,169
Staff Accountant	$45,308	$55,169
Telephony Analyst	$45,308	$55,169
Transportation Administrative Supervisor	$45,308	$55,169
Water Meter Supervisor	$45,308	$55,169
Youth and Families Program Administrator	$45,308	$55,169
GRADE O		
Assistant Director of WHACC	$47,374	$57,541
Code Enforcement Administrator	$47,374	$57,541
Document Management Supervisor	$47,374	$57,541
Engineering Records Coordinator	$47,374	$57,541
Revenue Operations Supervisor	$47,374	$57,541
Risk Management Analyst	$47,374	$57,541
Revenue Operations Supervisor	$47,374	$57,541
Water Production Supervisor	$47,374	$57,541
Water Systems Supervisor	$47,374	$57,541
GRADE P		
Assistant Plans Examiner/Engineer	$49,409	$59,716
Bilingual Case Manager	$49,409	$59,716
Claims Supervisor	$49,409	$59,716
Compliance Officer	$49,409	$59,716

GRADE P
continued

Construction Supervisor	$49,409	$59,716
Crime Analyst	$49,409	$59,716
Domestic Violence Coordinator	$49,409	$59,716
Economic Development Assistant	$49,409	$59,716
Fire Plans Reviewer	$49,409	$59,716
Litigation Assistant	$49,409	$59,716
Occupational Health Nurse	$49,409	$59,716
Parks Financial Administrator	$49,409	$59,716
Planner II	$49,409	$59,716
Program Administrator	$49,409	$59,716
Program Coordinator	$49,409	$59,716
Pumping Station Engineer	$49,409	$59,716

GRADE Q

Administrative Engineer	$51,791	$62,129
Budget Analyst II	$51,791	$62,129
Building Services Supervisor	$51,791	$62,129
Development Specialist	$51,791	$62,129
Human Resources Administrator	$51,791	$62,129
Human Resources Information Systems Analyst	$51,791	$62,129
Information Analyst II	$51,791	$62,129
Real Estate Legal Coordinator	$51,791	$62,129
Senior Accountant	$51,791	$62,129
Social Worker	$51,791	$62,129
Urban Forest Administrator	$51,791	$62,129
Zoning Manager	$51,791	$62,129

GRADE R

Assistant Tax Supervisor	$54,288	$64,800
Contracts & Maintenance Supervisor	$54,288	$64,800
Civil Engineer II	$54,288	$64,800
Environmental Program Specialist	$54,288	$64,800
Information Systems Administrator	$54,288	$64,800
Revenue Audit Agent	$54,288	$64,800
Revenue Collector	$54,288	$64,800
Senior Planner II	$54,288	$64,800

GRADE S

Delinquent Accounts Supervisor	$56,763	$67,755
Finance Projects Coordinator	$56,763	$67,755
Housing Code Enforcement Supervisor	$56,763	$67,755
Mapping and Graphics Manager	$56,763	$67,755
Human Resources Information Systems Administrator	$56,763	$67,755
Parking Enforcement Supervisor	$56,763	$67,755
Parking Services Supervisor	$56,763	$67,755
Real Estate Tax & Stormwater Supervisor	$56,763	$67,755
Sheriff Sales Administrator	$56,763	$67,755
Senior Analyst	$56,763	$67,755
Senior Auditor - IT	$56,763	$67,755
Senior Planner/Design & Review	$56,763	$67,755
Utility Billing Supervisor	$56,763	$67,755

GRADE T

Application Support Specialist II	$62,184	$77,983
Plans Engineer	$62,184	$77,983
Revenue Operations Supervisor	$62,184	$77,983
Revenue Supervisor	$62,184	$77,983
Tax Supervisor	$62,184	$77,983
Transportation Engineer	$62,184	$77,983

Effective: 07/01/11
Revised: 07/01/11

ATTACHMENT C

FY 2012 NON-UNION PAY SCALE

Present	Step I	Step II	Step III	Step III	Step IV	Step IV	Step V
New	Step I	Step II	Step III	Step IV	Step V	Step VI	Step VII
GRADE							
A	$23,560	$24,739	$25,976	$26,497	$27,028	$27,570	$28,122
B	$24,758	$26,519	$28,403	$29,261	$29,848	$30,446	$31,056
C	$26,017	$27,591	$29,116	$29,700	$30,295	$31,057	$31,996
D	$27,339	$28,707	$30,143	$30,747	$31,364	$32,152	$33,124
E	$28,729	$30,167	$31,676	$32,310	$32,958	$33,787	$34,809
F	$30,190	$31,700	$33,286	$33,953	$34,634	$35,328	$36,487
G	$31,408	$32,814	$34,283	$34,970	$35,671	$36,568	$37,674
H	$33,334	$35,352	$37,492	$38,243	$39,400	$40,591	$41,819
I	$35,380	$37,149	$39,398	$40,188	$40,993	$41,815	$42,653
J	$37,178	$39,038	$40,991	$42,126	$42,971	$43,832	$44,710
K	$39,459	$41,433	$43,506	$44,378	$45,267	$46,175	$47,100
L	$41,051	$43,104	$45,261	$46,168	$47,093	$48,397	$49,367
M	$43,138	$45,296	$47,562	$48,757	$49,735	$51,112	$52,527
N	$45,308	$47,575	$49,955	$50,956	$51,977	$53,549	$55,169
O	$47,374	$50,117	$53,150	$54,215	$55,302	$56,410	$57,541
P	$49,409	$52,140	$55,159	$56,264	$57,392	$58,542	$59,716
Q	$51,791	$54,382	$57,102	$58,247	$59,711	$60,908	$62,129
R	$54,288	$57,004	$59,856	$61,055	$62,279	$63,527	$64,800
S	$56,763	$59,603	$62,584	$63,839	$65,118	$66,423	$67,755
T	$62,184	$66,927	$72,032	$73,476	$74,948	$76,451	$77,983

WAGES AND SALARIES - AFSCME LOCAL 320

GRADE A	
Custodian	$25,224 - $30,547
GRADE B	
General Laborer I	$26,257 - $31,799
GRADE C	
Equipment Operator I	$27,340 - $33,111
General Laborer II	$27,340 - $33,111
GRADE D	
Equipment Operator II	$28,475 - $34,486
Nursery Technician	$28,475 - $34,486
Utility Yard Mechanic	$28,475 - $34,486
Sanitation Worker (Chucker)*	$31,786 - $38,534
Sanitation Worker (Driver)*	$32,182 - $39,013
GRADE E	
Equipment Operator III	$29,664 - $35,926
Labor Foreman I	$29,664 - $35,926
Maintenance Mechanic I	$29,664 - $35,926
Technical Maintenance Mechanic I	$29,664 - $35,926
GRADE F	
Equipment Operator IV	$30,909 - $37,435
Maintenance Mechanic II	$30,909 - $37,435
GRADE G	
Traffic Maintenance Technician II	$32,215 - $39,017
Traffic Technician II	$32,215 - $39,017
GRADE H	
Building Technician II	$33,585 - $40,675
Plant Mechanic II	$33,585 - $40,675
Plant Operator III	$33,585 - $40,675
Pumping Station Operator	$33,585 - $40,675
Signal Electrician	$33,585 - $40,675
Small Engine Mechanic	$33,585 - $40,675
Welder	$33,585 - $40,675

Effective: 01/01/09
Revised: 06/07/10

LOCAL 320 PAY SCALE

January 1, 2011 - December 31, 2011

	1	2	3	4	5	6	7
A	25,224	26,473	27,783	28,452	29,133	29,834	30,547
B	26,258	27,558	28,923	29,619	30,327	31,058	31,800
C	27,341	28,695	30,116	30,841	31,578	32,339	33,112
D	28,476	29,886	31,366	32,120	32,889	33,681	34,487
E	29,664	31,133	32,675	33,461	34,262	35,087	35,926
F	30,910	32,441	34,048	34,867	35,701	36,561	37,435
G	32,216	33,811	35,486	36,340	37,210	38,105	39,017
H	33,585	35,248	36,994	37,884	38,791	39,725	40,675
SW	31,786	33,397	35,094	36,146	36,767	37,902	38,535
SD	32,183	33,813	35,532	36,598	37,224	38,376	39,014

WAGES AND SALARIES - AFSCME LOCAL 1102
07/01/11 – 06/30/12

GRADE A	
	$23,307 - $29,322
GRADE B	
	$24,063 - $31,237
GRADE C	
Records Clerk	$25,209 - $32,730
GRADE D	
Account Clerk II	$26,246 - $34,380
Clerk II	$26,246 - $34,380
IT Support Services Technician	$26,246 - $34,380
GRADE E	
Meter Reader	$27,374 - $35,465
Teleserve Operator	$27,374 - $35,465
GRADE F	
Account Clerk III	$28,559 - $37,170
Parking Regulations Enforcement Officer	$28,559 - $37,170
Scofflaw Enforcer	$28,559 - $37,170
GRADE G	
Account Entry Clerk	$29,797 - $38,796
Administrative Clerk I	$29,797 - $38,796
Communications Assistant	$29,797 - $38,796
Communications and Data Specialist	$29,797 - $38,796
Data Entry Clerk III	$29,797 - $38,796
Document Management Technician	$29,797 - $38,796
Emergency Call Operator	$29,797 - $38,796
Police Records Specialist	$29,797 - $38,796
Police Reports Specialist	$29,797 - $38,796
Senior Clerk	$29,797 - $38,796
Vehicle Maintenance Technician	$29,797 - $38,796
GRADE H	
Account Technician	$30,735 - $41,714
Administrative Clerk II	$30,735 - $41,714
Assistant Water Meter Supervisor	$30,735 - $41,714
Constituent Service Assistant	$30,735 - $41,714
Construction Inspector	$30,735 - $41,714
Delinquent Accounts Officer	$30,735 - $41,714
Labor Foreman II	$30,735 - $41,714
Meter Reader Service Coordinator	$30,735 - $41,714

GRADE I

Administrative Clerk III	$32,136 $42,802
Assistant Street and Sewer Maintenance Supervisor	$32,136 - $42,802
Customer Service Representative II	$32,136 - $42,802
Emergency Communications Specialist	$32,136 - $42,802
Senior Parking Regulation Enforcement Officer	$32,136 - $42,802

GRADE J

Account Entry Supervisor	$33,209 - $44,683
Assistant Sanitation Supervisor	$33,209 - $44,683
Assistant Street Cleaning Supervisor	$33,209 - $44,683
Chief Construction Inspector	$33,209 - $44,683
Document Management Systems Administrator	$33,209 - $44,683
Purchasing Coordinator	$33,209 - $44,683
Purchasing Technician	$33,209 - $44,683
Senior Emergency Communications Specialist	$33,209 - $44,683

GRADE K

Assistant Building Services Manager	$34,547 - $46,570
Water Quality Specialist	$34,547 - $46,570

GRADE L

Delinquent Accounts Agent	$35,863 - $48,785
Earned Income Tax Agent	$35,863 - $48,785
ITMS Senior Technician	$35,863 - $48,785
Settlement Clerk	$35,863 - $48,785

GRADE M

Building Permit Director	$37,118 - $52,155
Business Compliance Officer	$37,118 - $52,155
Code Enforcement Inspector	$37,118 - $52,155
Customer Service Consultant II	$37,118 - $52,155
Mechanical Code Enforcement Inspector	$37,118 - $52,155
Meter Reader Supervisor	$37,118 - $52,155
Physical Activities Coordinator	$37,118 - $52,155
Recreation Program Coordinator	$37,118 - $52,155
Technical Landscape Foreman	$37,118 - $52,155
Traffic Maintenance Foreman	$37,118 - $52,155
Water Production Maintenance Foreman	$37,118 - $52,155
Water Quality Assistant	$37,118 - $52,155

GRADE N

Assistant Utility Billing Supervisor	$39,024 - $55,086
Assistant Water Distribution Supervisor	$39,024 - $55,086
City Forester	$39,024 - $55,086
Executive Assistant to the Fire Chief	$39,024 - $55,086

GRADE O

Purchasing Agent II	$40,545 - $56,685
Sanitation Supervisor	$40,545 - $56,685
Sewer Maintenance Supervisor	$40,545 - $56,685
Street Cleaning Supervisor	$40,545 - $56,685

GRADE P

$42,227 - $58,587

GRADE Q

Building Code Enforcement Inspector	$45,260 - $62,904
Water Distribution Supervisor	$45,260 - $62,904

Effective: 07/01/11
Revised: 07/01/11

LOCAL 1102
FY 2012 PAY SCALE

July 1, 2011 - June 30, 2012

	1	2	3	4	5	6	7
A	$23,307	$24,499	$26,321	$27,131	$27,873	$28,743	$29,322
B	$24,063	$26,419	$28,212	$28,906	$29,785	$30,551	$31,237
C	$25,209	$27,218	$29,042	$29,802	$30,460	$31,376	$32,730
D	$26,246	$27,998	$29,875	$30,667	$31,325	$32,391	$34,380
E	$27,374	$29,251	$31,237	$32,025	$32,815	$33,835	$35,465
F	$28,559	$30,653	$32,862	$33,675	$34,536	$35,568	$37,170
G	$29,797	$31,420	$33,969	$34,858	$35,720	$36,856	$38,796
H	$30,735	$32,978	$35,711	$36,874	$37,734	$39,091	$41,714
I	$32,136	$34,028	$36,853	$37,957	$38,982	$40,315	$42,802
J	$33,209	$36,482	$39,571	$40,540	$41,622	$42,725	$44,683
K	$34,547	$37,954	$41,221	$42,214	$43,366	$44,497	$46,570
L	$35,863	$39,533	$43,026	$44,063	$45,234	$46,421	$48,785
M	$37,118	$41,319	$44,910	$46,059	$47,297	$48,644	$52,155
N	$39,024	$43,650	$47,255	$48,645	$49,821	$51,480	$55,086
O	$40,545	$45,287	$50,320	$51,551	$52,730	$54,175	$56,685
P	$42,227	$47,223	$52,298	$53,621	$54,809	$56,355	$58,587
Q	$45,260	$51,816	$55,586	$57,022	$58,905	$60,442	$62,904

WAGES AND SALARIES - AFSCME LOCAL 1102B

	GRADE A	
	GRADE B	
School Crossing Guard		$22,440.04 - $29,005.68
		$ 10.79 - $ 13.95
	GRADE C	
		$23,374.83 - $30,413.11
		$ 11.24 - $ 14.62
	GRADE D	
Senior School Crossing Guard		$24,346.86 - $31,472.60
		$ 11.71 - $ 15.13
	GRADE E	
		$25,359.85 - $32,778.93
		$ 12.19 - $ 15.76

Effective: 07/01/09
Revised: 06/07/10

ARTICLE XXVII: CLASSIFICATION AND SALARIES

FY 2010***	1	2	3	4	5	6	7
B	$22,440.04	$24,687.68	$26,538.18	$27,127.53	$27,746.92	$28,363.09	$29,005.68
	$10.79	$11.87	$12.76	$13.04	$13.34	$13.64	$13.95
C	$23,374.83	$25,837.39	$27,774.06	$28,390.84	$29,093.28	$29,739.34	$30,413.11
	$11.24	$12.42	$13.35	$13.65	$13.99	$14.30	$14.62
D	$24,346.86	$26,781.92	$28,789.83	$29,429.20	$30,099.40	$30,767.86	$31,472.60
	$11.71	$12.88	$13.84	$14.15	$14.47	$14.79	$15.13
E	$25,359.85	$27,896.84	$29,988.59	$30,654.56	$31,353.29	$32,049.56	$32,778.93
	$12.19	$13.41	$14.42	$14.74	$15.07	$15.41	$15.76

WAGES AND SALARIES
FRATERNAL ORDER OF POLICE/RANK & FILE
July 1, 2011 - June 30, 2012

RANK	MUNIS	ANNUAL	BI-WEEKLY	DAILY	HOURLY
Patrol Officer -1	Step 1	$44,573.83	$1,714.38	$171.4378	$21.4297
Patrol Officer -2	Step 2	$45,465.29	$1,748.67	$174.8665	$21.8583
Patrol Officer -3	Step 3	$47,565.88	$1,829.46	$182.9457	$22.8682
Patrol Officer -4	Step 4	$51,403.77	$1,977.07	$197.7068	$24.7134
Patrol Officer -5	Step 5	$58,020.17	$2,231.54	$223.1545	$27.8943
Patrol Officer -5	Step 6	$58,020.17	$2,231.54	$223.1545	$27.8943
Patrol Officer -5	Step 7	$58,020.17	$2,231.54	$223.1545	$27.8943
Patrol Officer -6	Step 8	$60,242.16	$2,317.01	$231.7006	$28.9626
Corporal	Step 1	$64,485.44	$2,480.21	$248.0209	$31.0026
Senior Corporal	Step 1	$67,908.94	$2,611.88	$261.1882	$32.6485
Senior Corporal	Step 2	$67,908.94	$2,611.88	$261.1882	$32.6485
Senior Corporal	Step 3	$67,908.94	$2,611.88	$261.1882	$32.6485
Master Corporal	Step 1	$70,460.77	$2,710.03	$271.0029	$33.8754
Master Corporal	Step 2	$70,460.77	$2,710.03	$271.0029	$33.8754
Master Corporal (2)	Step 3	$71,517.68	$2,750.68	$275.0680	$34.3835
Master Corporal (2)	Step 4	$71,517.68	$2,750.68	$275.0680	$34.3835
Master Corporal (4)	Step 5	$72,590.45	$2,791.94	$279.1940	$34.8993
Master Corporal (4)	Step 6	$72,590.45	$2,791.94	$279.1940	$34.8993
Master Corporal (6)	Step 7	$73,679.30	$2,833.82	$283.3819	$35.4227
Sergeant	Step 1	$74,897.07	$2,880.66	$288.0656	$36.0082
Master Sergeant	Step 1	$78,354.72	$3,013.64	$301.3643	$37.6705
Master Sergeant	Step 2	$78,354.72	$3,013.64	$301.3643	$37.6705
Master Sergeant (2)	Step 3	$79,530.05	$3,058.85	$305.8848	$38.2356
Master Sergeant (2)	Step 4	$79,530.05	$3,058.85	$305.8848	$38.2356
Master Sergeant (4)	Step 5	$80,723.00	$3,104.73	$310.4731	$38.8091
Master Sergeant (4)	Step 6	$80,723.00	$3,104.73	$310.4731	$38.8091
Master Sergeant (6)	Step 7	$81,933.84	$3,151.30	$315.1302	$39.3913
Lieutenant	Step 1	$81,965.36	$3,152.51	$315.2514	$39.4064
Lieutenant	Step 2	$81,965.36	$3,152.51	$315.2514	$39.4064
Senior Lieutenant	Step 1	$84,812.11	$3,262.00	$326.2004	$40.7751
Senior Lieutenant	Step 2	$84,812.11	$3,262.00	$326.2004	$40.7751
Senior Lieutenant (2)	Step 3	$86,084.29	$3,310.93	$331.0934	$41.3867
Senior Lieutenant (2)	Step 4	$86,084.29	$3,310.93	$331.0934	$41.3867
Senior Lieutenant (4)	Step 5	$87,375.55	$3,360.60	$336.0598	$42.0075
Senior Lieutenant (4)	Step 6	$87,375.55	$3,360.60	$336.0598	$42.0075
Senior Lieutenant (6)	Step 7	$88,686.18	$3,411.01	$341.1007	$42.6376

*Daily Rate based on eight (8) hours; Bi-Weekly rate based on eighty (80) hours; Annual rate based on 2,080 hours

**Patrol Officer -5 = years 5, 6, and 7 of service

***Patrol Officer -6 is available upon the start of the eighth (8) year of service

****Time in Grades (2), (4), and (6) years

WAGES AND SALARIES
FRATERNAL ORDER OF POLICE
CAPTAINS AND INSPECTORS
July 1, 2009 - June 30, 2010

CAPTAIN

Munis	Contract	Salary	Hourly
Step 1	Step 1	$93,138.85	$44.78
Step 2	Step 1	$93,138.85	$44.78
Step 3	Step 2	$94,983.27	$45.67
Step 4	Step 2	$94,983.27	$45.67
Step 5	Step 3	$96,829.92	$46.55

INSPECTOR

Munis	Contract	Salary	Hourly
Step 1	Step 1	$105,147.13	$50.55
Step 2	Step 1	$105,147.13	$50.55
Step 3	Step 2	$107,606.34	$51.73

FY 2012 SALARY TABLE
UNION 1590

July 1, 2011 - June 30, 2012

PROBATIONARY FIREFIGHTER

Munis	Contract	Salary	Hourly Rate
Step 1	Step 1	$35,860.56	$17.24

FIREFIGHTER

Munis	Contract	Salary	Hourly Rate
Step 1	Step 1	$39,933.05	$19.20
Step 2	Step 2	$44,741.49	$21.51
Step 3	Step 3	$49,187.88	$23.65
Step 4	Step 4	$55,198.68	$26.54
Step 5	Step 4	$55,198.68	$26.54
Step 6	Step 4	$55,198.68	$26.54
Step 7	Step 4	$55,198.68	$26.54
Step 8	Step 4	$55,198.68	$26.54
Step 9	Step 4	$55,198.68	$26.54
Step 10	Step 10	$55,858.12	$26.85

CAPTAIN

Munis	Contract	Salary	Hourly Rate
Step 1	Step 0	$68,950.75	$33.15
Step 2	Step 0	$68,950.75	$33.15
Step 3	Step 2	$69,723.90	$33.52
Step 4	Step 2	$69,723.90	$33.52
Step 5	Step 4	$70,497.05	$33.89
Step 6	Step 4	$70,497.05	$33.89
Step 7	Step 6	$71,270.21	$34.26

SENIOR FIREFIGHTER

Munis	Contract	Salary	Hourly Rate
Step 1	Step 0	$57,387.97	$27.59
Step 2	Step 0	$57,387.97	$27.59
Step 3	Step 2	$58,161.12	$27.96
Step 4	Step 2	$58,161.12	$27.96
Step 5	Step 4	$58,934.27	$28.33
Step 6	Step 4	$58,934.27	$28.33
Step 7	Step 6	$59,707.43	$28.71

BATTALION CHIEF

Munis	Contract	Salary	Hourly Rate
Step 1	Step 0	$82,232.00	$39.53
Step 2	Step 0	$82,232.00	$39.53
Step 3	Step 2	$83,005.15	$39.91
Step 4	Step 2	$83,005.15	$39.91
Step 5	Step 4	$83,778.30	$40.28
Step 6	Step 4	$83,778.30	$40.28
Step 7	Step 6	$84,551.45	$40.65

LIEUTENANT

Munis	Contract	Salary	Hourly Rate
Step 1	Step 0	$63,250.01	$30.41
Step 2	Step 0	$63,250.01	$30.41
Step 3	Step 2	$64,023.16	$30.78
Step 4	Step 2	$64,023.16	$30.78
Step 5	Step 4	$64,796.31	$31.15
Step 6	Step 4	$64,796.31	$31.15
Step 7	Step 6	$65,569.46	$31.52

Sept 2011



Help Wanted

Engineer

CITY ENGINEER

Wilmington, Delaware
Salary: $59,063 - $94501, commensurate with qualifications

The City of Wilmington, DE, Dept of Public Works seeks applicants for the position of City Engineer. This is administrative and technical work involving the development and use of GIS and other asset management tools for managing urban infrastructure, review and permitting of infrastructure related to development and redevelopment projects and supervision staff involved in the areas of construction management and inspection, drafting, and field surveys. Provides support to all operating divisions of the department with regard to infrastructure data and operational and capital decision making.

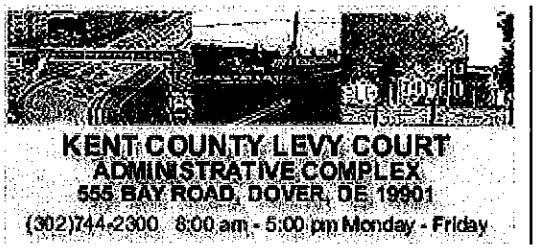
BS in Civil, Environmental, or Mechanical Engineering with 5 or more years of progressively responsible supervisory experience in the management of major municipal public works engineering services. Professional Engineer's License required.

Qualified applicants must have thorough understanding of the engineering and modeling of water, sewer and transportation networks.

Email: wilmjobs@wilmingtonde.gov
fax: 302-571-4298
mail: City of Wilmington, Dept of Human Resources, 800 N. French St. Wilm, DE 19801 by Sept 30. For application and more info go to: www.wilmingtonde.gov.
EOE/AA

Kent County





NAVIGATION
Home
Employment Opportunities
Employee Benefits
Pension Plan
Labor Contracts
Employee Newsletter
Employee Council
Personnel Admin. Board
Pension Review Committee
Job Titles & Rates
FMLA Policy
EEO Statement

Search

Home > Departments > Administration > *Employee Benefits*

Kent County Employee Benefits

Kent County is Committed to Quality Employee Benefits

TIME-OFF BENEFITS

HOLIDAYS
Twelve paid holidays annually plus one additional day in election years.

VACATION
All vacation leave accrues in hours on a monthly basis (available upon completion of probation):
1 - 4 years of service = 10 days per year
5 - 9 years of service = 15 days per year
10 - 14 years of service = 18 days per year
15 - 19 years of service = 21 days per year
20 - 24 years of service = 24 days per year
25 or more years of service = 27 days per year

SICK LEAVE
1 1/4 days per month accumulative to 120 days.

PERSONAL LEAVE
Three (3) days per calendar year deducted from sick leave with prior approval of department manager.

EXEMPT EMPLOYEE PERSONAL LEAVE
Five (5) days per calendar year; not deducted from sick leave.

COMPASSIONATE LEAVE
Full pay for five (5) days for death of spouse, child or parent; three (3) days for immediate family; or day of funeral service for a near relative, deducted from sick leave.

FAMILY & MEDICAL LEAVE
Employee eligible for up to 12 weeks of unpaid leave for FMLA qualifying reasons concurrent with any accrued sick and vacation leave. Military service related FMLA affords additional benefits.

COMPENSATION

COMPETITIVE WAGES
On a regular basis, Kent County Levy Court conducts a study of compensation rates in the surrounding community and makes adjustments to employee pay scales and/or position classifications to remain competitive in the labor market

PAY DAY
Bi-weekly on Fridays, one week in arrears

DIRECT DEPOSIT
Paychecks required to be electronically deposited into personal bank or credit union account

COST OF LIVING ALLOWANCE (COLA)
Kent County Levy Court usually adjusts all salaries annually to offset inflation effective July 1 with start of new fiscal year, when finanically possible to do so.

STEP INCREASE
Employees receive a two percent annual step increase with satisfactory performance evaluation up to the maximum Step "N", when financially possible to do.

LONGEVITY PAY
Employees receive $500 annually for 5 to 9 years of continuous County service; $1,000 for 10 to 14 years of continuous County service; $1,500 for 15 to 19 years of continuous County service; $2,000 for 20 to 24 years of continuous County service; $2,500 for 25 to 29 years of continuous County service; $3,000 for 30 to 34 years of continuous County service; $3,500 for 35 to 39 years of continuous County service; $4,000 for 40 or more years of continuous County service. Paid out over ensuing year.

EMPLOYEE INSURANCES

MEDICAL INSURANCE
Medical benefits begin on the first day of the month following employment. The County pays the full cost of employee coverage. Coverage for eligible dependents is available, and paid by the employee through payroll deduction, one month in advance. County contributes 60% of the monthly premium for dependent coverage. Blue Cross Blue Shield of Delaware features a PPO-100%, PPO-90%/70%, HMO-100%, and HMO-80% options with prescriptions and a vision benefit. ***SEE RATES AT BOTTOM OF PAGE***

DENTAL INSURANCE
Dental benefits begin on the first day of the month following employment. The County pays full cost of the employee coverage. Coverage for eligible dependents is available, and paid by the employee through payroll deduction. Delta Dental calendar year maximum is $1,000 per person.

LIFE INSURANCE
Group life insurance provided by County through CIGNA at no cost to the employee. Coverage is equivalent to base annual salary. Optional supplemental life insurance may be purchased at 1/2, 1, 2 or 3 times employee salary and paid through payroll deduction. Coverage can also be purchased for eligible dependents.

DISABILITY INSURANCE
Long term – an income up to 60 percent of base salary will be paid, subject to a maximum benefit of $3,000 per month, less any amounts for which also eligible such as (a) any other employer-sponsored disability plan; (b) Workers' Compensation; (c) any state disability benefits law; (d) the "primary" benefit of Social Security; and (e) less any disability or retirement benefits received under the County's pension plan.
Short term – available through the use of sick leave.

OTHER EMPLOYEE BENEFITS

DEFERRED COMPENSATION

Voluntary deferred compensation and associated taxes for retirement purposes through payroll deduction. Manage your own investments through a 457 plan administered by ICMA-Retriement Corporation.

EMPLOYEE ASSISTANCE

Employees experiencing emotional distress, substance abuse, or serious family issues can receive free confidential referrals to area professionals by calling 800-367-3273 (1-800-FOR-EASE). Information and referrals regarding parenting skills, legal issues, child care, elder care, pet care, etc. is available by calling 800-538-3543.

TUITION REIMBURSEMENT

Job-related college courses leading to an Associate's, Bachelor's or Master's degree reimbursed at 75 percent of base cost of course up to $750 per year for undergraduate courses and $1,000 for graduate courses. Full 75% paid over several years. Must repay County, if leave County employment within one year of reimbursement.

DEGREE/CERTIFICATION AWARD

Employees earning a job related degree in higher education or certain types of professional certification are eligible for up to five (5) percent pay increase.

TRAINING REIMBURSEMENT

100 percent reimbursement upon satisfactory completion of approved job-related course(s) and submission of a paid receipt. Must repay County, if leave County employment within one year of reimbursement for course.

JURY DUTY

Full pay and employee keeps jury duty pay

BLOOD BANK

County pays membership fee when employees sign up

COUNTY FITNESS CENTER

County employees are encouraged to use the Administrative Complex fitness center which features a universal fitness sytem, 2 recumbent bikes, 2 treadmills, 2 elleptical machines, a men's locker room, a women's locker room, 3 remote controlled televisions, and a balance weight scale.

ALL COUNTY BENEFITS ARE SUBJECT TO CHANGE

Monthly Medical/Health and/or Dental Insurance Premiums are deducted from employee's paycheck one month in advance. Coverage is effective first day of month after date of hire and ends on last day of month after termination. New hires must pay double rate for first month or can have first month's premium spread over four pay periods. County pays full cost for employee only coverage and offers medical cashback ($35* or $50*) to those employees choosing lower cost HMOor basic 90%/70% medical options.

Effective July 1, 2011 - June 30, 2012 (Monthly rates)

Employee pays premium amount listed in table below

(County's 60% dependent coverage contribution has already been deducted)

Coverage Type	*Employee*	*Spouse*	*Child(ren)*	*Family*
PPO	$0	$374.44	$172.82	$518.47
PPO-Basic	$0 ($35*)	$333.31	$144.20	$468.38
HMO-High	$0 ($35*)	$320.00	$134.95	$452.18
HMO-Low	$0 ($50*)	$274.29	$103.15	$396.54
Dental	$0			$31.00
RETIREES	(Active only)	Spouse	of active	
Medicare Suppl.	$0	$145.17		
Dental	$0	$31.00		
BCBS Premiums **COBRA add +2%**	*Individual Employee*	*Individual & Spouse*	*Individual & Child(ren)*	*Individual & Family*
PPO	$720.09	$1,656.20	$1,152.14	$2,016.26
PPO-Basic	$675.38	$1,553.36	$1,080.60	$1,891.05
HMO-High	$660.91	$1,520.09	$1,057.46	$1,850.54
HMO-Low	$611.22	$1,405.82	$977.96	$1,711.43
Dental	$31.00			$62.00

PLAN OPTION AVAILABLE: Blue Cross Blue Shield of Delaware, Inc.

(Descriptions are only representative, for actual coverages see plan documents available in the Personnel Office)

1. Blue Cross **Preferred Provider** option - A PPO plan paying 100% in network and 75% out of network, with $10 copayment per physician visit, $20 copayment for specialists, $20 copayment for chiropractic care with 30 visit annual limit, $10 generic, $25 brand name and $50 non-formulary prescriptions. No deductible in network, $1,000/$2,000 coinsurance for services covered at less than 100% (like occupational therapy, speech therapy, allergy testing, prosthetics, etc.) Out of network services have $500/$1,000 deductible and $2,500/$5,000 coinsurance. Emergency room costs $100 per visit. Preventative care is not covered out of network.

2. Blue Cross **Basic PPO** option - A PPO plan paying 90% in network and 70% out of network, with preventive medical services paid at 100%, and prescription co-payments set at $10 generic, $20 brand name, and $45 non-formulary. There is a $500 deductible with $1,500/$3,000 coinsurance. Physical, speech and occupational therapy and chiropractic care paid at same percentage with maximum of 30 visits per plan year.

3. Blue Care **IPA (HMO) High** option - A HMO plan paying 100% in network with $10 copayment per physician visit, $20 copayment for specialists, $20 copayment for chiropractic care w/30 limit, $10 generic, $25 brand name, and $50 non-formulary prescriptions. No deductible with $1,000/$2,000 coinsurance for services covered at less than 100% (like occupational therapy, allergy testing, etc.) Emergency room costs $100 per visit. No out of network services.

4. Blue Care **IPA (HMO) Low** option - A HMO plan paying 80% in network with $15copayment per physician visit, $30 copayment for specialists, $30 copayment for chiropractic care w/30 limit, and $10 generic, $25 brand name, and $50 non-formulary prescriptions. No deductible with $2,500/$5,000 coinsurance.

Occupational therapy, speech therapy, etc. covered at 60%. Allergy testing, prosthetics, etc. covered at 50%. Emergency room costs $100 per visit. No out of network services.

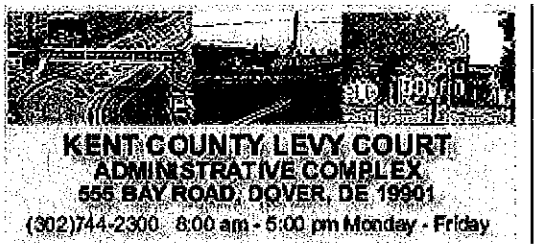
5. Blue Cross **Special Medicfill** option - A Medicare supplement that pays Part A and Part B deductibles and normal 20% coinsurance for Medicare eligible treatment. Prescription copayment costs are $10 for generic, $25 brand name, and $50 for non-formulary with no annual maximum. Provided to former Kent County Levy Court employees retired from Active Service only.

COBRA - Post employment benefits are administered for Kent County by Cobraserve. If eligible after termination, you will be contacted via mail by Cobraserve (Ceridian) and advised of your COBRA rights. You must choose to be covered within the required timeframe and submit timely premium payments directly to Cobraserve. A 2% administrative fee is added to the monthly premium.

***WAIVER** - If an employee or retiree from active service has better than or equal to medical/health insurance coverage provided by a spouse or previous employer, he/she can waive County provided insurance and receive $100/month medical cash back.*

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Kent County Labor Contracts

CWA Local 1036 Branch 312 - wastewater employees
Effective: January 1, 2009 - December 31, 2014
Approved: June 28, 2011

AFSCME Council 81 Local 781 - paramedic employees
Effective: July 1, 2009 - June 30, 2015
Approved: July 12, 2011

City doesn't have Paramedics

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Job descriptions are available by clicking on the Position title.

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Fiscal Year 2012 Pay Rates/Ranges (effective July 1, 2011 - June 30, 2012)

Positions listed below are not vacant.

Highlighted titles link to the approved Kent County Position Description
Check the "Employment Opportunities" webpage for current position vacancies.

GRADE	POSITION TITLE (FY2012)	MIN. Hourly	MAX. Hourly	35hr/ MIN.	35hr/ MAX.	40hr/ MIN.	40hr/ MAX.
2	Clerk	9.48/hr	12.26/hr	n/a	n/a	19,729	25,502
3	Clerk Typist	10.34/hr	13.36/hr	n/a	n/a	21,501	27,797
3	Custodian	10.34/hr	13.36/hr	n/a	n/a	21,501	27,797
3	Security Guard	10.34/hr	13.36/hr	n/a	n/a	21,501	27,797
4	GIS Clerk	11.28/hr	14.58/hr	n/a	n/a	23,456	30,320
4	Wills Clerk I	11.28/hr	14.58/hr	20,530	26,536	n/a	n/a
5	Deed Clerk I	12.29/hr	15.89/hr	22,368	29,920	n/a	n/a
5	Maintenance Worker I	12.29/hr	15.89/hr	n/a	n/a	25,570	33,048
5	Parks Worker I	12.29/hr	15.89/hr	n/a	n/a	25,570	33,048
5	Tax Clerk I	12.29/hr	15.89/hr	n/a	n/a	25,570	33,048
5	Utility Locator	12.29/hr	15.89/hr	n/a	n/a	25,570	33,048
5	Wills Clerk II	12.29/hr	15.89/hr	n/a	n/a	25,570	33,048
6	License Specialist	13.39/hr	17.33/hr	n/a	n/a	27,843	36,048
6	Maintenance Mechanic I	13.39/hr	17.33/hr	n/a	n/a	27,843	36,048
6	Maintenance Worker II	13.39/hr	17.33/hr	n/a	n/a	27,843	36,048
6	Parks Worker II	13.39/hr	17.33/hr	n/a	n/a	27,843	36,048
6	Secretary	13.39/hr	17.33/hr	24,370	31,541	27,843	36,048
6	WWF Plant Operator I	13.39/hr	17.33/hr	n/a	n/a	27,843	36,048
7	Account Specialist I	14.59/hr	18.87/hr	26,554	34,343	30,343	39,253
7	Biosolids Technician I	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Cashier	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Custodian Supervisor	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Deed Clerk II	14.59/hr	18.87/hr	26,554	34,343	n/a	n/a
7	Electrician's Helper	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	GIS Technician I - Planning Services	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	GIS Technician I - Public Works	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Library Technician	14.59/hr	18.87/hr	26,554	34,343	n/a	n/a
7	License Specialist II	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Maintenance Worker III	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Paramedic Trainee	14.59/hr	n/a	26,554	n/a	n/a	n/a
7	Parks Worker III	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Permit Technician I	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Personnel Technician I	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Planning Technician I	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253

7	Property Specialist I	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	Tax Clerk II	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
7	WWF Plant Operator II	14.59/hr	18.87/hr	n/a	n/a	30,343	39,253
8	Account Specialist II	15.90/hr	20.58/hr	28,938	37,456	33,070	42,798
8	Appraiser I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Biosolids Technician II	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Building Codes Inspector I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Computer Support Technician I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Dispatcher I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Electrician's Helper II	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Engineering Technician I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Environmental Technician I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Heavy Equipment Operator	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Maintenance Mechanic II	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Monition Program Administrator	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Permit Technician II	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Planning Technician II	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Property Specialist II	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Senior Secretary	15.90/hr	20.58/hr	28,938	37,456	33,070	42,798
8	Tax Clerk III	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	WWF Plant Operator III	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
8	Zoning Inspector I	15.90/hr	20.58/hr	n/a	n/a	33,070	42,798
9	Account Specialist III	17.35/hr	22.44/hr	31,577	40,841	36,093	46,685
9	Administrative Secretary	17.35/hr	22.44/hr	31,577	40,841	36,093	46,685
9	Biosolids Technician III	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Computer Support Technician II	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Deed Clerk III	17.35/hr	22.44/hr	31,577	40,841	n/a	n/a
9	Dispatcher II	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Electrician I	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Engineering Technician II	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Environmental Technician II	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	GIS Technician II - Planning Services	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	GIS Technician II - Public Works	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Library Systems Administrator	17.35/hr	22.44/hr	31,577	40,841	n/a	n/a
9	Heavy Equipment Operator II	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Maintenance Mechanic III	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Permit Technician III	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Personnel Technician II	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Planning Technician III	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Procurement Specialist	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Property Specialist III	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	Tax Administrator	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
9	WWF Plant Operator IV	17.35/hr	22.44/hr	n/a	n/a	36,093	46,685
10	Accountant I	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Appraiser II	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844

10-exempt	Administrative Officer - Emergency Management					39,298	50,844
10	Computer Systems Specialist	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Dispatcher III	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Electrician II	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Engineering Technician III	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	GIS Specialist - Planning Services	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	GIS Specialist - Public Works	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	GIS Technician III - Planning Services	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	GIS Technician III - Public Works	18.89/hr	24.44/hr	34,380	44,481	n/a	n/a
10	Housing & Community Development Specialist	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Manufactured Housing Program Administrator	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Media Systems Coordinator	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Paramedic I	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Park Facilities Specialist	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Payroll Administrator	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Projects Coordinator					39,298	50,844
10-exempt	Public Information Officer	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Recreation Program Supervisor I	18.89/hr	24.44/hr	n/a	n/a	39,298	50,844
10	Zoning Inspector II	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Accountant II					42,866	55,458
11-exempt	Appraisal Systems Administrator	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Appraiser III	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Building Codes Inspector II	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Electrician III	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Engineering Project Manager I	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Network Specialist	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Operations Support Officer - Emergency Communications	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Paramedic II	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Planner I	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Plans Reviewer	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Recreation Program Supervisor II	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	Utilities Construction Coordinator	20.61/hr	26.66/hr	n/a	n/a	42,866	55,458
11	WWF Operations Foreman - Lab	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12	Accountant III					46,730	60,436
12-exempt	Administrative Assistant					46,730	60,436
12-exempt	Administrative Officer - Emergency Communications					46,730	60,436
12-exempt	Assistant Director of Public Works - *Facilities Management Division*					46,730	60,436
12-exempt	Associate Librarian					46,730	60,436
12-exempt	Building Codes Inspector III	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12	Funds Analyst						

12-exempt	Housing & Community Development Supervisor					46,730	60,436
12	Paramedic III	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12	Parks Maintenance Supervisor	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12-exempt	Permits Coordinator					46,730	60,436
12	Planner II	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12	Programmer I	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12	Project Analyst	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12	Recreation Program Supervisor III	22.47/hr	29.06/hr	n/a	n/a	46,730	60,436
12-exempt	WWF Electronics Supervisor					46,730	60,436
12-exempt	WWF Maintenance Supervisor					46,730	60,436
12-exempt	WWF Operations Supervisor					46,730	60,436
13-exempt	Account Analyst					50,923	65,873
13-exempt	Assistant Director of Public Safety - *Emergency Management Division*					50,923	65,873
13	EMS Field Supervisor	24.48/hr	31.67/hr	n/a	n/a	50,923	65,873
13-exempt	EMS Special Operations Supervisor					50,923	65,873
13-exempt	Engineering Project Manager II					50,923	65,873
13-exempt	Inspections Administrator					50,923	65,873
13-exempt	Planning Supervisor					50,923	65,873
13	Programmer II	24.48/hr	31.67/hr	n/a	n/a	50,923	65,873
13-exempt	Special Projects Manager					50,923	65,873
14-exempt	Audit Analyst					55,505	71,803
14-exempt	Administrative Officer - Emergency Medical Services					55,505	71,803
14-exempt	Assessment Supervisor					55,505	71,803
14-exempt	Assistant Director of Planning Services - *Geographic Information Systems Division*					55,505	71,803
14-exempt	Assistant Director of Public Safety - *Emergency Communications Division*					55,505	71,803
14-exempt	WWF Facilities Superintendent					55,505	71,803
15-exempt	Accounting Supervisor					60,500	78,264
15-exempt	Assistant Director of Community Services - *Libraries Division*					60,500	78,264
15-exempt	Assistant Director of Community Services - *Parks & Recreation Division*					60,500	78,264
15-exempt	Assistant Director of Planning Services - *Inspections & Enforcement Division*					60,500	78,264
15-exempt	Economic Development Director					60,500	78,264
15-exempt	Engineering Project Manager III					60,500	78,264
15-exempt	Environmental Program Manager					60,500	78,264
15-exempt	Technology Administrator					60,500	78,264
16-exempt	Assistant Director of Finance					65,946	85,354
	Assistant Director of Planning					65,946	85,354
						65,946	85,354

16-exempt	Services - *Planning Division*	65,946	85,354
16-exempt	Assistant Director of Public Safety - *Emergency Medical Services Division*	65,946	85,354
16-exempt	Assistant Director of Public Works - *Engineering Division*	65,946	85,354
16-exempt	Assistant Director of Public Works - *Wastewater Facilities Division*	65,946	85,354
16-exempt	Network Administrator	71,880	92,986
16-exempt	Personnel Director	78,350	101,354
16-exempt	Systems Analyst Administrator	78,350	101,354
17-exempt	Information Technology Director	85,402	110,476
18-exempt	Director of Community Services	85,402	110,476
18-exempt	Director of Public Safety	85,402	110,476
19-exempt	Director of Finance	110,597	143,252
19-exempt	Director of Planning Services		
19-exempt	Director of Public Works		
22-exempt	County Administrator		

Actual pay rates & salaries may be different due to rounding

DIRECTOR OF ECONOMIC DEVELOPMENT

Kent County Levy Court
Department of Administration
Classified, GRADE 15
Exempt Position
$60,600/yr. - $78,264/yr.

Kent County, DE, (www.co.kent.de.us) is accepting applications for a Director of Economic Development. Incumbent is responsible for planning, directing, and administrating comprehensive economic development and business assistance programs for the County by developing, implementing, coordinating and maintaining viable economic development strategies which will encourage the growth of business/industry and promote better employment opportunities for Kent County residents. Duties involve working closely with the County Administrator, business community, state agencies and industry leaders to proactively attract and retain desirable employers in central Delaware and will work under the direction of the County Administrator. Job requirements include, but are not limited to: Comprehensive knowledge of methods, practices, and procedures of economic research; comprehensive knowledge of marketing methods and techniques; thorough knowledge of geographical and economic of the County as well as corporate structure; ability to make presentations and effectively market pro-business environment of County to corporate decision makers; ability to gather and analyze data; ability to conduct independent research; ability to supervise and evaluate the work of others; ability to prepare detailed reports; ability to deal effectively with and maintain effective relationship with staff, supervisor and the public; ability to communicate effectively; regular and timely attendance; ability to use office equipment to include phones, personal computer, copy machine, etc.; ability to analyze statistics to build reports; performance of duties in a safe manor. Bachelors degree from an accredited four-year college or university with major course work in marketing, business administration, public administration, economic development, land use planning, or closely related field and at least four years of experience in economic development, marketing, or management; or any combination of experience, and training which provides the required knowledge and skills. Possession and retention of valid motor vehicle operator's license issued by the State of Delaware. Must pass testing for substance abuse and criminal background investigation. Direct deposit of pay required.

Application and job description may be obtained at the Kent County Personnel office, 555 Bay Road, Dover, DE (302) 744-2310 or via the County web-site. Position closes Friday, August 12, 2011 at 5:00 p.m. EOE

New Castle County

NEW CASTLE COUNTY OFFICE OF HUMAN RESOURCES
GENERAL STATEMENT OF BENEFITS

Health Insurance: Starts on the first day of the month following a 90 day waiting period from the date of hire. Charges for coverage vary depending on type and level of coverage chosen. The following plans are currently available: Blue Cross/Blue Shield of Delaware Comprehensive 80%; Blue Cross/Blue Shield Preferred Provider Option; Blue Cross/Blue Shield BlueCare; and Aetna HMO. Deductibles and co-pays may also apply.

Dental Insurance: HMO and PPO dental plans available. Charges vary depending on type and level of coverage chosen.

Sick Leave: Accumulates at the rate of one day for each completed month of service.

Vacation: Vests on December 31 of the calendar year preceding the vacation year. Vested vacation is to be used in the 12 months following the vesting date. Employees are entitled to vacation as follows:

- Less than 12 months service -- 1 day for each completed month of service to a maximum of 10 days
- 1 - 4 years of service -- 10 days of vacation
- 5 - 9 years of service -- 15 days of vacation
- 10 - 14 years of service -- 20 days of vacation
- 15 years of service -- 25 days of vacation
- 15+ years of service -- 25+ days of vacation (an additional day for each successive year of service)

Holidays: 13-1/2 paid holidays per year (1/2 day on Christmas Eve).

Life Insurance: Provided by the County in the amount of one and one-half times your salary. Minimum benefit -- $50,000; maximum benefit -- $200,000.

Pension: Contributory amount of three percent of gross salary in excess of $230.00 biweekly or $115.00 weekly. 10-year vesting.

Deferred Compensation Plan:
Employee contributory-only plans available through Met Life.

Additional: Salary increases each year dependent upon appropriate negotiated increase and/or merit increases; Credit Union, blood bank, limited tuition reimbursement, sick leave bank (after two years service), employee worklife assistance and flexible spending accounts are optional benefits. Additional life insurance, vision, long-term care, disability, intensive care, hospital indemnity, and cancer insurance are also available at an additional cost. Direct deposit into a financial institution of their choice is mandatory for all new employees.

Union Affiliation: Some positions are affiliated with a local bargaining unit, and, therefore, will require a monthly dues deduction ranging from $20 to $40 per month.

Special Note: The above benefits are subject to change. For detailed information on any of the above, contact the Office of Human Resources at (302) 395-5180.

New Castle County

PeopleSoft

Report ID: N_HR017
AsOfDate: 13-SEP-2011

ALPHABETICAL LISTING OF JOB TITLES

Run Date 09/13/2011
Run Time 12:24:06

TITLE	CODE	GRADE	PAY PLAN	IDENTIFIER	PHYS	WRKRS COMP	EEOC CODE	CENSUS CODE	DRUG TESTING	ETHICS
Account Clerk I	000200	15	16A	167	3	0953	6	E047	Subject	
Account Clerk II	000205	17	16A	167	3	0953	6	E047	Subject	
Account Clerk III	000210	19	16A	167	3	0953	6	E047	Subject	
Accountant I	000250	22	16A	167	3	0953	2	A001	Subject	
Accountant II	000255	25	16A	167	3	0953	2	A001	Subject	
Accountant III	000256	28	31A	319	3	0953	2	A001	Subject	
Accounting & Fiscal Manager	000257	34	CL35	XCL	3	0953	2	A001	Subject	ETHICS
Accounting & Fiscal Officer	000252	30	31A	319	3	0953	2	A001	Subject	
Accounting Operations Asst	000249	23	16A	167	3	0953	6	A001	Subject	
Administrative Aide	000166	19	16A	167	3	0953	6	E052	Subject	
Administrative Services Tech	000125	14	16A	167	3	0953	6	E052	Subject	
Architect	000394	28	16A	167	3	0953	2	B022	Subject	ETHICS
Assessment Analyst	000476	24	31A	319	3	0953	3	E053	Subject	ETHICS
Assessment Services Supervisor	000474	26	31A	319	3	0953	3	E051	Subject	ETHICS
Assessment Technician	000458	17	16A	167	3	0953	3	E053	Subject	ETHICS
Assessor I	000460	18	16A	167	3	0951	3	E053	Subject	ETHICS
Assessor II	000465	22	16A	167	3	0951	3	E053	Subject	ETHICS
Assessor Supervisor	000472	26	31A	319	3	0953	3	E053	Subject	ETHICS
Assistant Chief Emergency Comm	001194	30	CL40	XCL	3	0953	1	A004	Subject	
Assistant County Attorney I	001550	32	UN40	XUN	3	0953	2	B021	Subject	ETHICS
Assistant County Attorney II	001553	34	UN40	XUN	3	0953	2	B021	Subject	ETHICS
Assistant County Engineer	000674	34	31A	319	3	0953	1	A008	Subject	ETHICS
Assistant Land Use Manager	000622	34	CL35	XCL	3	0953	2	A013	Subject	ETHICS
Assistant Planning Manager	000630	30	31A	319	3	0953	1	B023	Subject	ETHICS
Assistant Platoon Leader F/M	001085	25	911C	911	3	0953	3		Subject	
Assistant Platoon Leader-Polic	001084	25	911C	911	3	0953	3	C037	Subject	
Assistant Purchasing Agent	000143	20	16A	167	3	0953	5	E052	Subject	
Asst Community Services Admin	000326	26	CL35	XCL	3	0953	2	E051	Subject	
Asst Land Use Administrator	000624	26	CL35	XCL	3	0953	2	E051	Subject	ETHICS
Automotive Mechanic	000805	20	459	459	2	0980	7	H080	CDL Test	
Automotive Mechanic Helper	000803	16	459	459	2	0980	7	K091	CDL Test	
Automotive Parts Clerk	000808	14	16A	167	3	0953	6	E046	Subject	
Automotive Parts Supervisor	000806	22	31A	319	3	0953	2	E051	Subject	
Barn Manager	000860	17	459	459	2	0980	8	G070	Subject	
Board Member, Adjustment	004001	1	BRD	XUN	N	0953	N		No Testing	ETHICS
Board Member, Assessment Rev.	004002	1	BRD	XUN	3	0953	N		No Testing	ETHICS
Board Member, HR Advisory	004000	1	BRD	XUN	3	0953	N		No Testing	
Board Member, Historic Review	004003	1	BRD	XUN	3	0953	N		No Testing	ETHICS
Board Member, Planning	004004	1	BRD	XUN	3	0953	N		No Testing	ETHICS
Budget & Procedures Analyst	000260	27	31A	319	3	0953	2	A001	Subject	
Budget Office Assistant	000270	19	16A	167	3	0953	6	E052	Subject	
Building Maintenance Mechanic	000840	19	459	459	3	0980	8	H080	Subject	
Building Maintenance Super	000845	23	16A	167	3	0953	8	H081	Subject	
Buildings Supervisor	000843	25	16A	167	3	0953	8	H081	Subject	
Carpenter	000815	19	459	459	3	0980	7	H080	Subject	
Central Receiving Supervisor	000085	23	16A	167	2	0953	6	E052	Subject	
Central Services Technician	000098	23	16A	167	3	0953	5	E052	Subject	
Cert Plumb/Mechanical Plan Exa	000523	23	16A	167	3	0953	3	C036	Subject	ETHICS
Cert Prop Maint & Hsg Inspectr	000528	23	16A	167	3	0953	3	C036	Subject	ETHICS
Certified Assessor I	000462	19	16A	167	3	0951	3	E053	Subject	ETHICS
Certified Assessor II	000467	23	16A	167	3	0951	3	E053	Subject	ETHICS
Certified Bldg/Site Inspector	000505	23	16A	167	3	0953	3	C036	Subject	ETHICS
Certified Plan Examiner	000520	23	16A	167	3	0953	3	C036	Subject	ETHICS
Chief Administrative Officer	000197	92	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Chief Construction Inspector	000596	25	16A	167	3	0951	3	C036	Subject	ETHICS
Chief Deputy	000170	26	ROU3	XUN	3	0953	N	A016	No Testing	ETHICS
Chief Deputy Sheriff	001132	25	006	SHF	B	0980	4	F061	Subject	
Chief Field Supervisor	000530	24	16A	167	3	0951	3	C036	Subject	ETHICS
Chief Financial Officer	000268	40	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Chief Human Resources Officer	001290	38	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Chief Of Bldg Oper/Maint	000846	30	31A	319	3	0953	1	A013	Subject	
Chief Of Construction Support	000354	30	31A	319	3	0953	2	A013	Subject	
Chief Of Drainage Operations	000673	32	16A	167	3	0953	2	B022	Subject	
Chief Of Facility Maintenance	000668	30	16A	167	3	0953	2	B023	Subject	
Chief Of Police	001175	40	007	XUN	A	0980	N	A003	Subject	ETHICS
Chief Of Project Management	000665	30	16A	167	3	0953	2	B022	Subject	ETHICS
Chief Of Site Management	000663	32	16A	167	3	0953	2	B022	Subject	ETHICS
Chief Of Special Projects	000380	34	CL35	XCL	3	0953	1	A013	Subject	ETHICS

TITLE	CODE	GRADE	PAY PLAN	IDENTIFIER	PHYS	WRKRS COMP	EEOC CODE	CENSUS CODE	DRUG TESTING	ETHICS
Chief Purchasing Agent	000146	34	31A	319	3	0953	2	A011	Subject	ETHICS
Chief Right-Of-Way Agent	000455	24	16A	167	3	0953	2	E052	Subject	ETHICS
Chief of Admin Services	000149	38	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Chief of Emerg Communications	001060	36	CL35	XCL	3	0953	1	A005	Subject	ETHICS
Chief of Emerg Medical Service	001000	36	CL35	XCL	3	0953	1	A005	Subject	ETHICS
Chief of Staff	000193	40	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Civil Engineer I	000660	26	16A	167	3	0951	2	B022	Subject	ETHICS
Civil Engineer II	000662	28	16A	167	3	0953	2	B022	Subject	ETHICS
Clerk	000010	12	16A	167	3	0953	6	E046	Subject	
Clerk Of Council	000192	30	750	XUN	3	0953	2	E054	No Testing	
Clerk Of The Peace	005007	4	900	XUN	3	0953	N	A002	No Testing	ETHICS
Clerk Typist	000020	14	16A	167	3	0953	6	E049	Subject	
Co-Op	000710	F5	550	XUN	3	0980	6	E046		
Code Enforcement Officer	000550	21	16A	167	3	0951	3	C036	Subject	ETHICS
Code Inspector	000510	20	16A	167	3	0951	3	C036	Subject	ETHICS
Community Develop Housing Insp	000513	20	16A	167	3	0951	3	C036	Subject	ETHICS
Community Governing Admin	000065	27	CL40	XCL	3	0953	3	C036	Subject	ETHICS
Community Service Dept GM	000329	38	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Community Services Admin	000327	30	CL35	XCL	3	0953	2	A013	Subject	ETHICS
Community Services Coordinator	000322	23	31A	319	3	0953	2	E052	Subject	
Community Services Manager	000328	32	CL35	XCL	3	0953	1	A013	Subject	ETHICS
Community Services Worker I	000490	S1	550	XUN	3	0980	5	K090	No Testing	
Community Services Worker II	000491	S2	550	XUN	3	0980	5	K090	No Testing	
Community Services Worker III	000492	S3	550	XUN	3	0980	5	K090	No Testing	
Community Services Worker IV	000493	S4	550	XUN	3	0980	5	K090	No Testing	
Community Services Worker V	000495	S5	550	XUN	3	0980	5	K090	No Testing	
Comp/Pension Systems Coord	000290	30	31A	319	3	0953	2	A009	Subject	ETHICS
Complaints Officer	000198	27	UN40	XUN	3	0953	N	A015	Subject	ETHICS
Complaints Specialist	000199	23	16A	167	3	0953	3	C036	Subject	ETHICS
Computer Operator I	000225	14	16A	167	3	0953	3	C039	Subject	
Computer Operator II	000226	16	16A	167	3	0953	3	C039	Subject	
Confidential Assistant	000160	20	CL35	XCL	3	0953	6	E051	Subject	
Construction Inspection Supr	000595	23	16A	167	3	0951	3	C036	Subject	ETHICS
Construction Inspector	000594	21	16A	167	3	0951	3	C036	Subject	ETHICS
Contractor	006010	CON	CON	XUN	N	0953	N		No Testing	
Coord of Emergency Planning	001090	28	31A	319	3	0953	1	A006	Subject	ETHICS
Counsel to Council	005012	37	750	XUN	3	0953	N	B021	No Testing	ETHICS
County Attorney	001560	40	UN40	XUN	3	0953	N	A003	Subject	ETHICS
County Auditor	000265	35	750	XUN	3	0953	2	A001	No Testing	ETHICS
County Executive	005001	03	800	XUN	3	0953	N	A002	Subject	ETHICS
County Solicitor	001561	39	UN40	XUN	3	0953	2	B021	Subject	ETHICS
Court Clerk	000120	17	16A	167	3	0953	6	E046	Subject	
Crew Chief I	000775	20	459	459	2	0980	7	H081	CDL Test	
Crew Chief II	000780	23	459	459	2	0980	7	H081	CDL Test	
Cust Info & Asst Supervisor	000063	25	CL35	XCL	3	0953	2	E052	Subject	
Cust Infor & Asst Coord	000061	23	31B	319	3	0953	2	E052	Subject	
Custodian	000875	12	459	459	3	0980	8	K090	Subject	
Customer Serv & Info Tech	000025	20	16A	167	3	0953	6	E052	Subject	
Customer Services Coordinator	000223	15	16A	167	3	0953	2	E052	Subject	
Customer Services Specialist	000224	24	16A	167	3	0953	3	E052	Subject	
Delinquent Account Collector	000273	20	16A	167	3	0953	2	E047	Subject	
Deputy Chief Admin Officer	000196	40	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Deputy Chief of Police	001174	3	007	XCL	A	0980	2	A007	Subject	
Deputy Clerk	000075	24	750	XUN	3	0953	6	E054	No Testing	
Deputy I	000180	17	16A	167	3	0953	6	E052	Subject	
Deputy II	000183	20	16A	167	3	0953	6	E051	Subject	
Deputy Sheriff	001130	19	006	SHF	B	0980	4	F061	Subject	
Director of Communications	000195	34	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Director of Public Safety	001149	38	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Director of Redevelopment	000190	36	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Dispatcher	001080	18	16A	167	3	0953	6	C037	Subject	
Drafting & Design Supervisor	000658	26	16A	167	3	0951	3	C035	Subject	ETHICS
Drafting Technician I	000642	15	16A	167	3	0953	3	C035	Subject	
Drafting Technician II	000644	20	16A	167	3	0953	3	C035	Subject	
Drafting Technician III	000646	21	16A	167	3	0953	3	C035	Subject	
Electrician	000820	19	459	459	3	0980	7	H080	Subject	
Electronics Technician	000822	23	459	459	3	0980	7	H080	Subject	
Emer Med Servces Sr Lieutenant	001006	27	911C	911	B	0953	2	B025	Subject	

TITLE	CODE	GRADE	PAY PLAN	IDENTIFIER	PHYS	WRKRS COMP	EEOC CODE	CENSUS CODE	DRUG TESTING	ETHICS
Emer Med Services Asst Chief	001002	32	31A	319	3	0953	1	A004	Subject	ETHICS
Emer Med Services Captain	001004	28	31A	319	3	0953	2	B025	Subject	
Emer Med Services Lieutenant	001008	26	911C	911	B	0953	2	B025	Subject	
Emer Services Asst Manager	001185	30	31A	319	3	0953	1	A004	Subject	ETHICS
Emergency Call Oper Coord	001071	17	911C	911	3	0953	6	C037	Subject	
Emergency Call Operator	001070	16	911C	911	3	0953	6	C037	Subject	
Emergency Medical Technician	001055	15	911C	911	B	0980	5	B025	Subject	
Emergency Preparedness Planner	001089	24	31A	319	3	0953	2	B031	Subject	
Emergency Services Administrat	001191	25	31A	319	3	0980	2	C037	Subject	
Emergency Services Team Leader	001190	26	911A	911	3	0953	2	B025	Subject	
Employee Relations Specialist	001280	30	CL35	XCL	3	0953	2	A013	Subject	ETHICS
Engineering & Env Services Mgr	000670	34	CL35	XCL	3	0953	1	A013	Subject	ETHICS
Environmental Administrator	001311	28	CL35	XCL	3	0953	2	B022	Subject	ETHICS
Environmental Analyst	001308	21	16A	167	2	0953	3	B022	Subject	
Environmental Compliance Mgr	000666	30	CL35	XCL	3	0953	2	B022	Subject	ETHICS
Environmental Engineer I	001313	26	CL35	XCL	3	0951	2	B022	Subject	ETHICS
Equestrian Program Coordinator	000318	23	CL35	XCL	3	0980	2	G070	Subject	
Ethics Comm Confidential Asst	000161	20	UN40	XUN	3	0953	6	A014	Subject	ETHICS
Executive Assistant I	000167	22	UN40	XUN	3	0953	2	A015	Subject	
Executive Assistant II	000168	26	UN40	XUN	3	0953	2	A015	Subject	
Executive Assistant III	000169	30	UN40	XUN	3	0953	1	A015	Subject	
Executive Assistant IV	000171	34	UN40	XUN	3	0953	1	A015	Subject	ETHICS
Facility Maintenance Supv	000850	25	CL35	XCL	3	0951	2	H081	Subject	
Finance Adminstration Manager	000253	30	CL35	XCL	3	0953	2	A013	Subject	
Finance Information Specialist	000271	22	CL35	XCL	3	0953	6	E052	Subject	
Finance Legal Officer	000275	35	CL35	XCL	3	0953	2	B021	Subject	ETHICS
Financial Advisor	000266	32	750B	XUN	3	0953	2	A001	No Testing	ETHICS
Fire/Medical Comm Specialist	001073	20	911C	911	3	0953	3	C037	Subject	
Fire/Medical Comm Supervisor	001076	22	CL40	XCL	3	0953	3	C037	Subject	
First Asst County Attorney	001555	35	CL40	XCL	3	0953	2	B021	Subject	ETHICS
Garage Supervisor	000810	23	16A	167	3	0953	7	H081	CDL Test	
Graphic Arts Designer	000650	18	16A	167	3	0953	3	C035	Subject	
HVAC Journeyperson	000823	21	459	459	3	0980	7	H080	Subject	
Housing Financial Advisor	001448	24	31A	319	3	0953	2	A001	Subject	ETHICS
Housing Management Analyst	001449	28	31A	319	3	0953	2	A013	Subject	ETHICS
Housing Program Assistant	001440	20	16A	167	3	0953	5	E052	Subject	
Housing Rehab Specialist I	000515	22	16A	167	3	0951	3	C036	Subject	ETHICS
Housing Rehab Specialist II	000517	23	16A	167	3	0951	3	C036	Subject	ETHICS
Human Resources Administrator	001277	30	CL35	XCL	3	0953	2	A009	Subject	ETHICS
Human Resources Assistant	001260	20	CL35	XCL	3	0953	5	E052	Subject	
Human Resources Technician	001270	26	CL35	XCL	3	0953	2	A013	Subject	
Info Systems Assistant Manager	000246	32	CL35	XCL	3	0953	2	B028	Subject	
Information Systems Coordinato	000234	30	31A	319	3	0953	2	B028	Subject	
Information Systems Manager	000245	34	CL35	XCL	3	0953	2	A012	Subject	ETHICS
Information Systems Specialist	000241	28	31A	319	3	0953	2	C039	Subject	
Inspections Manager	000540	30	31A	319	3	0953	2	C036	Subject	ETHICS
Insurance Administrator	000296	26	CL35	XCL	3	0953	2	E052	Subject	
Insurance Claims Assistant	000294	17	CL35	XCL	3	0953	6	E052	Subject	
Insurance and Loss Control Mgr	001285	34	CL35	XCL	3	0953	2	A009	Subject	ETHICS
Interlibrary Loan Assistant	001675	15	16A	167	3	0953	5	E048	Subject	
Intern	000705	NG	550	XUN	3	0980	6	E046	No Testing	
Internal Services Manager	000373	34	CL35	XCL	3	0953	1	A013	Subject	ETHICS
Junior Administrative Aide	000162	14	16A	167	3	0953	6	E046	Subject	
Junior Electronics Technician	000821	21	459	459	3	0980	7	H080	Subject	
Junior Systems Programmer	000240	26	31A	319	3	0953	2	C039	Subject	
Key Operator	000221	14	16A	167	3	0953	6	E050	Subject	
Land Use Administrator	000623	30	CL35	XCL	3	0953	2	A013	Subject	ETHICS
Land Use Dept GM	000627	38	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Land Use Paralegal	000616	24	CL40	XCL	3	0953	5	C038	Subject	ETHICS
Landscape Architect	000359	28	31A	319	3	0951	2	B022	Subject	ETHICS
Law Enforcement Technician	001179	26	UN40	XUN	3	0953	5	A015	Subject	
Law Office Administrator	000150	23	CL35	XCL	3	0953	6	E051	Subject	
Legal Assistant	001540	21	UN40	XUN	3	0953	6	C038	Subject	
Legal Secretary	000046	17	UN40	XUN	3	0953	6	A014	Subject	
Legislative Aide/CC	000164	22	750	XUN	3	0953	N	E054	No Testing	
Legislative Aide/CC Pres	000163	24	750	XUN	3	0953	N	E054	No Testing	
Librarian I	001690	26	31A	319	3	0953	2	B026	Subject	
Librarian II	001691	28	31A	319	3	0953	2	B026	Subject	

TITLE	CODE	GRADE	PAY PLAN	IDENTIFIER	PHYS	WRKRS COMP	EEOC CODE	CENSUS CODE	DRUG TESTING	ETHICS
Library Assistant	001660	15	16A	167	3	0953	5	E048	Subject	
Library Specialist	001665	19	16A	167	3	0953	5	E048	Subject	
Licensing Manager	000664	32	CL35	XCL	3	0951	2	B023	Subject	ETHICS
Maint & Construction Worker	000750	14	459	459	2	0980	8	K090	Subject	
Maintenance Office Administrat	000154	20	16A	167	3	0953	6	E051	Subject	
Maintenance Program Technician	000585	18	16A	167	3	0980	3	E052	Subject	
Management & Productivity Mgr	000148	32	CL35	XCL	3	0953	2	A013	Subject	
Mapping Support Supervisor	000648	26	31B	319	3	0953	3	C035	Subject	
Mason	000816	19	459	459	3	0980	7	H080	Subject	
Mason Supervisor	000818	21	459	459	3	0980	7	H081	Subject	
Master Carpenter	000814	21	459	459	3	0980	7	H080	Subject	
Master Mechanic	001312	23	16A	167	3	0980	7	H080	Subject	
Member Of County Council	005010	3	900	XUN	3	0953	N	A002	No Testing	ETHICS
Microfilm Technician	000105	14	16A	167	3	0953	5	E052	Subject	
Motor Equipment Operator I	000760	15	459	459	2	0980	8	J085	CDL Test	
Motor Equipment Operator II	000765	17	459	459	2	0980	7	J085	CDL Test	
Motor Equipment Operator III	000770	20	459	459	2	0980	7	J085	CDL Test	
Operations Engineer	000661	30	31A	319	3	0951	2	B022	Subject	ETHICS
Operations Services Manager	000675	30	CL35	XCL	3	0953	2	B022	Subject	
Operations Specialist	000231	22	16A	167	3	0953	3	E052	Subject	
Painter	000825	19	459	459	3	0980	7	H080	Subject	
Painter Supervisor	000830	21	459	459	3	0980	7	H080	CDL Test	
Paralegal	000076	24	750	XUN	3	0953	N	E054	No Testing	
Paramedic	001016	22	911C	911	B	0980	2	B025	Subject	
Paramedic Corporal	001012	24	911C	911	B	0980	2	B025	Subject	
Paramedic First Class	001014	23	911C	911	B	0980	2	B025	Subject	
Paramedic Sergeant	001010	25	911C	911	B	0980	2	B025	Subject	
Parks Forestry Technician	000347	23	16A	167	3	0951	3	G072	Subject	
Part-time Attorney	001545	ATT	550	XUN	3	0953	2	B021	No Testing	ETHICS
Party Chief	000631	19	16A	167	3	0980	3	C035	Subject	
Payroll Assistant	000215	20	16A	167	3	0953	6	E047	Subject	
Pension & Benefits Admin.	001275	30	CL35	XCL	3	0953	2	A009	Subject	ETHICS
Pension Program Analyst	000288	26	31A	319	3	0953	2	E052	Subject	
Permit Process Technician	000153	19	16A	167	3	0953	6	E051	Subject	
Pipelayer	000755	16	459	459	2	0980	7	H080	Subject	
Pipelayer Supervisor	000785	21	459	459	3	0980	7	H081	CDL Test	
Plan Examiner	000512	20	16A	167	3	0951	3	C036	Subject	ETHICS
Planner I	000610	22	31A	319	3	0953	2	B023	Subject	ETHICS
Planner II	000615	26	31A	319	3	0953	2	B023	Subject	ETHICS
Planner III	000620	30	31A	319	3	0953	2	B023	Subject	ETHICS
Planning Manager	000626	32	CL35	XCL	3	0953	1	B023	Subject	ETHICS
Plant Operations Technician	001330	23	459	459	2	0980	7	H080	Subject	
Plumb & Mechanical Code Supv	000525	21	16A	167	3	0953	3	C036	Subject	ETHICS
Plumber	000835	21	459	459	3	0980	7	H080	Subject	
Police Accreditation Coord.	001176	25	CL35	XCL	N	0953	2	A013	Subject	
Police Captain	001170	1	007	XCL	A	0980	2	A007	Subject	
Police Comm Specialist	001075	20	911C	911	3	0953	3	C037	Subject	
Police Comm Supervisor	001079	22	CL40	XCL	3	0953	3	C037	Subject	
Police Corporal	001155	25	005	FOP	A	0980	4	B024	Subject	
Police Finance Officer	001173	32	CL35	XCL	3	0953	2	A001	Subject	
Police Lieutenant	001165	29	005	FOP	A	0980	2	B024	Subject	
Police Major	001172	2	007	XCL	A	0980	2	A007	Subject	
Police Officer	001150	24	005	FOP	A	0980	4	B024	Subject	
Police Sergeant	001160	27	005	FOP	A	0980	3	B024	Subject	
Policy Director	000263	30	750	XUN	3	0953	2	A001	No Testing	ETHICS
Policy Director/County Exec	000194	40	UN40	XUN	3	0953	1	A003	Subject	ETHICS
President Of County Council	005009	2	900	XUN	3	0953	N	A002	No Testing	ETHICS
Principal Library Assistant	001661	17	16A	167	3	0953	5	E048	Subject	
Program Analyst	000158	24	31A	319	3	0953	2	E052	Subject	
Programmer Analyst	000244	26	16A	167	3	0953	3	C039	Subject	
Property Assess Services Mgr	000482	31	CL35	XCL	3	0953	1	A013	Subject	ETHICS
Property Maintenance Tech	000348	23	16A	167	3	0953	3	G072	Subject	
Property Manager	000352	30	31A	319	3	0953	2	A013	Subject	
Property Supervisor	000350	25	16A	167	3	0953	3	G072	Subject	
Public Information Specialist	000070	24	CL35	XCL	3	0953	2	E052	Subject	
Public Safety Aide	001146	14	16A	167	3	0953	5	E046	Subject	
Public Safety Operator I	001081	18	911C	911	3	0953	6	C037	Subject	
Public Safety Operator II	001069	19	911C	911	3	0953	6	C037	Subject	

TITLE	CODE	GRADE	PAY PLAN	IDENTIFIER	PHYS	WRKRS COMP	EEOC CODE	CENSUS CODE	DRUG TESTING	ETHICS
Public Safety Operator III CTO	001068	20	911C	911	N	0953	6	C037	Subject	
Public Works Contracts Officer	000188	24	16A	167	3	0953	2	A013	Subject	ETHICS
Public Works Inspector	000592	20	16A	167	3	0951	3	C036	Subject	ETHICS
Pumping Station Mechanic	001310	19	459	459	3	0980	7	H080	Subject	
Purchasing Agent	000145	25	16A	167	3	0953	2	A011	Subject	ETHICS
Quality Assurance Coordinator	001074	25	911A	911	3	0953	3	C037	Subject	
Radio Communicator	000015	18	16A	167	3	0953	6	C037	Subject	
Real Estate Coordinator	000251	24	CL35	XCL	3	0953	2	A001	Subject	
Recorder Of Deeds	005005	4	900	XUN	3	0953	N	A002	No Testing	ETHICS
Recorder Of Deeds Office Adm	000184	23	ROC3	XCL	3	0953	2	E051	Subject	
Recreation Coordinator	000372	S4	550	XUN	3	0951	5	B020	No Testing	
Recreation Instructor	000370	S5	550	XUN	2	0951	5	B020	No Testing	
Recreation Leader I	000365	S1	550	XUN	2	0951	5	B020	No Testing	
Recreation Leader II	000366	S2	550	XUN	2	0951	5	B020	No Testing	
Recreation Specialist	000315	19	31A	319	3	0953	2	B020	Subject	
Recreation Supervisor	000320	25	31A	319	3	0953	2	B020	Subject	
Register In Chancery	005003	4	900	XUN	3	0953	N	A002	No Testing	ETHICS
Register In Chancery Off Adm	000155	23	ROC3	XCL	3	0953	2	E051	Subject	
Register Of Wills	005004	4	900	XUN	3	0953	N	A002	No Testing	ETHICS
Register Of Wills Office Admin	000157	23	CL35	XCL	3	0953	2	E051	Subject	
Research Aide	000700	NR	550	XUN	3	0980	6	E046	No Testing	
Right-Of-Way Agent	000450	21	16A	167	3	0951	3	E052	Subject	ETHICS
Row Office Confidential Sec'y	000159	20	ROC3	XCL	3	0953	6	E051	Subject	
Row Office Legal Aide	000049	17	ROU4	XUN	3	0953	6	A014	Subject	
Row Office Legal Assistant	001539	21	ROU3	XUN	3	0953	6	C038	Subject	
Sanitary Maintenance Tech	001335	18	16A	167	2	0980	2	C036	Subject	
School Cross Guard Supervisor	001105	22	16A	167	3	0953	4	F060	Subject	
School Crossing Guard	001100	CG	SCG	SCG	3	0980	4	F063	Subject	
Secretary	000040	17	16A	167	3	0953	6	E045	Subject	
Secretary to County Attorney	000055	22	UN40	XUN	3	0953	6	A014	Subject	
Secretary to County Council	000053	15	750	XUN	3	0953	6	E054	No Testing	
Sen Sanitary Maintenance Tech	001336	20	16A	167	2	0980	3	C036	Subject	
Sen Services Center Director	000374	18	CL35	XCL	3	0951	5	B020	Subject	
Sen Services Trans Prog Coor	000312	16	CL35	XCL	3	0951	5	E052	Subject	
Senior Budget & Proced Analyst	000258	29	31A	319	3	0953	2	A001	Subject	
Senior Custodian	000877	17	459	459	3	0980	8	K090	Subject	
Senior Electrician	000819	22	459	459	3	0980	7	H080	Subject	
Senior Financial Officer	000261	32	CL35	XCL	3	0951	2	A001	Subject	
Senior Network Engineer	000235	31	CL35	XCL	3	0953	2	B028	Subject	
Senior Office Assistant	000152	20	16A	167	3	0953	5	E051	Subject	
Senior Police Corporal	001157	26	005	FOP	A	0980	4	B024	Subject	
Senior Police Lieutenant	001167	30	005	FOP	A	0980	2	B024	Subject	
Senior Police Sergeant	001162	28	005	FOP	A	0980	3	B024	Subject	
Senior Recreation Leader	000367	S3	550	XUN	3	0951	5	B020	No Testing	
Senior WWTPO	001305	21	459	459	3	0980	3	H080	Subject	
Service Request Coordinator	000219	23	459	459	3	0980	7	H081	Subject	
Sewer Management Engineer	000669	28	16A	167	3	0953	2	B022	Subject	ETHICS
Sewer System Analyst	000217	28	CL35	XCL	3	0953	2	C039	Subject	
Sheriff	005006	4	900	XUN	3	0953	N	A002	No Testing	ETHICS
Site Inspections Supervisor	000598	24	16A	167	3	0951	3	C036	Subject	ETHICS
Special Services Dept GM	001480	40	UN40	XUN	3	0953	N	A003	Subject	ETHICS
Special Services Program Mgr	000147	28	CL35	XCL	3	0953	2	E051	Subject	ETHICS
Special Services Project Adm	000844	28	16A	167	3	0953	2	E052	Subject	
Special Services Specialist I	000865	14	459	459	2	0980	8	G070	Subject	
Special Services Specialist II	000862	15	459	459	2	0980	8	G070	CDL Test	
Special Services Worker I	000390	S1	550	XUN	3	0980	5	K090	No Testing	
Special Services Worker II	000391	S2	550	XUN	3	0980	5	K090	No Testing	
Special Services Worker III	000392	S3	550	XUN	3	0980	5	K090	No Testing	
Special Services Worker IV	000395	S4	550	XUN	3	0980	5	K090	No Testing	
Special Svs Data Technician	000218	17	16A	167	3	0953	6	E047	Subject	
Special Svs Develop Planner	000393	30	CL35	XCL	3	0953	2	B023	Subject	ETHICS
Special Svs Equipment Coord	000351	25	16A	167	3	0951	3	H080	Subject	
Special Svs Finance Officer	000272	32	CL35	XCL	3	0953	2	A001	Subject	
Special Svs Project Manager	000144	30	CL35	XCL	3	0953	2	A013	Subject	ETHICS
Special Svs Senior Manager	001479	36	CL35	XCL	3	0953	1	B023	Subject	ETHICS
Sports & Athletics Admin	000325	27	CL35	XCL	3	0980	2	B020	Subject	
Staff Director	000191	30	UN40	XUN	3	0953	1	A003	Subject	ETHICS
Staff Engineer	000659	24	16A	167	3	0951	2	B022	Subject	

TITLE	CODE	GRADE	PAY PLAN	IDENTIFIER	PHYS	WRKRS COMP	EEOC CODE	CENSUS CODE	DRUG TESTING	ETHICS
Storekeeper	000082	15	16A	167	2	0953	6	E052	Subject	
Stormwater Program Coordinator	000671	28	CL35	XCL	3	0953	2	B022	Subject	ETHICS
Summer Worker	000408		550	XUN	3	0951	5	E046		
Super of Construction Support	000349	25	16A	167	3	0953	3	G072	Subject	
Supt of Sewer Maintenance	000847	25	16A	167	3	0953	8	H081	Subject	
Supt of Wastwater Treatment	001306	25	16A	167	3	0953	8	H081	Subject	
Survey Instrument Operator	000629	16	16A	167	3	0980	3	C035	Subject	
Survey Parties Supervisor	000633	23	16A	167	3	0953	3	C035	Subject	
Surveyor Assistant	000628	12	16A	167	2	0980	3	C035	Subject	
Systems Analyst	000232	28	16A	167	3	0953	2	C039	Subject	
Systems Programmer	000239	28	31A	319	3	0953	2	C039	Subject	
TV/Grouter Equipment Operator	000824	19	459	459	2	0980	7	H080	Subject	
Telcom Training Off. Coordinat	001072	25	911A	911	3	0953	3	C037	Subject	
Telecom. III Fire/Med CTO	001064	23	911C	911	3	0953	3	C037	Subject	
Telecommucicator II Fire/Medic	001058	22	911C	911	3	0953	3	C037	Subject	
Telecommunicator I - Police	001082	21	911C	911	3	0953	3	C037	Subject	
Telecommunicator I Fire/Medica	001083	21	911C	911	3		3	C037	Subject	
Telecommunicator II Police	001057	22	911C	911	3	0953	3	C037	Subject	
Telecommunicator III Police CT	001059	23	911C	911	N	0953	3	C037	Subject	
Telecommunicator IV P/F EMS co	001067	24	911C	911	3	0953	3	C037	Subject	
Trades Helper	000802	16	459	459	2	0980	7	K091	Subject	
Traffic Engineer	000618	28	31A	319	3	0953	2	B023	Subject	ETHICS
Training Administrator	001278	30	31A	319	3	0953	2	A013	Subject	
Transportation Division Mgr	000186	30	31A	319	3	0953	1	A013	Subject	ETHICS
Transportation Planner	000619	30	CL35	XCL	3	0953	2	B023	Subject	ETHICS
Treasury Associate	000254	23	16A	167	3	0953	6	A001	Subject	
Treasury Manager	000262	34	CL35	XCL	3	0953	2	A001	Subject	ETHICS
Treasury Operations Supervisor	000267	29	31A	319	3	0953	2	A001	Subject	
Tree Surgeon	000345	20	459	459	2	0980	7	G071	CDL Test	
Tree Trimmer	000331	18	459	459	2	0980	7	G071	CDL Test	
Victim's Assistance Officer	000174	20	16A	167	3	0953	2	B027	Subject	
WWTP Operator	001304	19	459	459	3	0980	7	H080	Subject	
WWTP Operator Trainee	001303	16	459	459	3	0980	7	H080	Subject	
Welder	000817	20	459	459	3	0980	7	H080	CDL Test	

PAY PLANS AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFFILIATE LOCAL 459

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11
CUSTODIAN	12H	12.30	12.92	13.57	14.26	14.99	15.74	16.52	17.35	18.21	19.12	20.09
	13H	12.92	13.57	14.26	14.99	15.74	16.52	17.35	18.21	19.12	20.09	21.10
MAINTENANCE AND CONSTRUCTION WORKER SPECIAL SERVICES SPECIALIST I	14H	13.57	14.26	14.99	15.74	16.52	17.35	18.21	19.12	20.09	21.10	22.15
MOTOR EQUIPMENT OPERATOR I SPECIAL SERVICES SPECIALIST II	15H	14.26	14.99	15.74	16.52	17.35	18.21	19.12	20.09	21.10	22.15	23.25
AUTOMOTIVE MECHANIC HELPER	16H	14.99	15.74	16.52	17.35	18.21	19.12	20.09	21.10	22.15	23.25	24.42
PIPELAYER	16H											
TRADES HELPER	16H											
WASTEWATER TREATMENT PLANT OPERATOR TRAINEE	16H											
BARN MANAGER	17H	15.74	16.52	17.35	18.21	19.12	20.09	21.10	22.15	23.25	24.42	25.63
MOTOR EQUIPMENT OPERATOR II	17H											
SENIOR CUSTODIAN	17H											
TREE TRIMMER	18H	16.52	17.35	18.21	19.12	20.09	21.10	22.15	23.25	24.42	25.63	26.92
BUILDING MAINTENANCE MECHANIC	19H	17.35	18.21	19.12	20.09	21.10	22.15	23.25	24.42	25.63	26.92	28.27
CARPENTER	19H											
ELECTRICIAN	19H											
MASON	19H											
PAINTER	19H											
PUMPING STATION MECHANIC	19H											
TELEVISION/GROUTER EQUIPMENT OPERATOR	19H											
WASTEWATER TREATMENT PLANT OPERATOR	19H											
AUTOMOTIVE MECHANIC	20H	18.21	19.12	20.09	21.10	22.15	23.25	24.42	25.63	26.92	28.27	29.68
CREW CHIEF I	20H											
MOTOR EQUIPMENT OPERATOR III	20H											
TREE SURGEON	20H											
WELDER	20H											
HEATING, VENTILATION & AIR CONDITIONING JOURNEPERSON	21H	19.12	20.09	21.10	22.15	23.25	24.42	25.63	26.92	28.27	29.68	31.18
JUNIOR ELECTRONICS TECHNICIAN	21H											
MASON SUPERVISOR	21H											
MASTER CARPENTER	21H											
PAINTER SUPERVISOR	21H											
PIPELAYER SUPERVISOR	21H											
PLUMBER	21H											
SENIOR WASTEWATER TREATMENT PLANT OPERATOR	21H											
SENIOR ELECTRICIAN	22H	20.09	21.10	22.15	23.25	24.42	25.63	26.92	28.27	29.68	31.18	32.73
CREW CHIEF II	23H	21.10	22.15	23.25	24.42	25.63	26.92	28.27	29.68	31.18	32.73	34.37
ELECTRONICS TECHNICIAN	23H											
PLANT OPERATIONS TECHNICIAN	23H											
SERVICE REQUEST COORDINATOR	23H											

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Revised: 08/24/10 (Ordinance 10-084)

07/01/11 PAY PLAN AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES REPRESENTED BY LOCAL 1607

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
CLERK	12	24,287	25,501	26,775	28,113	29,519	30,994	32,544	34,171	35,880	37,674
SURVEYOR ASSISTANT	12										
ADMINISTRATIVE SERVICES TECHNICIAN	14	26,775	28,113	29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536
AUTOMOTIVE PARTS CLERK	14										
CLERK TYPIST	14										
COMPUTER OPERATOR I	14										
JUNIOR ADMINISTRATIVE AIDE	14										
KEY OPERATOR	14										
MICROFILM TECHNICIAN	14										
PUBLIC SAFETY AIDE	14										
ACCOUNT CLERK I	15	28,113	29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613
CUSTOMER SERVICES COORDINATOR	15										
DRAFTING TECHNICIAN I	15										
INTERLIBRARY LOAN ASSISTANT	15										
LIBRARY ASSISTANT	15										
STOREKEEPER	15										
COMPUTER OPERATOR II	16	29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795
SURVEY INSTRUMENT OPERATOR	16										
ACCOUNT CLERK II	17	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085
ASSESSMENT TECHNICIAN	17										
COURT CLERK	17										
DEPUTY I	17										
PRINCIPAL LIBRARY ASSISTANT	17										
SECRETARY	17										
SPECIAL SERVICES DATA TECHNICIAN	17										
ASSESSOR I	18	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489
DISPATCHER	18										
GRAPHIC ARTS DESIGNER	18										
MAINTENANCE PROGRAM TECHNICIAN	18										
RADIO COMMUNICATOR	18										
SANITARY MAINTENANCE TECHNICIAN	18										
ACCOUNT CLERK III	19	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014
ADMINISTRATIVE AIDE	19										
BUDGET OFFICE ASSISTANT	19										
CENTRAL SERVICES TECHNICIAN	19										
CERTIFIED ASSESSOR I	19										
LIBRARY SPECIALIST	19										
PARTY CHIEF	19										
PERMIT PROCESS TECHNICIAN	19										
ASSISTANT PURCHASING AGENT	20	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665
CODE INSPECTOR	20										
COMMUNITY DEVELOPMENT HOUSING INSPECTOR	20										
CUSTOMER INFORMATION & ASSISTANCE SPECIALIST	20										
CUSTOMER SERVICE AND INFORMATION TECHNICIAN	20										
DELINQUENT ACCOUNT COLLECTOR	20										
DEPUTY II	20										
DRAFTING TECHNICIAN II	20										
HOUSING PROGRAM ASSISTANT	20										
MAINTENANCE OFFICE ADMINISTRATOR	20										
PAYROLL ASSISTANT	20										
PLAN EXAMINER	20										
PUBLIC WORKS INSPECTOR	20										
SENIOR OFFICE ASSISTANT	20										
SENIOR SANITARY MAINTENANCE TECHNICIAN	20										
VICTIM'S ASSISTANCE OFFICER	20										
CODE ENFORCEMENT OFFICER	21	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448
CONSTRUCTION INSPECTOR	21										
DRAFTING TECHNICIAN III	21										
ENVIRONMENTAL ANALYST	21										
PLUMBING AND MECHANICAL CODE SUPERVISOR	21										
RIGHT-OF-WAY AGENT	21										

07/01/11 PAY PLAN AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES REPRESENTED BY LOCAL 1607

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ACCOUNTANT I	22	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371
ASSESSOR II	22										
HOUSING REHABILITATION SPECIALIST I	22										
OPERATIONS SPECIALIST	22										
SCHOOL CROSSING GUARD SUPERVISOR	22										
ACCOUNTING OPERATIONS ASSISTANT	23	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440
BUILDING MAINTENANCE SUPERVISOR	23										
CENTRAL RECEIVING SUPERVISOR	23										
CERTIFIED ASSESSOR II	23										
CERTIFIED BUILDING AND SITE INSPECTOR	23										
CERTIFIED PLAN EXAMINER	23										
CERTIFIED PLUMBING & MECHANICAL PLAN EXAMINER	23										
CERTIFIED PROPERTY MAINTENANCE & HOUSING INSPECTOR	23										
COMPLAINTS SPECIALIST	23										
CONSTRUCTION INSPECTION SUPERVISOR	23										
GARAGE SUPERVISOR	23										
HOUSING REHABILITATION SPECIALIST II	23										
MASTER MECHANIC	23										
PARKS FORESTRY TECHNICIAN	23										
PROPERTY MAINTENANCE TECHNICIAN	23										
SURVEY PARTIES SUPERVISOR	23										
TREASURY ASSOCIATE	23										
CHIEF FIELD SUPERVISOR	24	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662
CHIEF RIGHT-OF-WAY AGENT	24										
CUSTOMER SERVICES SPECIALIST	24										
PUBLIC WORKS CONTRACTS OFFICER	24										
SITE INSPECTIONS SUPERVISOR	24										
STAFF ENGINEER	24										
ACCOUNTANT II	25	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045
BUILDINGS SUPERVISOR	25										
CHIEF CONSTRUCTION INSPECTOR	25										
PROPERTY SUPERVISOR	25										
PURCHASING AGENT	25										
SPECIAL SERVICES EQUIPMENT COORDINATOR	25										
SUPERINTENDENT OF SEWER MAINTENANCE	25										
SUPERINTENDENT OF WASTEWATER TREATMENT	25										
SUPERVISOR OF CONSTRUCTION SUPPORT	25										
CIVIL ENGINEER I	26	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597
DRAFTING AND DESIGN SUPERVISOR	26										
PROGRAMMER ANALYST	26										
ARCHITECT	28	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243
CIVIL ENGINEER II	28										
SEWER MANAGEMENT ENGINEER	28										
SPECIAL SERVICES PROJECT ADMINISTRATOR	28										
SYSTEMS ANALYST	28										
CHIEF OF FACILITY MAINTENANCE	30	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674
CHIEF OF PROJECT MANAGEMENT	30										
CHIEF OF DRAINAGE OPERATIONS	32	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968
CHIEF OF SITE MANAGEMENT	32										

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Revised: 08/24/10 (Ordinance 10-085)
Revised: 07/26/11 (Ordinance 11-079)

07/01/11 PAY PLANS AND RATES OF PAY FOR CLASSIFIED SERVICE PROFESSIONAL EMPLOYEES REPRESENTED BY LOCAL 3109 HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
HOUSING SPECIALIST	19	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014
RECREATION SPECIALIST	19										
AUTOMOTIVE PARTS SUPERVISOR	22	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371
PLANNER I	22										
COMMUNITY SERVICES COORDINATOR	23	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440
CUSTOMER INFO AND ASSISTANCE COORD	23										
HEALTH SERVICES NURSE	23										
ASSESSMENT ANALYST	24	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662
EMERGENCY PREPAREDNESS PLANNER	24										
HOUSING FINANCIAL ADVISOR	24										
PROGRAM ANALYST	24										
JUNIOR SYSTEMS PROGRAMMER	26	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597
LIBRARIAN I	26										
PENSION PROGRAM ANALYST	26										
PLANNER II	26										
BUDGET AND PROCEDURES ANALYST	27	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327
COORDINATOR OF EMERGENCY PLANNING	28	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243
HOUSING MANAGEMENT ANALYST	28										
INFORMATION SYSTEMS SPECIALIST	28										
LANDSCAPE ARCHITECT	28										
SYSTEMS PROGRAMMER	28										
TRAFFIC ENGINEER	28										
SENIOR BUDGET AND PROCEDURES ANALYST	29	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356
INFORMATION SYSTEMS COORDINATOR	30	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674
OPERATIONS ENGINEER	30										
PLANNER III	30										
TRAINING ADMINISTRATOR	30										
CHIEF PURCHASING AGENT	34	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968	104,966	110,214

Effective: 07/01/11 (Ordinance 11-080)

07/01/11 PAY PLANS AND RATES OF PAY FOR
CLASSIFIED SERVICE PROFESSIONAL EMPLOYEES REPRESENTED BY LOCAL 3109 HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
HOUSING SPECIALIST	19	34,171	35,026	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014
RECREATION SPECIALIST	19																			
AUTOMOTIVE PARTS SUPERVISOR	22	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371
PLANNER I	22																			
COMMUNITY SERVICES COORDINATOR	23	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440
CUSTOMER INFO AND ASSISTANCE COORD	23																			
HEALTH SERVICES NURSE	23																			
ASSESSMENT ANALYST	24	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662
EMERGENCY PREPAREDNESS PLANNER	24																			
HOUSING FINANCIAL ADVISOR	24																			
PROGRAM ANALYST	24																			
JUNIOR SYSTEMS PROGRAMMER	26	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597
LIBRARIAN I	26																			
PENSION PROGRAM ANALYST	26																			
PLANNER II	26																			
BUDGET AND PROCEDURES ANALYST	27	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327
COORDINATOR OF EMERGENCY PLANNING	28	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243
HOUSING MANAGEMENT ANALYST	28																			
INFORMATION SYSTEMS SPECIALIST	28																			
LANDSCAPE ARCHITECT	28																			
SYSTEMS PROGRAMMER	28																			
TRAFFIC ENGINEER	28																			
SENIOR BUDGET AND PROCEDURES ANALYST	29	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356
INFORMATION SYSTEMS COORDINATOR	30	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674
OPERATIONS ENGINEER	30																			
PLANNER III	30																			
TRAINING ADMINISTRATOR	30																			
CHIEF PURCHASING AGENT	34	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968	102,467	104,966	107,590	110,214

Effective: 07/01/11 (Ordinance 11-080)

07/01/11 PAY PLANS AND RATES OF PAY FOR CLASSIFIED SERVICE MANAGERS AND ADMINISTRATORS REPRESENTED BY LOCAL 3109 HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
EMERGENCY SERVICES ADMINISTRATOR	25	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045
RECREATION SUPERVISOR	25										
ASSESSMENT SERVICES SUPERVISOR	26	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597
ASSESSOR SUPERVISOR	26										
MAPPING SUPPORT SUPERVISOR	26										
ACCOUNTANT III	28	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243
EMERGENCY MEDICAL SERVICES CAPTAIN	28										
LIBRARIAN II	28										
TREASURY OPERATIONS SUPERVISOR	29	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356
ACCOUNTING AND FISCAL OFFICER	30	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674
ASSISTANT PLANNING MANAGER	30										
CHIEF OF BUILDING OPERATIONS AND MAIN.	30										
CHIEF OF CONSTRUCTION SUPPORT	30										
COMP. AND PENSION SYSTEMS COORD.	30										
EMERGENCY SERVICES ASSISTANT MANAGER	30										
INSPECTIONS MANAGER	30										
PROPERTY MANAGER	30										
TRANSPORTATION DIVISION MANAGER	30										
EMERGENCY MEDICAL SERVICES ASST. CHIEF	32	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968
ASSISTANT COUNTY ENGINEER	34	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968	104,966	110,214

Effective: 07/01/11 (Ordinance 11-080)

07/01/11 PAY PLANS AND RATES OF PAY FOR
CLASSIFIED SERVICE MANAGERS AND ADMINISTRATORS REPRESENTED BY LOCAL 3109 HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
EMERGENCY SERVICES ADMINISTRATOR	25	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045
RECREATION SUPERVISOR	25																			
ASSESSMENT SERVICES SUPERVISOR	26	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597
ASSESSOR SUPERVISOR	26																			
MAPPING SUPPORT SUPERVISOR	26																			
ACCOUNTANT III	28	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243
EMERGENCY MEDICAL SERVICES CAPTAIN	28																			
LIBRARIAN II	28																			
TREASURY OPERATIONS SUPERVISOR	29	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356
ACCOUNTING AND FISCAL OFFICER	30	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674
ASSISTANT PLANNING MANAGER	30																			
CHIEF OF BUILDING OPERATIONS AND MAIN.	30																			
CHIEF OF CONSTRUCTION SUPPORT	30																			
COMP. AND PENSION SYSTEMS COORD.	30																			
EMERGENCY SERVICES ASSISTANT MANAGER	30																			
INSPECTIONS MANAGER	30																			
PROPERTY MANAGER	30																			
TRANSPORTATION DIVISION MANAGER	30																			
EMERGENCY MEDICAL SERVICES ASST. CHIEF	32	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968
ASSISTANT COUNTY ENGINEER	34	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968	102,467	104,966	107,590	110,214

Effective: 07/01/11 (Ordinance 11-080)

PAY PLAN AND RATES OF PAY FOR
CLASSIFIED SERVICE EMERGENCY SERVICES PERSONNEL REPRESENTED BY LOCAL 3911

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11
EMERGENCY MEDICAL TECHNICIAN	15	*13.331*	*13.998*	*14.697*	*15.432*	*16.204*	*17.014*	*17.865*	*18.759*	*19.697*	*20.681*	0
		28,113	29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	0
EMERGENCY CALL OPERATOR	16	*13.998*	*14.697*	*15.432*	*16.204*	*17.014*	*17.865*	*18.759*	*19.697*	*20.681*	*21.716*	0
		29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	0
EMERGENCY CALL OPERATOR COORDINATOR	17	*14.697*	*15.432*	*16.204*	*17.014*	*17.865*	*18.759*	*19.697*	*20.681*	*21.716*	*22.802*	0
		30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	0
PUBLIC SAFETY OPERATOR I	18	*15.432*	*16.204*	*17.014*	*17.865*	*18.759*	*19.697*	*20.681*	*21.716*	*22.802*	*23.942*	*14.697*
		32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	*30,994
PUBLIC SAFETY OPERATOR II	19	*16.204*	*17.014*	*17.865*	*18.759*	*19.697*	*20.681*	*21.716*	*22.802*	*23.942*	*25.139*	0
		34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	0
PUBLIC SAFETY OPERATOR III - CTO FIRE/MEDICAL COMMUNICATIONS SPECIALIST POLICE COMMUNICATIONS SPECIALIST	20	*17.014*	*17.865*	*18.759*	*19.697*	*20.681*	*21.716*	*22.802*	*23.942*	*25.139*	*26.397*	0
		35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	0
TELECOMMUNICATOR I - POLICE TELECOMMUNICATOR I - FIRE/MEDICAL	21	*17.865*	*18.759*	*19.697*	*20.681*	*21.716*	*22.802*	*23.942*	*25.139*	*26.397*	*27.716*	0
		37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	0
PARAMEDIC TELECOMMUNICATOR II - POLICE	22	*18.759*	*19.697*	*20.681*	*21.716*	*22.802*	*23.942*	*25.139*	*26.397*	*27.716*	*29.102*	*17.865*
TELECOMMUNICATOR II - FIRE/MEDICAL		39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	*37,674
PARAMEDIC FIRST CLASS TELECOMMUNICATOR III - POLICE - CTO	23	*19.697*	*20.681*	*21.716*	*22.802*	*23.942*	*25.139*	*26.397*	*27.716*	*29.102*	*30.558*	0
TELECOMMUNICATOR III - FIRE/MEDICAL - CTO		41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	0
PARAMEDIC CORPORAL	24	*20.681*	*21.716*	*22.802*	*23.942*	*25.139*	*26.397*	*27.716*	*29.102*	*30.558*	*32.086*	0
TELECOMMUNICATOR IV - POLICE & FIRE/EMS COMMUNICATIONS		43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	0
ASSISTANT PLATOON LEADER - POLICE ASSISTANT PLATOON LEADER - FIRE/MEDICAL PARAMEDIC SERGEANT QUALITY ASSURANCE COORDINATOR TELECOMMUNICATIONS TRAINING OFFICER COORDINATOR	25	*21.716*	*22.802*	*23.942*	*25.139*	*26.397*	*27.716*	*29.102*	*30.558*	*32.086*	*33.690*	0
		45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	0
EMERGENCY SERVICES TEAM LEADER EMERGENCY MEDICAL SERVICES LIEUTENANT	26	*22.802*	*23.942*	*25.139*	*26.397*	*27.716*	*29.102*	*30.558*	*32.086*	*33.690*	*35.374*	0
		48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	0
EMERGENCY MEDICAL SERVICES SENIOR LIEUTENANT	27	*23.942*	*25.139*	*26.397*	*27.716*	*29.102*	*30.558*	*32.086*	*33.690*	*35.374*	*37.143*	0
		50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	0

Effective: 04/01/07 3.1% increase. 2108.8 divisor Revised. 01/26/10 (Ordinance 10-012)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. The annual rates listed are the rates assigned to the day shift. The asterisk (*) denotes thetraining rate.

PAY PLAN AND RATES OF PAY FOR FOP LODGE NO. 5

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
POLICE OFFICER	24	44,889	47,134	49,491	51,966	54,564	57,292	60,157	63,165	66,323	69,639
CORPORAL	25	47,134	49,491	51,966	54,564	57,292	60,157	63,165	66,323	69,639	73,121
SENIOR CORPORAL	26	49,491	51,966	54,564	57,292	60,157	63,165	66,323	69,639	73,121	76,778
SERGEANT	27	53,203	55,863	58,656	61,589	64,669	67,902	71,297	74,862	78,606	82,536
SR. SERGEANT	28	55,863	58,656	61,589	64,669	67,902	71,297	74,862	78,606	82,536	86,663
LIEUTENANT	29	58,656	61,589	64,669	67,902	71,297	74,862	78,606	82,536	86,663	90,996
SR. LIEUTENANT	30	61,589	64,669	67,902	71,297	74,862	78,606	82,536	86,663	90,996	95,546

Effective: 04/01/07

PAY PLAN AND RATES OF PAY FOR
FOP LODGE NO. 5 SWORN DEPUTY SHERIFFS

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
DEPUTY SHERIFF	19	34,183	35,892	37,687	39,572	41,551	43,629	45,810	48,101	50,506	53,031
CHIEF DEPUTY SHERIFF	25	45,810	48,101	50,506	53,031	55,683	58,467	61,390	64,460	67,683	71,067

Effective: 04/01/07
Revised: 11/09/10 (Ordinance 10-110)

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED POLICE EXECUTIVE STAFF HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6
POLICE CAPTAIN	1	93,085	97,739	102,627	107,758	113,146	118,803
POLICE MAJOR	2	107,517	112,893	118,538	124,465	130,688	//////////
DEPUTY CHIEF OF POLICE	3	123,644	129,826	136,318	143,134	//////////	//////////

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION CLASSIFIED POLICE EXECUTIVE STAFF HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11
POLICE CAPTAIN	1	93,085	95,412	97,739	100,183	102,627	105,193	107,758	110,452	113,146	115,975	118,803
POLICE MAJOR	2	107,517	110,205	112,893	115,716	118,538	121,502	124,465	127,577	130,688	//////////	//////////
DEPUTY CHIEF OF POLICE	3	123,644	126,735	129,826	133,072	136,318	139,726	143,134	//////////	//////////	//////////	//////////

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PG	1	2	3	4	5	6	7	8	9	10
SENIOR SERVICES TRANS. PROGRAM COORD.	16	29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795
INSURANCE CLAIMS ASSISTANT	17	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085
SENIOR SERVICES CENTER DIRECTOR	18	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489
CONFIDENTIAL ASSISTANT	20	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665
HUMAN RESOURCES ASSISTANT	20										
FINANCE INFORMATION SPECIALIST	22	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371
FIRE/MEDICAL COMMUNICATIONS SUPERVISOR	22										
POLICE COMMUNICATIONS SUPERVISOR	22										
EQUESTRIAN PROGRAM COORDINATOR	23	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440
LAW OFFICE ADMINISTRATOR	23										
PARKS FORESTRY TECHNICIAN	23										
REGISTER IN CHANCERY OFFICE ADMINISTRATOR	23										
LAND USE PARALEGAL	24	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662
PUBLIC INFORMATION SPECIALIST	24										
REAL ESTATE COORDINATOR	24										
CUSTOMER INFO. AND ASSISTANCE SUPV.	25	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045
FACILITY MAINTENANCE SUPERVISOR	25										
POLICE ACCREDITATION COORDINATOR	25										
ASSISTANT COMMUNITY SERVICES ADMINISTRATOR	26	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597
ASSISTANT LAND USE ADMINISTRATOR	26										
ENVIRONMENTAL ENGINEER I	26										
HUMAN RESOURCES TECHNICIAN	26										
INSURANCE ADMINISTRATOR	26										
COMMUNITY GOVERNING ADMINISTRATOR	27	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327
SPORTS AND ATHLETICS ADMINISTRATOR	27										
ENVIRONMENTAL ADMINISTRATOR	28	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243
SPECIAL SERVICES PROGRAM MANAGER	28										
STORMWATER PROGRAM COORDINATOR	28										
ASSISTANT CHIEF OF EMERG. COMMUNICATION	30	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674
COMMUNITY SERVICES ADMINISTRATOR	30										
EMPLOYEE RELATIONS SPECIALIST	30										
ENVIRONMENTAL COMPLIANCE MANAGER	30										
FINANCE ADMINISTRATION MANAGER	30										
HUMAN RESOURCES ADMINISTRATOR	30										
LAND USE ADMINISTRATOR	30										
OPERATIONS SERVICES MANAGER	30										
PENSION AND BENEFITS ADMINISTRATOR	30										
SPECIAL SERVICES DEVELOPMENT PLANNER	30										
SPECIAL SERVICES PROJECT MANAGER	30										
TRANSPORTATION PLANNER	30										

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PG	1	2	3	4	5	6	7	8	9	10
PROPERTY ASSESSMENT SERVICES MANAGER	31	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674	95,208
SENIOR NETWORK ENGINEER	31										
COMMUNITY SERVICES MANAGER	32	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968
INFORMATION SYSTEMS ASSISTANT MANAGER	32										
LICENSING MANAGER	32										
MANAGEMENT AND PRODUCTIVITY MANAGER	32										
PLANNING MANAGER	32										
POLICE FINANCE OFFICER	32										
SENIOR FINANCIAL OFFICER	32										
SPECIAL SERVICES FINANCE OFFICER	32										
ACCOUNTING AND FISCAL MANAGER	34	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968	104,966	110,214
ASSISTANT LAND USE MANAGER	34										
CHIEF OF SPECIAL PROJECTS	34										
INFORMATION SYSTEMS MANAGER	34										
INSURANCE AND LOSS CONTROL MANAGER	34										
INTERNAL SERVICES MANAGER	34										
TREASURY MANAGER	34										
FINANCE LEGAL OFFICER	35	74,597	78,327	82,243	86,356	90,674	95,208	99,968	104,966	110,214	115,725
FIRST ASSISTANT COUNTY ATTORNEY											
CHIEF OF EMERGENCY COMMUNICATIONS	36	78,327	82,243	86,356	90,674	95,208	99,968	104,966	110,214	115,725	121,511
CHIEF OF EMERGENCY MEDICAL SERVICES	36										
SPECIAL SERVICES SENIOR MANAGER	36										

Effective: 07/01/11 (Ordinance 11-061)
Revised: 07/26/11 (Ordinance 11-076)

07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION CLASSIFIED SERVICE EMPLOYEES HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PG	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
SENIOR SERVICES TRANS. PROGRAM COORD.	16	29,519	30,257	30,994	31,769	32,544	33,358	34,171	35,026	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795
INSURANCE CLAIMS ASSISTANT	17	30,994	31,769	32,544	33,358	34,171	35,026	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085
SENIOR SERVICES CENTER DIRECTOR	18	32,544	33,358	34,171	35,026	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489
CONFIDENTIAL ASSISTANT	20	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665
HUMAN RESOURCES ASSISTANT	20																			
FINANCE INFORMATION SPECIALIST	22	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371
FIRE/MEDICAL COMMUNICATIONS SUPERVISOR	22																			
POLICE COMMUNICATIONS SUPERVISOR	22																			
EQUESTRIAN PROGRAM COORDINATOR	23	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440
LAW OFFICE ADMINISTRATOR	23																			
PARKS FORESTRY TECHNICIAN	23																			
REGISTER IN CHANCERY OFFICE ADMINISTRATOR	23																			
LAND USE PARALEGAL	24	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662
PUBLIC INFORMATION SPECIALIST	24																			
REAL ESTATE COORDINATOR	24																			
CUSTOMER INFO. AND ASSISTANCE SUPV.	25	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045
FACILITY MAINTENANCE SUPERVISOR	25																			
POLICE ACCREDITATION COORDINATOR	25																			
ASSISTANT COMMUNITY SERVICES ADMINISTRATOR	26	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597
ASSISTANT LAND USE ADMINISTRATOR	26																			
ENVIRONMENTAL ENGINEER I	26																			
HUMAN RESOURCES TECHNICIAN	26																			
INSURANCE ADMINISTRATOR	26																			
COMMUNITY GOVERNING ADMINISTRATOR	27	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327
SPORTS AND ATHLETICS ADMINISTRATOR	27																			
ENVIRONMENTAL ADMINISTRATOR	28	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243
SPECIAL SERVICES PROGRAM MANAGER	28																			
STORMWATER PROGRAM COORDINATOR	28																			

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PG	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
ASSISTANT CHIEF OF EMERG. COMMUNICATIONS	30	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674
COMMUNITY SERVICES ADMINISTRATOR	30																			
EMPLOYEE RELATIONS SPECIALIST	30																			
ENVIRONMENTAL COMPLIANCE MANAGER	30																			
FINANCE ADMINISTRATION MANAGER	30																			
HUMAN RESOURCES ADMINISTRATOR	30																			
LAND USE ADMINISTRATOR	30																			
OPERATIONS SERVICES MANAGER	30																			
PENSION AND BENEFITS ADMINISTRATOR	30																			
SPECIAL SERVICES DEVELOPMENT PLANNER	30																			
SPECIAL SERVICES PROJECT MANAGER	30																			
TRANSPORTATION PLANNER	30																			
PROPERTY ASSESSMENT SERVICES MANAGER	31	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208
SENIOR NETWORK ENGINEER	31																			
COMMUNITY SERVICES MANAGER	32	64,440	66,051	67,662	69,354	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968
INFORMATION SYSTEMS ASSISTANT MANAGER	32																			
LICENSING MANAGER	32																			
MANAGEMENT AND PRODUCTIVITY MANAGER	32																			
PLANNING MANAGER	32																			
POLICE FINANCE OFFICER	32																			
SENIOR FINANCIAL OFFICER	32																			
SPECIAL SERVICES FINANCE OFFICER	32																			
ACCOUNTING AND FISCAL MANAGER	34	71,045	72,821	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968	102,467	104,966	107,590	110,214
ASSISTANT LAND USE MANAGER	34																			
CHIEF OF SPECIAL PROJECTS	34																			
INFORMATION SYSTEMS MANAGER	34																			
INSURANCE AND LOSS CONTROL MANAGER	34																			
INTERNAL SERVICES MANAGER	34																			
TREASURY MANAGER	34																			
FINANCE LEGAL OFFICER	35	74,597	76,462	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968	102,467	104,966	107,590	110,214	112,970	115,725
FIRST ASSISTANT COUNTY ATTORNEY																				
CHIEF OF EMERGENCY COMMUNICATIONS	36	78,327	80,285	82,243	84,300	86,356	88,515	90,674	92,941	95,208	97,588	99,968	102,467	104,966	107,590	110,214	112,970	115,725	118,618	121,511
CHIEF OF EMERGENCY MEDICAL SERVICES	36																			
SPECIAL SERVICES SENIOR MANAGER	36																			

Effective: 07/01/11 (Ordinance 11-061)
Revised: 07/26/11 (Ordinance 11-076)

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRAD	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	30,062	31,565	33,144	34,801	36,541	38,369	40,287	42,302	44,418	46,639
ETHICS COMMISSION ADMIN ASST	20	34,801	36,541	38,369	40,287	42,302	44,418	46,639	48,971	51,420	53,991
LEGAL ASSISTANT	21	36,541	38,369	40,287	42,302	44,418	46,639	48,971	51,420	53,991	56,691
EXECUTIVE ASSISTANT I	22	38,369	40,287	42,302	44,418	46,639	48,971	51,420	53,991	56,691	59,526
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	46,639	48,971	51,420	53,991	56,691	59,526	62,502	65,627	68,908	72,353
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	48,971	51,420	53,991	56,691	59,526	62,502	65,627	68,908	72,353	75,971
EXECUTIVE ASSISTANT III	30	56,691	59,526	62,502	65,627	68,908	72,353	75,971	79,770	83,759	87,947
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	62,502	65,627	68,908	72,353	75,971	79,770	83,759	87,947	92,344	96,961
ASSISTANT COUNTY ATTORNEY II	34	68,908	72,353	75,971	79,770	83,759	87,947	92,344	96,961	101,809	106,899
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	75,971	79,770	83,759	87,947	92,344	96,961	101,809	106,899	112,244	117,856
CHIEF HUMAN RESOURCES OFFICER	38	83,759	87,947	92,344	96,961	101,809	106,899	112,244	117,856	123,749	129,936
CHIEF OF ADMINISTRATIVE SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
DIRECTOR OF PUBLIC SAFETY	38										
LAND USE DEPARTMENT GENERAL MANAGER	38										
COUNTY SOLICITOR	39	87,947	92,344	96,961	101,809	106,899	112,244	117,856	123,749	129,936	136,433
CHIEF FINANCIAL OFFICER	40	92,344	96,961	101,809	106,899	112,244	117,856	123,749	129,936	136,433	143,255
CHIEF OF POLICE	40										
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40										
SPECIAL SERVICES DEPARTMENT GENERAL MGR.	40										
PART-TIME ATTORNEY (hourly rate)		35.86	37.66	39.54	41.52	43.59	45.77	48.06	50.46	52.99	55.64

EXECUTIVE AND ADMINISTRATIVE RATES OF PAY

CHIEF ADMINISTRATIVE OFFICER	89,706	101,668	107,650	113,630	125,590	131,870	138,464	

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$8.50 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $50 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$50 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $7 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $50 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$50 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $50 PER SPECIAL MEETING

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
LEGAL SECRETARY	17	30,062	30,814	31,565	32,355	33,144	33,973	34,801	35,671	36,541	37,455	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639
ETHICS COMMISSION ADMIN ASST	20	34,801	35,671	36,541	37,455	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639	47,805	48,971	50,196	51,420	52,706	53,991
LEGAL ASSISTANT	21	36,541	37,455	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639	47,805	48,971	50,196	51,420	52,706	53,991	55,341	56,691
EXECUTIVE ASSISTANT I	22	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639	47,805	48,971	50,196	51,420	52,706	53,991	55,341	56,691	58,109	59,526
SECRETARY TO THE COUNTY ATTORNEY	22																			
EXECUTIVE ASSISTANT II	26	46,639	47,805	48,971	50,196	51,420	52,706	53,991	55,341	56,691	58,109	59,526	61,014	62,502	64,065	65,627	67,268	68,908	70,631	72,353
LAW ENFORCEMENT TECHNICIAN	26																			
COMPLAINTS OFFICER	27	48,971	50,196	51,420	52,706	53,991	55,341	56,691	58,109	59,526	61,014	62,502	64,065	65,627	67,268	68,908	70,631	72,353	74,162	75,971
EXECUTIVE ASSISTANT III	30	56,691	58,109	59,526	61,014	62,502	64,065	65,627	67,268	68,908	70,631	72,353	74,162	75,971	77,871	79,770	81,765	83,759	85,853	87,947
STAFF DIRECTOR	30																			
ASSISTANT COUNTY ATTORNEY I	32	62,502	64,065	65,627	67,268	68,908	70,631	72,353	74,162	75,971	77,871	79,770	81,765	83,759	85,853	87,947	90,146	92,344	94,653	96,961
ASSISTANT COUNTY ATTORNEY II	34	68,908	70,631	72,353	74,162	75,971	77,871	79,770	81,765	83,759	85,853	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899
DIRECTOR OF COMMUNICATIONS	34																			
EXECUTIVE ASSISTANT IV	34																			
DIRECTOR OF REDEVELOPMENT	36	75,971	77,871	79,770	81,765	83,759	85,853	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856
CHIEF HUMAN RESOURCES OFFICER	38	83,759	85,853	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856	120,803	123,749	126,843	129,936
CHIEF OF ADMINISTRATIVE SERVICES	38																			
COMMUNITY SERVICES DEPT. GEN. MANAGER	38																			
DIRECTOR OF PUBLIC SAFETY	38																			
LAND USE DEPARTMENT GENERAL MANAGER	38																			
COUNTY SOLICITOR	39	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856	120,803	123,749	126,843	129,936	133,185	136,433
CHIEF FINANCIAL OFFICER	40	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856	120,803	123,749	126,843	129,936	133,185	136,433	139,844	143,255
CHIEF OF POLICE	40																			
CHIEF OF STAFF	40																			
COUNTY ATTORNEY	40																			
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40																			
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40																			
SPECIAL SERVICES DEPARTMENT GENERAL MGR.	40																			
PAR-TIME ATTORNEY (hourly rate)		35.86	36.76	37.66	38.60	39.54	40.53	41.52	42.56	43.59	44.68	45.77	46.92	48.06	49.26	50.46	51.73	52.99	54.31	55.64
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY																				
CHIEF ADMINISTRATIVE OFFICER		89,706	95,687	101,668	104,659	107,650	110,640	113,630	119,610	125,590	128,730	131,870	135,167	138,464						

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$8.50 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $50 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$50 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $7 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $50 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$50 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $50 PER SPECIAL MEETING

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR UNCLASSIFIED EMPLOYEES OF COUNTY COUNCIL

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SECRETARY TO COUNTY COUNCIL	15	28,113	29,519	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613
LEGISLATIVE AIDE TO COUNTY COUNCIL	22	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371
DEPUTY CLERK	24	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662
LEGISLATIVE AIDE TO COUNTY COUNCIL PRESIDENT	24										
PARALEGAL	24										
CLERK OF COUNCIL	30	58,448	61,371	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674
POLICY DIRECTOR	30										
FINANCIAL ADVISOR	32	64,440	67,662	71,045	74,597	78,327	82,243	86,356	90,674	95,208	99,968
COUNTY AUDITOR	35	74,597	78,327	82,243	86,356	90,674	95,208	99,968	104,966	110,214	115,725
COUNSEL TO COUNCIL	37	82,243	86,356	90,674	95,208	99,968	104,966	110,214	115,725	121,511	127,587

Effective: 07/01/11

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PG	1	2	3	4	5	6	7	8	9	10
ROW OFFICE CONFIDENTIAL SECRETARY	20	35,880	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665
RECORDER OF DEEDS OFFICE ADMINISTRATOR	23	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448	61,371	64,440
REGISTER OF WILLS OFFICE ADMINISTRATOR	23										

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PG	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
ROW OFFICE CONFIDENTIAL SECRETARY	20	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665
RECORDER OF DEEDS OFFICE ADMINISTRATOR	23	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440
REGISTER OF WILLS OFFICE ADMINISTRATOR	23																			

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE LEGAL AIDE	17	30,994	32,544	34,171	35,880	37,674	39,558	41,536	43,613	45,795	48,085
ROW OFFICE LEGAL ASSISTANT	21	37,674	39,558	41,536	43,613	45,795	48,085	50,489	53,014	55,665	58,448
CHIEF DEPUTY	26	48,085	50,489	53,014	55,665	58,448	61,371	64,440	67,662	71,045	74,597

Effective: 07/01/11 (Ordinance 11-061)

07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
ROW OFFICE LEGAL AIDE	17	30,994	31,769	32,544	33,358	34,171	35,026	35,880	36,777	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085
ROW OFFICE LEGAL ASSISTANT	21	37,674	38,616	39,558	40,547	41,536	42,575	43,613	44,704	45,795	46,940	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448
CHIEF DEPUTY	26	48,085	49,287	50,489	51,752	53,014	54,340	55,665	57,057	58,448	59,910	61,371	62,906	64,440	66,051	67,662	69,354	71,045	72,821	74,597

Effective: 07/01/11 (Ordinance 11-061)

PAY PLAN AND RATES OF PAY FOR
UNION, UNCLASSIFIED SERVICE, SCHOOL CROSSING GUARDS
REPRESENTED BY IBEW, LOCAL 2270,
AFL-CIO

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SCHOOL CROSSING GUARD	CG	$11.66	$12.25	$12.87	$13.53	$14.21	$14.90	$15.67	$16.46	$17.28	$18.14

Effective: 04/01/07

PAY PLAN AND RATES OF PAY FOR
UNCLASSIFIED TEMPORARY SEASONAL AND PART-TIME RECURRING EMPLOYEES

Classification	1	2	3	4	5	6	7	8	9	10
RESEARCH AIDE	8.37	8.79	9.23	9.69	10.18	10.67	11.22	11.76	12.36	12.98
INTERN	10.77	11.31	11.89	12.46	13.09	13.75	14.44	15.17	15.92	16.72
COMMUNITY SERVICES WORKER I	*7.25	7.50	8.00	8.50	9.00	-	-	-	-	-
SPECIAL SERVICES WORKER I	*7.25	7.50	8.00	8.50	9.00	-	-	-	-	-
COMMUNITY SERVICES WORKER II	8.00	8.50	9.00	9.50	10.00	-	-	-	-	-
SPECIAL SERVICES WORKER II	8.00	8.50	9.00	9.50	10.00	-	-	-	-	-
COMMUNITY SERVICES WORKER III	9.00	9.50	10.00	10.50	11.00	-	-	-	-	-
SPECIAL SERVICES WORKER III	9.00	9.50	10.00	10.50	11.00	-	-	-	-	-
COMMUNITY SERVICES WORKER IV	10.00	10.50	11.00	11.50	12.00	-	-	-	-	-
SPECIAL SERVICES WORKER IV	10.00	10.50	11.00	11.50	12.00	-	-	-	-	-
COMMUNITY SERVICES WORKER V	11.00	11.50	12.00	12.50	13.00	-	-	-	-	-
SUMMER WORKER	*7.25									
CO-OP	*7.25									

*Positions of Community & Special Services Worker I (1) and Summer Worker & Co-Op are paid minimum wage. The rate of pay to be increased in the event that the state and/or federal minimum wage is increased.

Revised: 01/01/08
Increase in State of Delaware minimum wage
Revised: 07/24/09
Increase in Federal minimum wage (Ordinance 09-055)

Sussex County

302-856-7046-7049
Attn: Kim Hawkins

BENEFITS
SUSSEX
COUNTY COUNCIL

The following is a list of County benefits for salaried employees who work no less than 25 hrs. per week:

MEDICAL BENEFITS - The County provides medical insurance to all eligible County employees. The options are as follows:

CHOICE OF TWO PLANS: (26 PAYS)	SILVER	OR	GOLD
INDIVIDUAL	$ 0		$ 18.46 PER PAY
FAMILY	$ 64.62		$ 83.08 PER PAY
SUB & CHILD	$ 33.40		$ 51.86 PER PAY
FAMILY PRESCRIPTION ONLY	$ 8.15		$ 8.15 PER PAY

Employees choosing any of the above plans may pay for them using pre-tax dollars under the ***IRS* Section 125 Premium Payment Plan.** Your premium is taken before taxes. Sussex County also offers a ***Flexible Spending Reimbursement Plan.*** Under this plan, employees elect to have amounts withheld from their paychecks and paid into "Spending Accounts." Employers can then release amounts from each employee's account to provide a specified type of benefit such as medical or dependant care. Amounts set aside are tax-free to the employee both when withheld from the employee's paycheck and when paid to the employee reimbursement with regard to expenses incurred for qualified benefits.

DENTAL & VISION BENEFITS - The County provides direct reimbursement dental & vision plans to all eligible employees AND THEIR FAMILIES at no cost to the employee. All bills submitted must be originals and must be accompanied by a Dental/Vision Reimbursement Form.

BLOOD BANK OF DELAWARE - The County pays the yearly membership dues for all employees who elect membership. It is the responsibility of the employee to full-fill the donor contract.

DELAWARE FEDERAL CREDIT UNION (DEL- ONE). All full-time employees are eligible to join the Credit Union.

AFLAC INSURANCE - The County makes available, but does not pay for, AFLAC INSURANCE for all full-time employees. The insurance provides life, health, accident and cancer benefits. Premium payments are deducted monthly from the employee's check.
PENSION – This is a non-contributory plan based upon number of years service and salary, with vestment of pension upon completion of 8 years of continuous service.
HOLIDAYS - 13 paid holidays annually, 15 during an election year. Due to their differing work schedule, Paramedics, in lieu of the aforementioned holidays will receive 14 holiday hours on the 1st day of each month. These holiday hours may be carried over from year to year; however, 168 hours is the maximum allowable accumulation. These holiday hours are not eligible for pay in the event of termination from employment.
SICK LEAVE - Employees receive 1 1/4 days sick leave each month. This is accumulated on the last day of the month. There is no limit on sick leave accumulation; however, 90 days is the maximum amount payable upon termination of employment. (Certain conditions must be met to be eligible for payment.)

VACATION LEAVE - ***Less than 10 years service - 1 1/4 days per month***
10 to 14 years service - 1 1/2 days per month
15 years and above - 1 3/4 days per month
Vacation is accumulated on the last day of each month. There is no maximum on how much vacation an employee may have accumulated; however, no employee may carry over from one year to the next more than twice their annual accrual. Any employee having more than the allowable amount on June 30 will loose those days. Each employee must take at least 5 vacation days each year.

DIRECT DEPOSIT - The County offers direct deposit to all eligible County employees.

DEFERRED COMPENSATION - The County offers Deferred Compensation through a Section 457 Plan.

LIFE INSURANCE- The County carries life insurance coverage on active full-time employees in the amount of $ 25,000.00.

LONG TERM DISABILITY- Certain eligible County employees are insured for long term disability benefits. 60% of basic monthly pay up to $ 5,000.00

SUSSEX COUNTY COUNCIL
GOLD PLAN OF BENEFITS - Effective August 1, 2010

	IN NETWORK	OUT - OF - NETWORK	
Individual Deductible	N/A	N/A	Deductible Year:
Family Deductible	N/A	N/A	January 1 – December 31
Individual Out of Pocket (Co-pays apply)	2,000	4,000	
Family Out of Pocket (Co-pays apply)	4,000	8,000	
Individual Lifetime Maximum	$3,000,000		

Pre Certification is *MANDATORY* for all In-Patient Admissions, Out-Patient Surgery, Durable Medical Equipment (DME) and Home Health Care. A Second Surgical Review may be required. Failure to comply may result in a reduction of Plan Benefits. See Plan Booklet for Penalty Amounts. For Pre Certification, please call: iNeticare at 1-877-608-2200

DESCRIPTION OF SERVICES	IN NETWORK PROVIDERS (Charges above negotiated amounts are prohibited)	OUT OF NETWORK PROVIDERS (Charges above Reasonable & Customary (R & C) amounts are permitted, however you pay amount above R & C.)
FACILITY CHARGES		
Urgent Care Facility	You pay $20 Co-pay, Plan pays 100%	You pay $40 Co-pay, Plan pays 100%
In-Patient Hospital	You pay $100 Co-pay per Day, Plan pays 100% Maximum 5 Co-pays per Year	You pay $150 Co-pay per Day, Plan pays 100% Maximum 5 Co-pays per Year
Emergency Room		
Emergency Use	You pay $75 Co-pay, Plan pays 100%	You pay $75 Co-pay, Plan pays 100%
Non Emergency	You pay 30% Plan pays 70%	You pay 30% Plan pays 70%
Ambulance to Hospital	You pay $50 Co-pay, Plan pays 100%	You pay $50 Co-pay, Plan pays 100%
PROFESSIONAL SERVICES		
Surgeon (Hospital or Facility)	You pay $50 Co-pay, Plan pays 100%	You pay $75 Co-pay, Plan pays 100%
Out-Patient Surgery		
Doctor Office	You pay $50 Co-pay, Plan pays 100%	You pay $75 Co-pay, Plan pays 100%
Surgical Facility	You pay $100 Co-pay, Plan pays 100%	You pay $150 Co-pay, Plan pays 100%
Anesthesia	You pay $20 Co-pay, Plan pays 100%	You pay $20 Co-pay, Plan pays 100%
Hospital Visits	You pay $20 Co-pay, Plan pays 100%	You pay $20 Co-pay, Plan pays 100%
OFFICE VISITS	You pay $25 Co-pay, Plan pays 100%	You pay $40 Co-pay, Plan pays 100%
DIAGNOSTIC LAB (*Request LabCorp*)	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%
DIAGNOSTIC X-RAY	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%

Benefit Plan Sheet is for Informational Purposes ONLY. Please see Plan Booklet for specific Information on Plan.

CLAIMS ADMINISTRATOR: INTEGRA ADMINISTRATIVE GROUP, INC.
110 SOUTH SHIPLEY STREET, SEAFORD DE 19973
(302)-629-3518 OR (800)-959-3518

SUSSEX COUNTY COUNCIL
GOLD PLAN OF BENEFITS - Effective August 1, 2010

DESCRIPTION OF SERVICES	IN NETWORK PROVIDERS (Charges above negotiated amounts are prohibited)	OUT OF NETWORK PROVIDERS (Charges above Reasonable & Customary (R & C) amounts are permitted, however you pay amount above R & C.)
CHIROPRACTIC	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%
THERAPY (Including Physical Therapy)	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%
DURABLE MEDICAL EQUIPMENT	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%
OTHER COVERED CHARGES	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%
PREVENTTIVE CARE (Includes: Routine Physicals, Exams, Well Baby Care and Hearing Screening)	You pay $25 Co-pay, Plan pays 100%	You pay $40 Co-pay, Plan pays 100% Max Annual Benefit of $150
MENTAL DISORDERS / SUBSTANCE ABUSE		
In Patient	You pay $100 Co-pay per Day, Plan pays 100% Maximum 5 Co-pays per Year	You pay $150 Co-pay per Day, Plan pays 100% Maximum 5 Co-pays per Year
Out Patient	You pay $20 Co-pay, Plan pays 100%	You pay $30 Co-pay, Plan pays 100%

PRESCRIPTION DRUG CARD:

30 DAY SUPPLY AT RETAIL PHARMACY:
- You pay $10 Co-pay for Generic Drugs
- You pay $25 Co-pay for Preferred Brand Name Drugs with emphasis on Generic
- You pay $35 Co-pay for Non-Preferred Brand Name Drugs

90 DAY SUPPLY & MAINTENANCE DRUGS WITH CVS/CAREMARK:
- You pay $20 Co-pay for Generic Drugs
- You pay $50 Co-pay for Preferred Brand Name Drugs
- You pay $70 Co-pay for Non-Preferred Brand Name Drugs

To view your Caremark account, visit www.integratpa.com, click on the CVS/Caremark link and login. For Co-pay calculation select "Check Drug Cost". For plans with Preferred Brand Drugs, select "My Drug List".

Benefit Plan Sheet is for Informational Purposes ONLY. Please see Plan Booklet for specific Information on Plan.

CLAIMS ADMINISTRATOR: INTEGRA ADMINISTRATIVE GROUP, INC.
110 SOUTH SHIPLEY STREET, SEAFORD DE 19973
(302)-629-3518 OR (800)-959-3518

SUSSEX COUNTY COUNCIL
SILVER PLAN OF BENEFITS - Effective August 1, 2010

	IN NETWORK	OUT - OF - NETWORK	
Individual Deductible	$500	$1,000	Deductible Year:
Family Deductible	$1,000	$2,000	January 1 - December 31
Individual Out of Pocket (Co-pays do not apply)	$2,000	$4,000	
Family Out of Pocket (Co-pays do not apply)	$4,000	$8,000	
Individual Lifetime Maximum	$3,000,000		

Pre Certification is *MANDATORY* for all In-Patient Admissions, Out-Patient Surgery, Durable Medical Equipment (DME) and Home Health Care. A Second Surgical Review may be required. Failure to comply may result in a reduction of Plan Benefits. See Plan Booklet for Penalty Amounts. For Pre Certification, please call: iNeticare at 1-877-608-2200

DESCRIPTION OF SERVICES	IN NETWORK PROVIDERS (Charges above negotiated amounts are prohibited)	OUT OF NETWORK PROVIDERS (Charges above Reasonable & Customary (R & C) amounts are permitted, however you pay amount above R & C.)
FACILITY CHARGES		
Urgent Care Facility	You pay $25 Co-pay, Plan pays 90%	You pay $25 Co-pay, Plan pays 90%
In-Patient Hospital	After Deductible is met, Plan pays 90% for Semi Private Room	After Deductible is met, Plan pays 70% for Semi Private Room
Emergency Room		
Emergency Use	You pay $125 Co-pay, Plan pays 90%	You pay $125 Co-pay, Plan pays 90%
Non Emergency	You pay 50% Plan pays 50%	You pay 50% Plan pays 50%
Ambulance to Hospital	You pay 10% Plan pays 90%	You pay 10% Plan pays 90%
PROFESSIONAL SERVICES		
In-Patient Surgery	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
Out-Patient Surgery		
Doctor Office	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
Hospital	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
Anesthesia	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
Hospital Visits	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
OFFICE VISITS	You pay $25 Co-pay, Plan pays 90%	After Deductible is met, Plan pays 70%
DIAGNOSTIC LAB		
Request LabCorp	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
Other PPO Providers	After Deductible is met, Plan pays 80%	
DIAGNOSTIC X-RAY	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%

Benefit Plan Sheet is for Informational Purposes ONLY. Please see Plan Booklet for specific Information on Plan.

CLAIMS ADMINISTRATOR: INTEGRA ADMINISTRATIVE GROUP, INC.
110 SOUTH SHIPLEY STREET, SEAFORD DE 19973
(302)-629-3518 OR (800)-959-3518

SUSSEX COUNTY COUNCIL
SILVER PLAN OF BENEFITS - Effective August 1, 2010

DESCRIPTION OF SERVICES	IN NETWORK PROVIDERS (Charges above negotiated amounts are prohibited, resulting in you & the plan paying less)	OUT OF NETWORK PROVIDERS (Charges above Reasonable & Customary (R & C) amounts are permitted, however you pay the R & C fees.)
THERAPY (Including Physical Therapy)	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
CHIROPRACTIC 30 Visit Annual Limit	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
MRI/CAT/PET	After Deductible is met, Plan pays 80%	After Deductible is met, Plan pays 70%
OTHER COVERED CHARGES	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
PREVENTITIVE CARE (Includes: Routine Physicals, Exams, Well Baby Care, Vision Exam and Hearing Screening)	You pay $25 Co-pay, Plan pays 100%	You pay 30% Plan pays 70%
MENTAL DISORDERS / SUBSTANCE ABUSE		
In Patient	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%
Out Patient	After Deductible is met, Plan pays 90%	After Deductible is met, Plan pays 70%

PRESCRIPTION DRUG CARD:

30 DAY SUPPLY AT RETAIL PHARMACY:
- You pay $10 Co-pay for Generic Drugs
- You pay $25 Co-pay for Preferred Brand Name Drugs with emphasis on Generic
- You pay $35 Co-pay for Non-Preferred Brand Name Drugs

90 DAY SUPPLY & MAINTENANCE DRUGS WITH CVS/CAREMARK:
- You pay $20 Co-pay for Generic Drugs
- You pay $50 Co-pay for Preferred Brand Name Drugs
- You pay $70 Co-pay for Non-Preferred Brand Name Drugs

To view your Caremark account, visit www.integratpa.com, click on the CVS/Caremark link and login. For Co-pay calculation select "Check Drug Cost". For plans with Preferred Brand Drugs, select "My Drug List".

Benefit Plan Sheet is for Informational Purposes ONLY. Please see Plan Booklet for specific Information on Plan.

CLAIMS ADMINISTRATOR: INTEGRA ADMINISTRATIVE GROUP, INC.
110 SOUTH SHIPLEY STREET, SEAFORD DE 19973
(302)-629-3518 OR (800)-959-3518

SUSSEX COUNTY COUNCIL
DIRECT REIMBURSEMENT DENTAL/VISION PLAN

BENEFITS: Revised effective July 1, 2008.

MAXIMUM CALENDAR YEAR REIMBURSEMENT: $1,000 Per Insured

MAXIMUM LIFETIME REIMBURSEMENT FOR ORTHODONTIC TREATMENT AND APPLIANCES: $2,500 Per Insured- MAXIMUM LIFETIME REIMBURSEMENT FOR LASIC SURGERY: $1,000 Per Insured

FRAMES AND LENSES/CONTACTS ARE LIMITED TO: four (4) reimbursements in a 12 month period for disposable contact lenses **or** one (1) reimbursement in a 12 month period for eyeglasses.

CALENDER YEAR REIMBURSEMENT SCHEDULE- PER INSURED

EXPENSES		REIMBURSEMENT
First	$ 100.00	100% ($100.00)
Next	50.00	None (Deductible)
Next	400.00	80% ($320.00)
Next	1,160.00	50% ($580.00)
Total Expenses	- $1,710.00	Total Reimbursement - $1,000.00

mployee or eligible dependents may visit optometrist or dentist of their choice

he employee must submit original, itemized receipt from the dentist or optometrist to the Personnel Office. Vhen submitting an optometrist bill, the services must be separated by examination, frames, lenses or contacts. Sussex County Dental and Vision Reimbursement form MUST accompany the receipt. fter review by the Personnel Office the receipt will be posted and submitted to the Accounting Office for imbursement to the employee. This process takes no more than thirty (30) days from the time Personnel ceives the receipt until the time the employee is reimbursed.

l full time employees are eligible, as are permanent part-time employees who work a minimum of 25 hours each ek.

IGIBLE DEPENDENTS ARE:

(a) your wife or husband, unless you are legally separated or divorced.

(b) your unmarried children who are at least fourteen days but less than nineteen years of age, except for a child who is a member of the Eligible Group, and

(c) your unmarried children nineteen but less than twenty-five years of age who are enrolled as full-time students in an accredited college or university, or a vocational, technical, vocational-technical or trade school or institute or secondary school and who are dependent on you for support

ever, no one who is on active duty with the armed forces of any county will be an Eligible Dependent.

TO VIEW DOCTORS IN NETWORK PLEASE VISIT:

www.onenetppo.com

SELECT "FIND A DOCTOR"

Step 1: Select your plan "One Net PPO, LLC"

Step 2: Select your search type "Specialist, Hospital, etc."

Step 3: (Optional) Enter name & address

09/28/2011 WED 10:16 FAX

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HIGHLIGHTS AND IMPORTANT FEATURES:

1. Life AD&D coverage equal to $25,000. Amount reduces to $12,500 at age 70 **for active employees** and $2,500 **for retired employees.**

2. Co-Pay is **WAIVED** for Second Surgical Opinion.

3. Mandatory Second Surgical Opinion for 8 non-emergency surgical procedures is required or **benefits are reduced at 50%.** The 8 procedures are:
   a) All foot surgery
   b) Cesarean section
   c) Cataract surgery
   d) Coronary artery bypass
   e) Hysterectomy
   f) Laminectomy
   g) Mastectomy
   h) Tonsillectomy

4. PRE-EXISTING CONDITIONS

   NOTE: The length of a Pre-Existing Conditions Limitation may be reduced or eliminated if an eligible person has creditable coverage from another health plan.

   An eligible person must present a certificate of creditable coverage from his prior plan. If, after creditable coverage has been taken into account, there will still be a Pre-Existing Conditions Limitation imposed on an individual, that individual will be so notified.

   Covered charges incurred under Medical Benefits for Pre-Existing Conditions are not payable unless incurred after: the person has been covered under this Plan for 12 consecutive months (18 months if a Late Enrollee)

5. Sussex County is a member of the Alliance/MAPSI Preferred Provider Organization (PPO). While use of Alliance/PPO providers is voluntary, all employees are urged to use these providers whenever possible to reduce costs to both the employee and the County. See Alliance/MAPSI PPO Booklet for complete details.

HOSPITAL PRECERTIFICATION IS MANDATORY FOR YOUR PLAN! FAILURE TO COMPLY WILL RESULT IN A REDUCTION OF PLAN BENEFITS. CALL 1-800-962-0643

For complete medical coverage information refer to Plan Insurance booklet.

LONG-TERM DISABILITY INSURANCE SUMMARY

1. Coverage Amount – 60 percent of monthly earnings up to $5,000 per month

2. Waiting Period – 90 days, number of days of continuous disability before benefits begin

3. Benefit reduced by amounts received for:

   a. Social Security disability benefits
   b. Worker Compensation coverage
   c. Accrued sick leave
   d. Pension Plan Disability Benefits
   e. Third party liability payment such as auto liability insurance

4. Proposed Effective Date – January 1, 2001

5. Disability Definition

   a. First 24 months – unable to perform essential duties of own occupation
   b. After 24 months – unable to perform any occupation for which an individual by reason of training, education, or experience can perform

SUSSEX COUNTY COUNCIL JOB CLASSIFICATIONS

GRADE 1
Custodian I(CUS)
Maintenance Worker I (MAINT)

GRADE 2
Clerk I (CL)
Library Page (LIBPG)
Security Guard (SECGRD)

GRADE 3
Equipment Operator I (EQOP)
Maintenance Worker II (MNTWKII)
Mechanic I (MECH)
Wastewater Operator Trainee (WWOT)
Painter II (PTR)

GRADE 4
Account Clerk I (ACCTCL)
Bldg. Maintenance Supervisor (BLDMNS)
Clerk Typist I (CLTYP)
Custodial Supervisor (CUSSUP)
Financial Clerk Teller I (FINCLTLR)
Library Assistant I (LIBASST)
Secretary I (SEC)

GRADE 5
Clerk II-Data Entry (CLII)
Clerk Typist II (CLTYPII)
Development Planner (DEVPLN)
Investigator (INVSTR)
Mapping Technician I (MAPTECHI)
Pump Station Technician I
Wastewater Operator I
Water Operator I (WWOP)

GRADE 6
Account Clerk II (ACCTCLII)
Computer Operator I (COOP)
Financial Clerk Teller II (FINCLTRII)
Laboratory Technician I (LABTECH)
Secretary II (SCII)

GRADE 7
Addressing Technician (ADDTCHI)
Assessor I (ASRI)
CAD Technician I (CADTCH)
Clerk III-Technician (CLIII)
Code Enforcement Officer I (CODEOF)
Library Assistant II (LIBASSTII)
Maintenance Coord. (MNTCRD)
Office Coordinator
Permits Technician I (PRTECH)
Planning Technician I (PLTCHI)
Public Works Tech
Purchasing Agent O & M (PURAG)
Rehabilitation Specialist I (REHBSP)
Utility Construction Technician I (UCTECH)
Zoning Inspector I

GRADE 8
Apprentice Electrician
Carpenter II (CARPII)
Constable
Communication Supervisor (COMSUP)
Computer Operator II (COOPII)
Equipment Operator II (EQOPII)
Financial Clerk Teller III (FNCLTRIII)
Maintenance Worker III (MNTWKIII)
Mechanic II (MECHII)
PC Technician I
Pump Station Tech II
Water Operator II
Web Page Designer/Developer
W/W Operator II

GRADE 9
Accountant I
CAD Tech II
Communication Support Tech I
Emergency Communications Specialist I
Librarian I
Planner I
Programmer I
Library Assistant III
SCADA Communications Spec
Technical Services Assistant

GRADE 10
Assessor II
Clerk IV-Supervisor
Code Enforcement Officer II
EMS Information Systems Tech
GIS Technician I
Permits Technician II
Property Tax Address Controller
Planning Technician II
Public Works Tech II
Rehabilitation Specialist II
Security Supervisor
Utility Construction Tech II
Zoning Inspector II

GRADE 11
Accountant II (ACCTII)
Administrative Secretary (ADMSEC)
Computer Aided Dispatch Tech
Emergency Planning Secretary (EMPSEC)
Librarian II (LIBII)
Payroll Accountant (PRACCT)
Pump Station Tech III
Quality Assurance Technician I
Utility Billing Support Coordinator

GRADE 12
Area Supervisor (ARSUP)
CAD Technician III
Cadastral Mapping Specialist
Communication Support Tech II (CMSTCII)
Electrician I (ELECI)
Emergency Comm. Specialist II (EMCSPII)

Equipment Operator III (EQOPIII)
Heating & A/C Mechanic (HAMECH)
Lab Tech II
Maintenance Worker IV
Mechanic III (MECHIII)
PC Programmer II
Planner II (PLNRII)
Programmer II (PRGII)
Purchasing Supervisor O & M
Tax Adjustment Specialist
Wastewater Operator III (WWOPIII)
Water Operator III
Network Technician I

GRADE 13
Assessor III (ASRIII)
Carpenter III
Code Enforcement Officer III
Electrical Control Technician
Electrician II
Emergency Communication Supervisor
Environmental Planner
Land Use Planner
Network App Support Specialist
Operations Manager
PC Tech II
Permits Tech III
Plans Administrator
Planning Tech III
Private Roads Coordinator
Public Works Tech III
Research Area Manager (Deeds)
SCADA Tech I
Utility Construction Tech III
Zoning Inspector III

GRADE 14
Accountant III (ACCTIII)
Chief Zoning Inspector (CFZINS)
Chief Constable
EMS Office Manager
EMS Information Systems Administrator
Finance Specialist II
GIS Specialist
LEPC Chairman – Local Emer. Planning
Librarian III
Office Manger
Plan Review Specialist
Programmer III
System Administrator
Technical Systems Specialist
Youth Services Coordinator

GRADE 15
Assistant Director of Accounting (ASTDACT)
Assistant Director of Assessment (ASTDASS)
Assistant Director of Data Processing (ASTDDP)
Assistant Director of Economic Development (ASTDED)
Assistant Director of Personnel (ASTDPR)
Assistant Director of Planning & Zoning (ASTDPZ)
Assistant Director of Public Works (ASTDPW)
Assistant Director of Treasury (ASTDTR)
Chief of Building Code Inspections (CBCI)
Chief Electrician O & M (CFELEC)
Chief of Mechanics O & M (CFMECH)
Communications & Research Assistant
Communications Support Supervisor (CMSSUP)
Construction Coordinator
Deputy Chief Dispatcher (DEPCDIS)
District Manager/Wastewater DRC- OPERATOR IV (DSMNGR)
Engineer III (ENGIII)
Historical Preservation Planner
Housing Coordinator
Maintenance Division Manager O & M
Maintenance Supervisor
Operations Supervisor
Project Coordinator
Project Engineer (PE)

GRADE 15- (CONT)

Purchasing Agent (County)
Operations Division Manager
Quality Assurance Supervisor
Safety Coordinator (SAFCRD)
SCADA Tech II
Senior Planner
Utility Billing Support Coordinator

Director positions are unclassified and do not apply to the pay scale, salary is based on qualification.

Employees are not represented by unions.

Grade	Level 1	2% COLA 2	01 JUL 2011 3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	$18,907	$19,852	$20,845	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779
	$19,852	$20,845	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168
2	$19,852	$20,845	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168
	$20,845	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676
3	$20,845	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676
	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310
4	$21,887	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310
	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076
5	$22,981	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076
	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980
6	$24,130	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980
	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029
7	$25,337	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029
	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230
8	$26,604	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230
	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592
9	$27,934	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592
	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122
10	$29,331	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122
	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828
11	$30,798	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828
	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719
12	$32,338	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719
	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805
13	$33,955	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805
	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805	$90,095
14	$35,653	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805	$90,095
	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805	$90,095	$94,600
15	$37,436	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805	$90,095	$94,600
	$39,308	$41,273	$43,337	$45,504	$47,779	$50,168	$52,676	$55,310	$58,076	$60,980	$64,029	$67,230	$70,592	$74,122	$77,828	$81,719	$85,805	$90,095	$94,600	$99,330

State of Delaware

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RESOURCES FOR JOB SEEKERS

Listed below are links to assist people in obtaining employment with the State of Delaware.

Understanding the State's Hiring Process

DEL Applicant User Guide

How to Apply Online/FAQ

Job Counseling

Testing

- Test Study Guides
- Test Procedures

Applicant Appeals

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Directions to Human Resource Management Office

Human Resource Offices within the State

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40 HOUR PAY TABLE

Fiscal Year 2012

Pay Grade	80% of Midpoint	100% of Midpoint	120% of Midpoint
1	$17,704.00	$22,130.00	$26,556.00
2	$18,944.00	$23,680.00	$28,416.00
3	$20,271.00	$25,339.00	$30,407.00
4	$21,689.00	$27,111.00	$32,533.00
5	$23,210.00	$29,013.00	$34,816.00
6	$24,834.00	$31,042.00	$37,250.00
7	$26,572.00	$33,215.00	$39,858.00
8	$28,433.00	$35,541.00	$42,649.00
9	$30,423.00	$38,029.00	$45,635.00
10	$32,552.00	$40,690.00	$48,828.00
11	$34,828.00	$43,535.00	$52,242.00
12	$37,269.00	$46,586.00	$55,903.00
13	$39,876.00	$49,845.00	$59,814.00
14	$42,670.00	$53,337.00	$64,004.00
15	$45,656.00	$57,070.00	$68,484.00
16	$48,854.00	$61,067.00	$73,280.00
17	$52,270.00	$65,338.00	$78,406.00
18	$55,930.00	$69,912.00	$83,894.00
19	$59,846.00	$74,807.00	$89,768.00
20	$64,038.00	$80,047.00	$96,056.00
21	$68,519.00	$85,649.00	$102,779.00
22	$73,317.00	$91,646.00	$109,975.00
23	$78,446.00	$98,057.00	$117,668.00
24	$83,938.00	$104,923.00	$125,908.00
25	$89,814.00	$112,267.00	$134,720.00
26	$96,101.00	$120,126.00	$144,151.00

Section Manager:

Lisa Allison – Classification/Compensation

Job Specifications | Classification Forms | Pay Grade Tables

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    - Licensed Practical Nurses
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    - Department of Correction
  - 40.0 Hours
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    - Correctional Officers and Wardens

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HRM Representatives
Hiring Managers

SELECTIVE MARKET VARIATION PAY TABLE

Job Class: Engineers

37.5 hour week

Fiscal Year 2012

Class Title	Pay Grade	75% of Midpoint	100% of Midpoint	125% of Midpoint
Engineer I MFBC01	G11	$40,294	$53,725	$67,156
Engineer II MFBC02	G13	$46,136	$61,514	$76,893
Engineer III MFBC03	G15	$52,819	$70,425	$88,031
Engineer IV/CE Prog Mgr I MFBC04/MFBC07	G17	$60,474	$80,632	$100,790
Building Support System Engineer MFBZ02	G18	$64,704	$86,272	$107,840
Engineer V MFBC05	G19	$69,235	$92,313	$115,391
Engineer VI/CE Prog Mgr II MFBC06/MFBC08	G20	$74,086	$98,781	$123,476
Chief of Engineering & Ops. MFBz03	G21	$79,268	$105,691	$132,114
Asst Dir Trans Engineering MFBC09	G22	$84,816	$113,088	$141,360

Section Manager:

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Job Specifications | Classification Forms | Pay Grade Tables

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Alphabetical Listing of Job Titles

Search Class Specifications: Search

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z Occupational Grouping | Career Ladder Listing

clicking on job code provides job description

Job Code	Class Title	Yearly Min/Yearly Mid / Yearly Max	Pay Grade
MABB01	Accountant	$30,518.00 / $38,148.00 / $45,778.00	010
MABA02	Accounting Specialist	$26,654.00 / $33,317.00 / $39,980.00	008
MABA01	Accounting Technician	$23,283.00 / $29,104.00 / $34,925.00	006
MDCA01	Active Treatment Facilitator	$23,283.00 / $29,104.00 / $34,925.00	006
MDCB01	Activity Aide I	$23,283.00 / $29,104.00 / $34,925.00	006
MDCB02	Activity Aide II	$24,910.00 / $31,138.00 / $37,366.00	007
MDCC01	Activity Therapist I	$28,522.00 / $35,653.00 / $42,784.00	009
MDCC02	Activity Therapist II	$32,652.00 / $40,815.00 / $48,978.00	011
MDCZ09	Activity Therapy Program Coordinator	$42,801.00 / $53,501.00 / $64,201.00	015
MCCF01	Adaptive Equipment Technician I	$26,654.00 / $33,317.00 / $39,980.00	008
MCCF02	Adaptive Equipment Technician II	$30,518.00 / $38,148.00 / $45,778.00	010
MABB03	Administrative Accountant	$37,386.00 / $46,732.00 / $56,078.00	013
MABF01	Administrative Auditor	$64,235.00 / $80,294.00 / $96,353.00	021
MDDZ01	Administrative Case Review Specialist	$45,801.00 / $57,251.00 / $68,701.00	016
MEBC03	Administrative Librarian	$42,801.00 / $53,501.00 / $64,201.00	015
MAHZ01	Administrative Officer	$32,652.00 / $40,815.00 / $48,978.00	011
MAAZ01	Administrative Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MAAA01	Administrative Specialist I	$24,910.00 / $31,138.00 / $37,366.00	007
MAAA02	Administrative Specialist II	$26,654.00 / $33,317.00 / $39,980.00	008
MAAA03	Administrative Specialist III	$28,522.00 / $35,653.00 / $42,784.00	009
MABZ01	Administrator Financial Determination Section	$42,801.00 / $53,501.00 / $64,201.00	015
MDDF04	Administrator Labor Law Enforcement	$60,035.00 / $75,044.00 / $90,053.00	020
MDAZ01	Administrator Occupational Safety and Health	$45,801.00 / $57,251.00 / $68,701.00	016
MACZ04	Administrator Office of Workers Compensation	$60,035.00 / $75,044.00 / $90,053.00	020
MBAZ08	Administrator, Insurance Fraud Bureau	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ02	Adolescent Treatment Services Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ03	Adult Diagnostic Unit Coordinator	$52,433.00 / $65,541.00 / $78,649.00	018
MDGB05	Advanced Practice Nurse	$55,452.00 / $73,936.00 / $92,420.00	N17
MGAA01	Agricultural Commodity Inspector I	$23,283.00 / $29,104.00 / $34,925.00	006
MGAA02	Agricultural Commodity Inspector II	$26,654.00 / $33,317.00 / $39,980.00	008
MGAA03	Agricultural Commodity Inspector III	$30,518.00 / $38,148.00 / $45,778.00	010
MGBZ01	Agricultural Compliance Officer	$49,005.00 / $61,256.00 / $73,507.00	017
MGAI01	Agricultural Inspector	$30,518.00 / $38,148.00 / $45,778.00	010
MGAI02	Agricultural Inspector Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MGCZ01	Agricultural Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MBBA01	Alcohol & Tobacco Enforcement Agent I	$24,910.00 / $31,138.00 / $37,366.00	007
MBBA02	Alcohol & Tobacco Enforcement Agent II	$28,522.00 / $35,653.00 / $42,784.00	009
MBBA03	Alcohol & Tobacco Enforcement Agent III	$32,652.00 / $40,815.00 / $48,978.00	011
MBBA04	Alcohol & Tobacco Regional Enforcement Supervisor	$45,801.00 / $57,251.00 / $68,701.00	016
MGBA01	Analytical Chemist I	$30,518.00 / $38,148.00 / $45,778.00	010
MGBA02	Analytical Chemist II	$37,386.00 / $46,732.00 / $56,078.00	013
MGBA03	Analytical Chemist III	$42,801.00 / $53,501.00 / $64,201.00	015
MGBA04	Analytical Chemist IV	$49,005.00 / $61,256.00 / $73,507.00	017

MGAH01	Animal Keeper	$26,654.00 / $33,317.00 / $39,980.00	008
MADA01	Application Programmee	$28,522.00 / $35,653.00 / $42,784.00	009
MADA02	Application Programmer	$32,652.00 / $40,815.00 / $48,978.00	011
MADA05	Application Support Project Leader	$52,433.00 / $65,541.00 / $78,649.00	018
MADA03	Application Support Specialist	$39,998.00 / $49,997.00 / $59,996.00	014
MACZ13	Apprenticeship and Training Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MFBZ01	Architect	$49,005.00 / $61,256.00 / $73,507.00	017
MCCD01	Assistant Area Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MABZ29	Assistant Cash/Debt Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MABH04	Assistant Chief of Fiscal and Policy Analysis	$64,235.00 / $80,294.00 / $96,353.00	021
MABZ11	Assistant Director Financial Management	$68,732.00 / $85,915.00 / $103,098.00	022
MABZ19	Assistant Director Office of Business Taxes	$78,696.00 / $98,370.00 / $118,044.00	024
MABZ20	Assistant Director Office of Personal Taxes	$68,732.00 / $85,915.00 / $103,098.00	022
MABZ21	Assistant Director Personal Taxes & Account Services	$68,732.00 / $85,915.00 / $103,098.00	022
MADZ23	Assistant Director Revenue Management Information Systems	$73,545.00 / $91,931.00 / $110,317.00	023
MFBC09	Assistant Director Transportation Engineering	$84,816.00 / $113,088.00 / $141,360.00	G22
MABZ49	Assistant Director, Lottery	$60,035.00 / $75,044.00 / $90,053.00	020
MCBA04	Assistant Food Service Director	$34,939.00 / $43,674.00 / $52,409.00	012
MGCF04	Assistant Forestry Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MAEA01	Assistant Housing Finance Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MDEZ01	Assistant Medical Examiner	$160,585.00 / $214,113.00 / $267,641.00	M23
MDGB06	Assistant Nursing Director	$63,485.00 / $84,647.00 / $105,809.00	N19
MGCG01	Assistant Park Superintendent	$32,652.00 / $40,815.00 / $48,978.00	011
MGAE01	Assistant Plant Industries Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MABZ02	Assistant Production Supervisor	$28,522.00 / $35,653.00 / $42,784.00	009
MCCZ01	Assistant Rangemaster	$26,654.00 / $33,317.00 / $39,980.00	008
MEBB01	Assistant Registrar of Regulations	$45,801.00 / $57,251.00 / $68,701.00	016
MAEB01	Assistant Right-of-Way Agent	$24,910.00 / $31,138.00 / $37,366.00	007
MABI05	Assistant Toll Operations Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MDED01	Assistant Veterinarian Medical Officer	$56,104.00 / $70,130.00 / $84,156.00	019
MDDZ04	Assistant Youth Rehabilitation Institutional Superintendent	$52,433.00 / $65,541.00 / $78,649.00	018
MGAH02	Assistant Zoo Manager	$32,652.00 / $40,815.00 / $48,978.00	011
MABH01	Associate Fiscal and Policy Analyst	$42,801.00 / $53,501.00 / $64,201.00	015
MCCZ02	Attendant Chauffeur	$20,334.00 / $25,417.00 / $30,500.00	004
MCCZ04	Autobody Mechanic Supervisor	$28,522.00 / $35,653.00 / $42,784.00	009
MCCZ03	Automotive Body Mechanic II	$24,910.00 / $31,138.00 / $37,366.00	007
MCCB01	Automotive Supervisor I	$30,518.00 / $38,148.00 / $45,778.00	010
MCCB02	Automotive Supervisor II	$34,939.00 / $43,674.00 / $52,409.00	012
MABJ01	Bank Examiner I	$30,518.00 / $38,148.00 / $45,778.00	010
MABJ02	Bank Examiner II	$37,386.00 / $46,732.00 / $56,078.00	013
MABJ03	Bank Examiner III	$42,801.00 / $53,501.00 / $64,201.00	015
MABJ04	Bank Examiner IV	$49,005.00 / $61,256.00 / $73,507.00	017
MCCZ05	Barber Assistant	$17,520.00 / $20,748.00 / $24,898.00	001
MDDH01	Behavior Analyst	$39,998.00 / $49,997.00 / $59,996.00	014
MDDH03	Behavior Analyst Supervisor	$52,433.00 / $65,541.00 / $78,649.00	018
MDAZ03	Biometrician	$56,104.00 / $70,130.00 / $84,156.00	019
MDDZ05	Board of Pardons Assistant	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ06	Board of Parole Assistant	$32,652.00 / $40,815.00 / $48,978.00	011
MABZ30	Budget and Program Analyst	$52,433.00 / $65,541.00 / $78,649.00	018
MFBZ02	Building Support Systems Engineer	$64,704.00 / $86,272.00 / $107,840.00	G18
MCBZ01	Business Enterprise Program Director	$45,801.00 / $57,251.00 / $68,701.00	016
MCCZ06	Business Operations/Trades Instructor	$32,652.00 / $40,815.00 / $48,978.00	011
MBBB07	Capitol Police Captain	$45,656.00 / $57,070.00 / $68,484.00	015
MBBB06	Capitol Police Lieutenant	$39,876.00 / $49,845.00 / $59,814.00	013
MBBB02	Capitol Police Officer I	$30,423.00 / $38,029.00 / $45,635.00	009

MBBB03	Capitol Police Officer II	$32,552.00 / $40,690.00 / $48,828.00	010
MBBB04	Capitol Police Officer III	$34,828.00 / $43,535.00 / $52,242.00	011
MBBB01	Capitol Police Recruit	$26,572.00 / $33,215.00 / $39,858.00	007
MABZ31	Capitol Program Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MABZ47	Cash and Debt Manager	$60,035.00 / $75,044.00 / $90,053.00	020
MDCD02	Certified Nursing Assistant	$24,910.00 / $31,138.00 / $37,366.00	007
MDHA01	Chaplain I	$34,939.00 / $43,674.00 / $52,409.00	012
MDHA02	Chaplain II	$39,998.00 / $49,997.00 / $59,996.00	014
MABF02	Chief Administrative Auditor	$78,696.00 / $98,370.00 / $118,044.00	024
MABJ05	Chief Bank Examiner	$60,035.00 / $75,044.00 / $90,053.00	020
MBBB08	Chief Capitol Police	$52,270.00 / $65,338.00 / $78,406.00	017
MECA04	Chief Community Relations	$52,433.00 / $65,541.00 / $78,649.00	018
MAFE03	Chief Electronic Court Reporter	$30,518.00 / $38,148.00 / $45,778.00	010
MBAB03	Chief Forensic Investigator	$42,801.00 / $53,501.00 / $64,201.00	015
MABK05	Chief Insurance Financial Examiner	$64,235.00 / $80,294.00 / $96,353.00	021
MABZ32	Chief of Administration	$64,235.00 / $80,294.00 / $96,353.00	021
MBDE04	Chief of Court Security	$30,518.00 / $38,148.00 / $45,778.00	010
MBCZ01	Chief of Driver Services	$49,005.00 / $61,256.00 / $73,507.00	017
MDDZ07	Chief of Employment, Training & Policy	$52,433.00 / $65,541.00 / $78,649.00	018
MFBZ03	Chief of Engineering and Operations	$79,268.00 / $105,691.00 / $132,114.00	G21
MABZ33	Chief of Financial Management Services	$68,732.00 / $85,915.00 / $103,098.00	022
MABH05	Chief of Fiscal and Policy Analysis	$78,696.00 / $98,370.00 / $118,044.00	024
MFGZ02	Chief of Maintenance Operations	$49,005.00 / $61,256.00 / $73,507.00	017
MBCZ02	Chief of Motor Vehicle Support Services	$45,801.00 / $57,251.00 / $68,701.00	016
MFEA09	Chief of Planning	$68,732.00 / $85,915.00 / $103,098.00	022
MDEB02	Chief Physician	$144,321.00 / $192,428.00 / $240,535.00	D21
MDEC04	Chief Psychiatrist	$167,204.00 / $222,938.00 / $278,673.00	D24
MAEB06	Chief Right-of-Way Agent	$64,235.00 / $80,294.00 / $96,353.00	021
MAFZ02	Chief Unemployment Insurance Appeals Referee	$52,433.00 / $65,541.00 / $78,649.00	018
MDDX01	Child Care Licensing Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MDDX02	Child Care Licensing Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ08	Child Counselor for the Visually Impaired	$32,652.00 / $40,815.00 / $48,978.00	011
MDDD01	Child Support Officer I	$30,518.00 / $38,148.00 / $45,778.00	010
MDDD02	Child Support Officer II	$32,652.00 / $40,815.00 / $48,978.00	011
MDDA01	Child Support Specialist I	$30,518.00 / $38,148.00 / $45,778.00	010
MDDA02	Child Support Specialist II	$32,652.00 / $40,815.00 / $48,978.00	011
MDDA03	Child Support Specialist III	$37,386.00 / $46,732.00 / $56,078.00	013
MDDA04	Child Support Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDD03	Child Support Unit Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MFBC07	Civil Engineer Program Manager I	$60,474.00 / $80,632.00 / $100,790.00	G17
MFBC08	Civil Engineer Program Manager II	$74,086.00 / $98,781.00 / $123,476.00	G20
MAAZ02	Clerical Assistant	$17,520.00 / $20,748.00 / $24,898.00	001
MDCZ01	Clinic Aide	$20,334.00 / $25,417.00 / $30,500.00	004
MDDZ09	Clinic Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ10	Clinical Services Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDIA04	Clinical/Accountability Director	$78,696.00 / $98,370.00 / $118,044.00	024
MDDZ11	CMRP Foster Care Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ12	CMRP Placement Coordinator	$34,939.00 / $43,674.00 / $52,409.00	012
MABZ50	Collection Enforcement Officer	$32,652.00 / $40,815.00 / $48,978.00	011
MFAA06	Communications Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MECZ01	Communications Dispatcher	$24,910.00 / $31,138.00 / $37,366.00	007
MFAA05	Communications Systems Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MFAA02	Communications Systems Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MFAA04	Communications Systems Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MFAA01	Communications Systems Technician	$26,654.00 / $33,317.00 / $39,980.00	008
MAHZ02	Community Mental Health Center Services Coordinator	$32,652.00 / $40,815.00 / $48,978.00	011

MDDZ13	Community Mental Health Center Site Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ14	Community Mental Health Director	$68,732.00 / $85,915.00 / $103,098.00	022
MAGZ12	Community Mental Health Program Contract Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MECA03	Community Relations Coordinator	$42,801.00 / $53,501.00 / $64,201.00	015
MECA02	Community Relations Officer	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ15	Community Work Program Coordinator	$34,828.00 / $43,535.00 / $52,242.00	011
MDGZ02	Compliance Nurse	$48,432.00 / $64,576.00 / $80,720.00	N15
MADE05	Computer Operations Supervisor I	$39,998.00 / $49,997.00 / $59,996.00	014
MADE01	Computer Operator I	$26,654.00 / $33,317.00 / $39,980.00	008
MADE02	Computer Operator II	$28,522.00 / $35,653.00 / $42,784.00	009
MADE03	Computer Operator III	$32,652.00 / $40,815.00 / $48,978.00	011
MADE04	Computer Operator IV	$34,939.00 / $43,674.00 / $52,409.00	012
MGCA01	Conservation Technician I	$21,761.00 / $27,201.00 / $32,641.00	005
MGCA02	Conservation Technician II	$24,910.00 / $31,138.00 / $37,366.00	007
MGCA03	Conservation Technician III	$26,654.00 / $33,317.00 / $39,980.00	008
MGCA04	Conservation Technician IV	$28,522.00 / $35,653.00 / $42,784.00	009
MGCA06	Conservation Technician Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MGCA05	Conservation Technician V	$32,652.00 / $40,815.00 / $48,978.00	011
MBBZ01	Constable	$26,654.00 / $33,317.00 / $39,980.00	008
MFGA02	Construction Project Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MAEZ07	Construction Project and Loan Management Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MFGA01	Construction Project Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MBAZ10	Consumer Protection Enforcement Operations Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MAGZ13	Contract Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MAGZ11	Contract/Consultant Control Coordinator	$39,998.00 / $49,997.00 / $59,996.00	014
MABB06	Controller	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ04	Controller Department of Health and Social Services	$60,035.00 / $75,044.00 / $90,053.00	020
MAAZ03	Controller Generals Support Officer	$34,939.00 / $43,674.00 / $52,409.00	012
MCBA01	Cook	$21,761.00 / $27,201.00 / $32,641.00	005
MCBA03	Cook Supervisor	$26,654.00 / $33,317.00 / $39,980.00	008
MABZ22	Corporate and Business Tax Manager	$64,235.00 / $80,294.00 / $96,353.00	021
MAAB06	Corporations Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MAAB02	Corporations Assistant	$24,910.00 / $31,138.00 / $37,366.00	007
MAAB05	Corporations Section Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MAAB04	Corporations Section Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MAAB03	Corporations Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MAAB01	Corporations Trainee	$21,761.00 / $27,201.00 / $32,641.00	005
MEAZ02	Correctional Arts Program Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MBDB06	Correctional Captain	$50,507.00 / $67,342.00 / $84,178.00	C15
MFGZ01	Correctional Construction Manager/Facility Inspector	$50,667.00 / $67,556.00 / $84,445.00	R16
MBDB02	Correctional Corporal	$31,454.00 / $41,938.00 / $52,423.00	C08
MDDP01	Correctional Counselor	$30,518.00 / $38,148.00 / $45,778.00	010
MDDP04	Correctional Counselor Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MCCZ07	Correctional Facility Maintenance Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MCCZ08	Correctional Fleet Manager	$34,939.00 / $43,674.00 / $52,409.00	012
MCBB07	Correctional Food Service Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MBDB04	Correctional Lieutenant	$38,528.00 / $51,371.00 / $64,214.00	C11
MBDB01	Correctional Officer	$29,396.00 / $39,195.00 / $48,994.00	C07
MBDA01	Correctional Officer/Canine Handler	$31,454.00 / $41,938.00 / $52,423.00	C08
MFAZ02	Correctional Officer/Electronics Technician	$38,528.00 / $51,371.00 / $64,214.00	C11
MGAZ01	Correctional Officer/Farm Manager	$36,011.00 / $48,014.00 / $60,018.00	C10
MCAA03	Correctional Officer/Laundry Manager	$38,528.00 / $51,371.00 / $64,214.00	C11
MCAA01	Correctional Officer/Laundry Operator	$29,396.00 / $39,195.00 / $48,994.00	C07
MCAA02	Correctional Officer/Laundry Supervisor	$31,454.00 / $41,938.00 / $52,423.00	C08

MCCH04	Correctional Officer/Physical Plant Maintenance Trades Foreman	$38,528.00 / $51,371.00 / $64,214.00	C11
MCCH01	Correctional Officer/Physical Plant Maintenance Trades Mechanic I	$31,454.00 / $41,938.00 / $52,423.00	C08
MCCH02	Correctional Officer/Physical Plant Maintenance Trades Mechanic II	$33,656.00 / $44,874.00 / $56,093.00	C09
MCCH03	Correctional Officer/Physical Plant Maintenance Trades Mechanic III	$36,011.00 / $48,014.00 / $60,018.00	C10
MCCI01	Correctional Officer/Stationary Fireman I	$31,454.00 / $41,938.00 / $52,423.00	C08
MCCI02	Correctional Officer/Stationary Fireman II	$36,011.00 / $48,014.00 / $60,018.00	C10
MAGB01	Correctional Officer/Storekeeper I	$29,396.00 / $39,195.00 / $48,994.00	C07
MAGB02	Correctional Officer/Storekeeper II	$31,454.00 / $41,938.00 / $52,423.00	C08
MAGB03	Correctional Officer/Stores Warehouse Supervisor	$38,528.00 / $51,371.00 / $64,214.00	C11
MCCJ01	Correctional Officer/Trades Instructor I	$31,454.00 / $41,938.00 / $52,423.00	C08
MCCJ02	Correctional Officer/Trades Instructor II	$33,656.00 / $44,874.00 / $56,093.00	C09
MCCJ03	Correctional Officer/Trades Instructor III	$36,011.00 / $48,014.00 / $60,018.00	C10
MCBB05	Correctional Officer/Youth Rehab Food Service Director I	$42,801.00 / $53,501.00 / $64,201.00	015
MCBB06	Correctional Officer/Youth Rehab Food Service Director II	$45,801.00 / $57,251.00 / $68,701.00	016
MCBB01	Correctional Officer/Youth Rehab Food Service Specialist I	$26,654.00 / $33,317.00 / $39,980.00	008
MCBB02	Correctional Officer/Youth Rehab Food Service Specialist II	$28,522.00 / $35,653.00 / $42,784.00	009
MCBB03	Correctional Officer/Youth Rehab Food Service Specialist III	$30,518.00 / $38,148.00 / $45,778.00	010
MCBB04	Correctional Officer/Youth Rehab Food Service Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MCCZ09	Correctional Operations Manager	$50,507.00 / $67,342.00 / $84,178.00	C15
MCCH06	Correctional Physical Plant Maintenance Superintendent I	$50,507.00 / $67,342.00 / $84,178.00	C15
MCCH07	Correctional Physical Plant Maintenance Superintendent II	$54,045.00 / $72,060.00 / $90,075.00	C16
MAAC01	Correctional Records Clerk	$24,910.00 / $31,138.00 / $37,366.00	007
MAAC02	Correctional Records Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MAAC03	Correctional Records Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MBDB07	Correctional Security Superintendent	$66,204.00 / $88,272.00 / $110,340.00	C19
MBDB03	Correctional Sergeant	$33,656.00 / $44,874.00 / $56,093.00	C09
MBDA02	Correctional Sergeant/Canine Handler	$36,011.00 / $48,014.00 / $60,018.00	C10
MBDB05	Correctional Staff Lieutenant	$44,113.00 / $58,817.00 / $73,521.00	C13
MDDZ87	Correctional Treatment Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ16	Correctional Treatment Services Director	$60,035.00 / $75,044.00 / $90,053.00	020
MCCZ11	Cosmetologist	$23,283.00 / $29,104.00 / $34,925.00	006
MBDE01	Court Security Officer I	$24,910.00 / $31,138.00 / $37,366.00	007
MBDE02	Court Security Officer II	$26,654.00 / $33,317.00 / $39,980.00	008
MBDE03	Court Security Officer Supervisor	$28,522.00 / $35,653.00 / $42,784.00	009
MFEB01	Criminal Justice Planner	$34,939.00 / $43,674.00 / $52,409.00	012
MFEB03	Criminal Justice Planning Coordinator	$56,104.00 / $70,130.00 / $84,156.00	019
MFEB02	Criminal Justice Senior Planner	$42,801.00 / $53,501.00 / $64,201.00	015
MEAZ03	Cultural Conservation Program Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MEAZ04	Cultural Preservation Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MEAA01	Curator	$37,386.00 / $46,732.00 / $56,078.00	013
MCAB05	Custodial Superintendent	$24,910.00 / $31,138.00 / $37,366.00	007
MCAB03	Custodial Supervisor I	$19,008.00 / $23,760.00 / $28,512.00	003
MCAB04	Custodial Supervisor II	$21,761.00 / $27,201.00 / $32,641.00	005
MCAB01	Custodial Worker	$17,520.00 / $20,748.00 / $24,898.00	001
MADZ16	Data Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MAAD01	Data Entry Technician	$23,283.00 / $29,104.00 / $34,925.00	006
MADZ03	Data Processing Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MADZ15	Data Specialist	$45,801.00 / $57,251.00 / $68,701.00	016

MADD01	Database Administrator I	$45,801.00 / $57,251.00 / $68,701.00	016
MADD02	Database Administrator II	$52,433.00 / $65,541.00 / $78,649.00	018
MAGZ01	DBE Highway Construction Specialist	$34,939.00 / $43,674.00 / $52,409.00	012
MAGZ02	DBE Program Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MADB01	DELJIS Information Specialist	$45,801.00 / $57,251.00 / $68,701.00	016
MADB02	DELJIS Operations Specialist	$49,005.00 / $61,256.00 / $73,507.00	017
MDCZ02	Dental Assistant	$24,910.00 / $31,138.00 / $37,366.00	007
MDEA01	Dentist	$111,141.00 / $148,188.00 / $185,235.00	D16
MDEA02	Dentist Administrator	$123,398.00 / $164,531.00 / $205,664.00	D18
MBAZ07	Deputy Administrator, Insurance Fraud	$45,801.00 / $57,251.00 / $68,701.00	016
MABH06	Deputy Budget Director	$84,202.00 / $105,252.00 / $126,302.00	025
MAFZ03	Deputy Court Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ19	Deputy Director Division of Aging	$56,104.00 / $70,130.00 / $84,156.00	019
MDDZ18	Deputy Director Division of Social Services	$73,545.00 / $91,931.00 / $110,317.00	023
MACZ14	Deputy Director State Fire School	$49,005.00 / $61,256.00 / $73,507.00	017
MBBC01	Deputy Fire Marshal I	$30,518.00 / $38,148.00 / $45,778.00	010
MBBC02	Deputy Fire Marshal II	$37,386.00 / $46,732.00 / $56,078.00	013
MBBC03	Deputy Fire Marshal III	$42,801.00 / $53,501.00 / $64,201.00	015
MBBC04	Deputy Fire Marshal IV	$45,801.00 / $57,251.00 / $68,701.00	016
MBBC05	Deputy Fire Marshal V	$52,433.00 / $65,541.00 / $78,649.00	018
MACZ01	Deputy Pension Administrator	$68,732.00 / $85,915.00 / $103,098.00	022
MBDF01	Deputy Warden I	$75,800.00 / $101,067.00 / $126,334.00	C21
MBDF03	Deputy Warden II	$81,107.00 / $108,142.00 / $135,178.00	C22
MDDZ20	Developmental Disabilities Assistant Director Residential Services	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ25	Developmental Disabilities Assistant Program Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MDCZ03	Developmental Disabilities Center Assistant Director	$28,522.00 / $35,653.00 / $42,784.00	009
MDCZ04	Developmental Disabilities Center Director	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ22	Developmental Disabilities Director Habilitation Services	$52,433.00 / $65,541.00 / $78,649.00	018
MFDZ03	Developmental Disabilities Director of Quality Assurance	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ21	Developmental Disabilities Director Residential Services	$68,732.00 / $85,915.00 / $103,098.00	022
MDDZ26	Developmental Disabilities Program Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MFDZ02	Developmental Disabilities Program Evaluator	$45,801.00 / $57,251.00 / $68,701.00	016
MDDZ23	Developmental Disabilities Regional Program Director	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ27	Developmental Disabilities Residential Unit Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ24	Developmental Disabilities Sheltered Workshop Business Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MADZ14	DHSS Information Security Manager	$56,104.00 / $70,130.00 / $84,156.00	019
MADZ18	DHSS Manager of Base Technologies	$64,235.00 / $80,294.00 / $96,353.00	021
MABZ35	DHSS Manager: Budget and Program Analysis Unit	$60,035.00 / $75,044.00 / $90,053.00	020
MDCZ05	Dieticians Assistant	$23,283.00 / $29,104.00 / $34,925.00	006
MDDZ29	Director Adult Special Populations Program	$78,696.00 / $98,370.00 / $118,044.00	024
MDDZ30	Director Alcohol/Drug Services	$64,235.00 / $80,294.00 / $96,353.00	021
MABZ36	Director of Bond Finance	$68,732.00 / $85,915.00 / $103,098.00	022
MDDZ90	Director of Community Mental Health and Addiction Services	$73,545.00 / $91,931.00 / $110,317.00	023
MDBZ01	Director of Community Planning Program Development & Training	$56,104.00 / $70,130.00 / $84,156.00	019
MABZ37	Director of Management Efficiency	$64,235.00 / $80,294.00 / $96,353.00	021
MABZ38	Director of Operations Office of the Controller General	$73,545.00 / $91,931.00 / $110,317.00	023
MBEA07	Director of Probation and Parole	$78,446.00 / $98,057.00 / $117,668.00	023
MDDZ31	Director of Professional Services	$73,545.00 / $91,931.00 / $110,317.00	023

MDDZ28	Director of Rehabilitation & Human Support Services	$60,035.00 / $75,044.00 / $90,053.00	020
MADZ04	Director OIS Application Technology	$73,545.00 / $91,931.00 / $110,317.00	023
MDDZ47	Director, Community Mental Retardation Program	$68,732.00 / $85,915.00 / $103,098.00	022
MDAZ02	Director, Office of Highway Safety	$56,104.00 / $70,130.00 / $84,156.00	019
MFDZ11	Director, Statistical Analysis Center	$64,235.00 / $80,294.00 / $96,353.00	021
MDDS01	Disability Determination Adjudicator I	$30,518.00 / $38,148.00 / $45,778.00	010
MDDS02	Disability Determination Adjudicator II	$37,386.00 / $46,732.00 / $56,078.00	013
MDDS05	Disability Determination Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MDDS04	Disability Determination Casework Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ33	Disability Determination Hearing Officer	$45,801.00 / $57,251.00 / $68,701.00	016
MDDZ34	Disability Determination Medical Relations Officer	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ32	Disability Determination Quality Assurance Senior Reviewer	$39,998.00 / $49,997.00 / $59,996.00	014
MDDS03	Disability Determination Senior Adjudicator	$39,998.00 / $49,997.00 / $59,996.00	014
MCCZ12	District Maintenance Superintendent	$42,801.00 / $53,501.00 / $64,201.00	015
MAFZ04	Diversion Services Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MBCZ03	DMV Clean Air Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MBBD08	DNREC Chief Enforcement Officer	$52,433.00 / $65,541.00 / $78,649.00	018
MBBD02	DNREC Enforcement Officer I	$28,522.00 / $35,653.00 / $42,784.00	009
MBBD03	DNREC Enforcement Officer II	$30,518.00 / $38,148.00 / $45,778.00	010
MBBD04	DNREC Enforcement Officer III	$32,652.00 / $40,815.00 / $48,978.00	011
MBBD05	DNREC Enforcement Officer IV	$34,939.00 / $43,674.00 / $52,409.00	012
MBBD06	DNREC Enforcement Officer V	$37,386.00 / $46,732.00 / $56,078.00	013
MBBD01	DNREC Enforcement Trainee	$24,910.00 / $31,138.00 / $37,366.00	007
MBBD07	DNREC Regional Enforcement Officer	$45,801.00 / $57,251.00 / $68,701.00	016
MAAZ04	Document Processing Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MAGZ14	DOT Contract Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MOBS12	DOT Deputy Finance Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MFDZ05	DOT Legislative Projects Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MFDZ04	DPC Assistant Hospital Director	$68,732.00 / $85,915.00 / $103,098.00	022
MBCA03	Driver Improvement Assistant Hearing Officer	$34,939.00 / $43,674.00 / $52,409.00	012
MBCA02	Driver Improvement Hearing Officer	$32,652.00 / $40,815.00 / $48,978.00	011
MBCA01	Driver Improvement Officer	$30,518.00 / $38,148.00 / $45,778.00	010
MDJZ03	Drug Control Administrator	$102,844.00 / $137,125.00 / $171,406.00	P21
MDDZ36	DSH Sheltered Workshop Assistant Director	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ37	DSH Sheltered Workshop Director	$45,801.00 / $57,251.00 / $68,701.00	016
MABZ66	Economic Market Leader	$60,035.00 / $75,044.00 / $90,053.00	020
MABZ39	Economic/Fiscal Analyst	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ40	Economic/Fiscal Senior Analyst	$60,035.00 / $75,044.00 / $90,053.00	020
MECZ03	Editor/Production Coordinator	$39,998.00 / $49,997.00 / $59,996.00	014
MAAE01	Election and Voter Registration Clerk	$23,283.00 / $29,104.00 / $34,925.00	006
MAAE02	Election and Voter Registration Supervisor	$26,654.00 / $33,317.00 / $39,980.00	008
MAAE03	Election Office Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MCCZ13	Electrical and Mechanical Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MAFE01	Electronic Court Reporter	$24,910.00 / $31,138.00 / $37,366.00	007
MDDZ41	Employment and Training Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MDDZ38	Employment and Training Area Operations Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MAGZ09	Employment and Training Contract Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ39	Employment and Training Operations Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MDDZ40	Employment and Training Program Specialist	$34,939.00 / $43,674.00 / $52,409.00	012
MECZ04	Employment and Training Youth Program Coordinator	$32,652.00 / $40,815.00 / $48,978.00	011
MDDB01	Employment Services Specialist I	$28,522.00 / $35,653.00 / $42,784.00	009
MDDB02	Employment Services Specialist II	$32,652.00 / $40,815.00 / $48,978.00	011
MDDB03	Employment Services Specialist III	$34,939.00 / $43,674.00 / $52,409.00	012
MDDB04	Employment Services Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013

MFBC01	Engineer I	$40,294.00 / $53,725.00 / $67,156.00	G11
MFBC02	Engineer II	$46,136.00 / $61,514.00 / $76,893.00	G13
MFBC03	Engineer III	$52,819.00 / $70,425.00 / $88,031.00	G15
MFBC04	Engineer IV	$60,474.00 / $80,632.00 / $100,790.00	G17
MFBC05	Engineer V	$69,235.00 / $92,313.00 / $115,391.00	G19
MFBC06	Engineer VI	$74,086.00 / $98,781.00 / $123,476.00	G20
MFBA01	Engineering/Planning/Surveying Technician I	$23,283.00 / $29,104.00 / $34,925.00	006
MFBA02	Engineering/Planning/Surveying Technician II	$26,654.00 / $33,317.00 / $39,980.00	008
MFBA03	Engineering/Planning/Surveying Technician III	$30,518.00 / $38,148.00 / $45,778.00	010
MFBA04	Engineering/Planning/Surveying Technician IV	$37,386.00 / $46,732.00 / $56,078.00	013
MFBA05	Engineering/Planning/Surveying Technician V	$42,801.00 / $53,501.00 / $64,201.00	015
MGAD01	Entomologist/Plant Pathologist	$32,652.00 / $40,815.00 / $48,978.00	011
MGAD02	Entomology Plant Pathology Supervisor	$39,998.00 / $49,997.00 / $59,996.00	014
MGCB01	Environmental Compliance Specialist	$24,910.00 / $31,138.00 / $37,366.00	007
MCCZ14	Environmental Control Boat Captain	$28,522.00 / $35,653.00 / $42,784.00	009
MGCC04	Environmental Control Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MGCC01	Environmental Control Technician I	$20,334.00 / $25,417.00 / $30,500.00	004
MGCC02	Environmental Control Technician II	$24,910.00 / $31,138.00 / $37,366.00	007
MGCC03	Environmental Control Technician III	$26,654.00 / $33,317.00 / $39,980.00	008
MDAA01	Environmental Health Specialist I	$30,518.00 / $38,148.00 / $45,778.00	010
MDAA02	Environmental Health Specialist II	$32,652.00 / $40,815.00 / $48,978.00	011
MDAA03	Environmental Health Specialist III	$42,801.00 / $53,501.00 / $64,201.00	015
MGCD03	Environmental Program Administrator	$64,235.00 / $80,294.00 / $96,353.00	021
MGCD01	Environmental Program Manager I	$45,801.00 / $57,251.00 / $68,701.00	016
MGCD02	Environmental Program Manager II	$52,433.00 / $65,541.00 / $78,649.00	018
MGBE01	Environmental Scientist I	$32,652.00 / $40,815.00 / $48,978.00	011
MGBE02	Environmental Scientist II	$37,386.00 / $46,732.00 / $56,078.00	013
MGBE03	Environmental Scientist III	$42,801.00 / $53,501.00 / $64,201.00	015
MGBE04	Environmental Scientist IV	$49,005.00 / $61,256.00 / $73,507.00	017
MGBE05	Environmental Scientist V	$60,035.00 / $75,044.00 / $90,053.00	020
MDAB01	Epidemiologist I	$42,801.00 / $53,501.00 / $64,201.00	015
MDAB02	Epidemiologist II	$49,005.00 / $61,256.00 / $73,507.00	017
MDAB03	Epidemiologist III	$56,104.00 / $70,130.00 / $84,156.00	019
MDAB04	Epidemiologist IV	$64,235.00 / $80,294.00 / $96,353.00	021
MCCA01	Equipment Mechanic I	$23,283.00 / $29,104.00 / $34,925.00	006
MCCA02	Equipment Mechanic II	$24,910.00 / $31,138.00 / $37,366.00	007
MCCA03	Equipment Mechanic III	$26,654.00 / $33,317.00 / $39,980.00	008
MCCA04	Equipment Mechanic IV	$28,522.00 / $35,653.00 / $42,784.00	009
MCCC01	Equipment Operator I	$20,334.00 / $25,417.00 / $30,500.00	004
MCCC02	Equipment Operator II	$23,283.00 / $29,104.00 / $34,925.00	006
MCCC03	Equipment Operator III	$26,654.00 / $33,317.00 / $39,980.00	008
MCCC04	Equipment Operator IV	$28,522.00 / $35,653.00 / $42,784.00	009
MADZ19	ERP Systems Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MADZ20	ERP Systems Supervisor	$49,005.00 / $61,256.00 / $73,507.00	017
MAAZ05	Executive Assistant	$52,433.00 / $65,541.00 / $78,649.00	018
MCBZ02	Executive Cook	$26,654.00 / $33,317.00 / $39,980.00	008
MDBZ02	Executive Director Board of Medical Practice	$49,005.00 / $61,256.00 / $73,507.00	017
MDDZ72	Executive Director of Veterans Affairs	$56,104.00 / $70,130.00 / $84,156.00	019
MCAC02	Executive Housekeeper	$24,910.00 / $31,138.00 / $37,366.00	007
MAAZ06	Executive Secretary	$30,518.00 / $38,148.00 / $45,778.00	010
MEAZ05	Exhibit Art Specialist	$26,654.00 / $33,317.00 / $39,980.00	008
MAGZ03	Facilities Operations Administrator	$64,235.00 / $80,294.00 / $96,353.00	021
MDDZ89	Family Court Intake Services Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ42	Family Court Program Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ43	Family Court Senior Program Coordinator	$42,801.00 / $53,501.00 / $64,201.00	015
MDDC01	Family Crisis Therapist	$42,801.00 / $53,501.00 / $64,201.00	015
MDDC02	Family Crisis Therapist Supervisor	$45,801.00 / $57,251.00 / $68,701.00	016

MDDN01	Family Service Assistant I	$24,910.00 / $31,138.00 / $37,366.00	007
MDDN02	Family Service Assistant II	$26,654.00 / $33,317.00 / $39,980.00	008
MDDQ01	Family Service Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MDDQ04	Family Service Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDI01	Family Services Program Analyst	$32,652.00 / $40,815.00 / $48,978.00	011
MDDQ05	Family Services Program Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MDDI02	Family Services Program Support Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MDDI04	Family Services Program Support Manager	$60,035.00 / $75,044.00 / $90,053.00	020
MDDI03	Family Services Program Support Supervisor	$52,433.00 / $65,541.00 / $78,649.00	018
MABN02	Financial Investment Program Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MABN01	Financial Investment Program Specialist	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ05	Financial Management Systems Specialist	$45,801.00 / $57,251.00 / $68,701.00	016
MABZ06	Financial Management Systems Supervisor	$49,005.00 / $61,256.00 / $73,507.00	017
MDAZ04	Fire Inspector	$24,910.00 / $31,138.00 / $37,366.00	007
MFCA01	Fire Protection Specialist I	$32,652.00 / $40,815.00 / $48,978.00	011
MFCA02	Fire Protection Specialist II	$37,386.00 / $46,732.00 / $56,078.00	013
MFCA03	Fire Protection Specialist III	$42,801.00 / $53,501.00 / $64,201.00	015
MFCA04	Fire Protection Specialist IV	$49,005.00 / $61,256.00 / $73,507.00	017
MABB04	Fiscal Administrative Officer	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ63	Fiscal Analyst	$37,386.00 / $46,732.00 / $56,078.00	013
MABH02	Fiscal and Policy Analyst	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ64	Fiscal Management Analyst	$45,801.00 / $57,251.00 / $68,701.00	016
MGCZ02	Fish and Wildlife Regional Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MCCL02	Fleet Services Field Supervisor	$26,654.00 / $33,317.00 / $39,980.00	008
MCCL01	Fleet Services Technician	$21,761.00 / $27,201.00 / $32,641.00	005
MGAZ05	Food Products Inspection Administrator	$55,930.00 / $69,912.00 / $83,894.00	018
MGAA04	Food Products Inspection Field Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MCBA05	Food Service Director I (37.5)	$37,386.00 / $46,732.00 / $56,078.00	013
MCBA06	Food Service Director II	$42,801.00 / $53,501.00 / $64,201.00	015
MCBZ04	Food Service Quality Control Administrator	$39,876.00 / $49,845.00 / $59,814.00	013
MCBD03	Food Service Supervisor	$23,283.00 / $29,104.00 / $34,925.00	006
MCBD01	Food Service Worker	$17,520.00 / $20,748.00 / $24,898.00	001
MGBD01	Forensic DNA Analyst	$47,141.00 / $62,855.00 / $78,569.00	F13
MGBZ02	Forensic Evidence Specialist	$26,654.00 / $33,317.00 / $39,980.00	008
MBAB01	Forensic Investigator I	$32,652.00 / $40,815.00 / $48,978.00	011
MBAB02	Forensic Investigator II	$37,386.00 / $46,732.00 / $56,078.00	013
MGBZ03	Forensic Morgue Assistant	$23,283.00 / $29,104.00 / $34,925.00	006
MGCF01	Forester	$37,386.00 / $46,732.00 / $56,078.00	013
MGCF05	Forestry Administrator	$56,104.00 / $70,130.00 / $84,156.00	019
MDLB02	Foster Grandparent Program Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MBDG04	Gaming Inspection Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MBDG03	Gaming Inspection Supervisor	$39,876.00 / $49,845.00 / $59,814.00	013
MBDG01	Gaming Inspector I	$28,433.00 / $35,541.00 / $42,649.00	008
MBDG02	Gaming Inspector II	$32,552.00 / $40,690.00 / $48,828.00	010
MDCZ06	Genetic Counselor	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ67	Grant Analyst	$42,801.00 / $53,501.00 / $64,201.00	015
MCCE05	Graphics & Printing Foreman	$32,652.00 / $40,815.00 / $48,978.00	011
MCCE06	Graphics & Printing Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MCCE01	Graphics & Printing Technician I	$21,761.00 / $27,201.00 / $32,641.00	005
MCCE02	Graphics & Printing Technician II	$23,283.00 / $29,104.00 / $34,925.00	006
MCCE03	Graphics & Printing Technician III	$26,654.00 / $33,317.00 / $39,980.00	008
MCCE04	Graphics & Printing Technician IV	$30,518.00 / $38,148.00 / $45,778.00	010
MCCZ29	Groundskeeper I	$17,520.00 / $20,748.00 / $24,898.00	001
MDCZ08	Habilitation/Rehabilitation Specialist II	$26,654.00 / $33,317.00 / $39,980.00	008
MABZ57	Health and Social Services Revenue Management Unit Admin.	$52,433.00 / $65,541.00 / $78,649.00	018
MDBZ04	Health Care Cost Containment Specialist	$52,433.00 / $65,541.00 / $78,649.00	018

MDBZ05	Health Facility Certification Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDBZ06	Health Facility Certification Officer	$60,035.00 / $75,044.00 / $90,053.00	020
MFEZ01	Health Planning and Resource Management Director	$68,732.00 / $85,915.00 / $103,098.00	022
MDBZ07	Health Program Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MDCI01	Health Program Representative	$26,654.00 / $33,317.00 / $39,980.00	008
MDDZ17	Health Services Clinic Administrator	$64,235.00 / $80,294.00 / $96,353.00	021
MFDZ07	Health Statistics Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MAGZ10	Highway Equipment Contract Administrator	$37,386.00 / $46,732.00 / $56,078.00	013
MAGZ04	Highway Equipment Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MCCZ15	Highway Equipment Superintendent	$37,386.00 / $46,732.00 / $56,078.00	013
MGBZ04	Histotechnologist	$30,518.00 / $38,148.00 / $45,778.00	010
MDBA01	Hospital Administrator I	$52,433.00 / $65,541.00 / $78,649.00	018
MDBA02	Hospital Administrator II	$64,235.00 / $80,294.00 / $96,353.00	021
MDDJ01	Hospital Social Services Administrator I	$42,801.00 / $53,501.00 / $64,201.00	015
MDDJ02	Hospital Social Services Administrator II	$49,005.00 / $61,256.00 / $73,507.00	017
MDBA03	Hospital Support Services Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MCAC01	Housekeeper	$21,761.00 / $27,201.00 / $32,641.00	005
MAEZ03	Housing Asset Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MAEA02	Housing Finance Development Administrator	$64,235.00 / $80,294.00 / $96,353.00	021
MAEZ01	Housing Management Specialist	$42,801.00 / $53,501.00 / $64,201.00	015
MAEZ04	Housing Project/Loan Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MAEZ02	Housing Property and Loan Management Officer	$37,386.00 / $46,732.00 / $56,078.00	013
MDDE01	Human Relations Representative I	$32,652.00 / $40,815.00 / $48,978.00	011
MDDE02	Human Relations Representative II	$37,386.00 / $46,732.00 / $56,078.00	013
MDDE03	Human Relations Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MACB09	Human Resources Administrator	$68,732.00 / $85,915.00 / $103,098.00	022
MACB06	Human Resources Manager I	$56,104.00 / $70,130.00 / $84,156.00	019
MACB07	Human Resources Manager II	$60,035.00 / $75,044.00 / $90,053.00	020
MACB08	Human Resources Manager III	$64,235.00 / $80,294.00 / $96,353.00	021
MACB01	Human Resources Specialist I	$30,518.00 / $38,148.00 / $45,778.00	010
MACB02	Human Resources Specialist II	$37,386.00 / $46,732.00 / $56,078.00	013
MACB03	Human Resources Specialist III	$42,801.00 / $53,501.00 / $64,201.00	015
MACB04	Human Resources Specialist IV	$45,801.00 / $57,251.00 / $68,701.00	016
MACB05	Human Resources Specialist V	$49,005.00 / $61,256.00 / $73,507.00	017
MACA01	Human Resources Technician	$24,910.00 / $31,138.00 / $37,366.00	007
MACZ05	Hunter Education Administrator	$37,386.00 / $46,732.00 / $56,078.00	013
MCCZ16	HVAC/Refrigeration Technician	$30,518.00 / $38,148.00 / $45,778.00	010
MGBF01	Hydrologist I	$38,693.00 / $51,591.00 / $64,489.00	H11
MGBF02	Hydrologist II	$44,302.00 / $59,069.00 / $73,836.00	H13
MGBF03	Hydrologist III	$50,719.00 / $67,625.00 / $84,531.00	H15
MGBF04	Hydrologist IV	$58,071.00 / $77,428.00 / $96,785.00	H17
MGBF05	Hydrologist V	$71,142.00 / $94,856.00 / $118,570.00	H20
MAAZ07	Identification and Records Coordinator	$32,652.00 / $40,815.00 / $48,978.00	011
MAAF01	Imaging Operator I	$20,334.00 / $25,417.00 / $30,500.00	004
MAAF02	Imaging Operator II	$23,283.00 / $29,104.00 / $34,925.00	006
MAAF04	Imaging Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MAAF03	Imaging Technician	$24,910.00 / $31,138.00 / $37,366.00	007
MDAZ05	Indoor Air Quality Program Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MDAZ06	Industrial Hygienist	$39,998.00 / $49,997.00 / $59,996.00	014
MDAZ07	Industrial Hygienist/Environmental Health Specialist	$39,998.00 / $49,997.00 / $59,996.00	014
MEBA05	Information Resources Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MEBA01	Information Resources Specialist I	$26,654.00 / $33,317.00 / $39,980.00	008
MEBA02	Information Resources Specialist II	$30,518.00 / $38,148.00 / $45,778.00	010
MEBA03	Information Resources Specialist III	$32,652.00 / $40,815.00 / $48,978.00	011
MEBA04	Information Resources Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MADZ25	Information Systems Auditor	$37,386.00 / $46,732.00 / $56,078.00	013

MADC01	Information Systems Manager	$68,732.00 / $85,915.00 / $103,098.00	022
MADC02	Information Systems Manager II	$78,696.00 / $98,370.00 / $118,044.00	024
MADZ05	Information Systems Support Specialist	$42,801.00 / $53,501.00 / $64,201.00	015
MBDC03	Inmate Classification Administrator	$64,235.00 / $80,294.00 / $96,353.00	021
MBDC01	Inmate Classification Officer I	$37,386.00 / $46,732.00 / $56,078.00	013
MBDC02	Inmate Classification Officer II	$42,801.00 / $53,501.00 / $64,201.00	015
MXDC01	Institutional Attending	$14,137.50 / $72,950.75 / $131,764.00	FR1
MCCZ17	Instrument Technician	$30,518.00 / $38,148.00 / $45,778.00	010
MACZ03	Insurance Coverage Officer	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ51	Insurance Examination Rehab. and Guarantee Manager	$68,732.00 / $85,915.00 / $103,098.00	022
MABK01	Insurance Financial Analyst I	$32,652.00 / $40,815.00 / $48,978.00	011
MABK02	Insurance Financial Analyst II	$42,801.00 / $53,501.00 / $64,201.00	015
MABK03	Insurance Financial Analyst III	$52,433.00 / $65,541.00 / $78,649.00	018
MABK04	Insurance Financial Analyst IV	$60,035.00 / $75,044.00 / $90,053.00	020
MECZ05	Insurance Forms and Information Analyst	$30,518.00 / $38,148.00 / $45,778.00	010
MAFZ05	Insurance Legal Representative	$39,998.00 / $49,997.00 / $59,996.00	014
MFDZ08	Insurance Research Senior Analyst	$37,386.00 / $46,732.00 / $56,078.00	013
MBBZ02	Intelligence Analyst	$37,386.00 / $46,732.00 / $56,078.00	013
MFAB01	Intelligent Transportation Systems Technician I	$23,283.00 / $29,104.00 / $34,925.00	006
MFAB02	Intelligent Transportation Systems Technician II	$26,654.00 / $33,317.00 / $39,980.00	008
MFAB03	Intelligent Transportation Systems Technician III	$30,518.00 / $38,148.00 / $45,778.00	010
MFAB04	Intelligent Transportation Systems Technician IV	$34,939.00 / $43,674.00 / $52,409.00	012
MFAB05	Intelligent Transportation Systems Technician Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MABD01	Internal Auditor I	$30,518.00 / $38,148.00 / $45,778.00	010
MABD02	Internal Auditor II	$34,939.00 / $43,674.00 / $52,409.00	012
MABD03	Internal Auditor III	$37,386.00 / $46,732.00 / $56,078.00	013
MABD04	Internal Auditor IV	$42,801.00 / $53,501.00 / $64,201.00	015
MABD05	Internal Auditor V	$49,005.00 / $61,256.00 / $73,507.00	017
MBAA04	Investigative Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MBAA01	Investigator I	$30,518.00 / $38,148.00 / $45,778.00	010
MBAA02	Investigator II	$32,652.00 / $40,815.00 / $48,978.00	011
MBAA03	Investigator III	$37,386.00 / $46,732.00 / $56,078.00	013
MABZ41	Investment/Financial Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MADZ22	IT Business Technologist	$56,104.00 / $70,130.00 / $84,156.00	019
MAFC07	Judicial Case Management Supervisor	$34,939.00 / $43,674.00 / $52,409.00	012
MAFC04	Judicial Case Manager I	$28,522.00 / $35,653.00 / $42,784.00	009
MAFC05	Judicial Case Manager II	$30,518.00 / $38,148.00 / $45,778.00	010
MAFC06	Judicial Case Processing Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MAFC01	Judicial Case Processor I	$23,283.00 / $29,104.00 / $34,925.00	006
MAFC02	Judicial Case Processor II	$24,910.00 / $31,138.00 / $37,366.00	007
MAFC03	Judicial Case Processor III	$26,654.00 / $33,317.00 / $39,980.00	008
MAFC08	Judicial Operations Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MAFZ06	Justice of the Peace Court Operations Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MDDW01	Juvenile Firesetter Intervention Coordinator	$32,652.00 / $40,815.00 / $48,978.00	011
MDDF01	Labor Law Enforcement Officer I	$30,518.00 / $38,148.00 / $45,778.00	010
MDDF02	Labor Law Enforcement Officer II	$37,386.00 / $46,732.00 / $56,078.00	013
MDDF03	Labor Law Enforcement Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MFDA01	Labor Market Analyst	$30,518.00 / $38,148.00 / $45,778.00	010
MFDA04	Labor Market Economist	$52,433.00 / $65,541.00 / $78,649.00	018
MFDA03	Labor Market Information Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MACG01	Labor Relations & Employment Practices Specialist	$52,433.00 / $65,541.00 / $78,649.00	018
MGBH01	Laboratory Certification and Compliance Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MGBB01	Laboratory Manager I	$45,801.00 / $57,251.00 / $68,701.00	016
MGBB02	Laboratory Manager II	$52,433.00 / $65,541.00 / $78,649.00	018

MGBC01	Laboratory Technician I	$20,334.00 / $25,417.00 / $30,500.00	004
MGBC02	Laboratory Technician II	$24,910.00 / $31,138.00 / $37,366.00	007
MGBC03	Laboratory Technician III	$28,522.00 / $35,653.00 / $42,784.00	009
MCCZ18	Laborer	$17,520.00 / $20,748.00 / $24,898.00	001
MCAD03	Laundry Manager	$32,652.00 / $40,815.00 / $48,978.00	011
MCAD02	Laundry Supervisor	$24,910.00 / $31,138.00 / $37,366.00	007
MCAD01	Laundry Worker	$17,520.00 / $20,748.00 / $24,898.00	001
MAFD04	Legal Services Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ42	Legislative Analyst	$52,433.00 / $65,541.00 / $78,649.00	018
MAFZ12	Legislative Attorney	$81,493.00 / $108,657.00 / $135,821.00	A18
MADZ01	Legislative Information System Specialist	$49,005.00 / $61,256.00 / $73,507.00	017
MEBC01	Library Associate	$32,652.00 / $40,815.00 / $48,978.00	011
MEBZ01	Library Technician	$23,283.00 / $29,104.00 / $34,925.00	006
MBCZ04	License Program Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MDGA01	Licensed Practical Nurse I	$26,738.00 / $35,650.00 / $44,563.00	L08
MDGA02	Licensed Practical Nurse II	$28,612.00 / $38,149.00 / $47,686.00	L09
MDGA03	Licensed Practical Nurse III	$30,614.00 / $40,818.00 / $51,023.00	L10
MAAZ09	Licensing Specialist	$24,910.00 / $31,138.00 / $37,366.00	007
MABZ54	Lottery Corporate Account Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MABZ48	Lottery Drawing Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MABM01	Lottery Field Representative	$30,518.00 / $38,148.00 / $45,778.00	010
MABM02	Lottery Field Services Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MABZ55	Lottery Security/Support Services Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MCCD02	Maintenance Area Supervisor I	$34,939.00 / $43,674.00 / $52,409.00	012
MCCD03	Maintenance Area Supervisor II	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ44	Managed Care Systems Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MFDB01	Management Analyst I	$30,518.00 / $38,148.00 / $45,778.00	010
MFDB02	Management Analyst II	$37,386.00 / $46,732.00 / $56,078.00	013
MFDB03	Management Analyst III	$45,801.00 / $57,251.00 / $68,701.00	016
MADZ06	Manager Biggs Data Center	$64,235.00 / $80,294.00 / $96,353.00	021
MADZ07	Manager DOL Data Center	$60,035.00 / $75,044.00 / $90,053.00	020
MAGZ05	Manager Federal Food Commodities Program	$39,998.00 / $49,997.00 / $59,996.00	014
MABM03	Manager Lottery Sales and Retailer Development	$42,801.00 / $53,501.00 / $64,201.00	015
MADA06	Manager of Application Support	$60,035.00 / $75,044.00 / $90,053.00	020
MADZ17	Manager of Base Technologies	$56,104.00 / $70,130.00 / $84,156.00	019
MADZ08	Manager of Computer & Application Support	$52,433.00 / $65,541.00 / $78,649.00	018
MECZ07	Manager of Consumer Services and Investigations	$56,104.00 / $70,130.00 / $84,156.00	019
MCCZ19	Manager of Expressway Maintenance	$60,035.00 / $75,044.00 / $90,053.00	020
MABZ71	Manager of Financial Reporting & Internal Control	$64,235.00 / $80,294.00 / $96,353.00	021
MFEA08	Manager of Planning	$64,235.00 / $80,294.00 / $96,353.00	021
MDBZ08	Manager of Quality Improvement	$60,035.00 / $75,044.00 / $90,053.00	020
MDBZ09	Manager Program Evaluation	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ84	Manager Sheltered Workshop f/t Visually Impaired	$45,801.00 / $57,251.00 / $68,701.00	016
MFDZ09	Manager Statistics and Research	$52,433.00 / $65,541.00 / $78,649.00	018
MADZ09	Manager Strategic Information Systems Projects	$68,732.00 / $85,915.00 / $103,098.00	022
MDDZ45	Manager Substance Abuse & Mental Health Program Plan. & Dev.	$60,035.00 / $75,044.00 / $90,053.00	020
MAHZ04	Manager Support Services DCC	$55,930.00 / $69,912.00 / $83,894.00	018
MAHZ05	Manager, Support Services	$52,433.00 / $65,541.00 / $78,649.00	018
MBAC01	Market Conduct Examiner	$37,386.00 / $46,732.00 / $56,078.00	013
MBAC02	Market Conduct Examiner and Licensing Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MECB01	Marketing Specialist I	$32,652.00 / $40,815.00 / $48,978.00	011
MECB02	Marketing Specialist II	$37,386.00 / $46,732.00 / $56,078.00	013
MECB03	Marketing Specialist III	$42,801.00 / $53,501.00 / $64,201.00	015
MDDP03	Master Correctional Counselor	$37,386.00 / $46,732.00 / $56,078.00	013

MCCZ27	Master Electrician	$32,652.00 / $40,815.00 / $48,978.00	011
MDDQ03	Master Family Service Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MCCA05	Master Mechanic	$30,518.00 / $38,148.00 / $45,778.00	010
MGAB03	Meat Compliance Investigation Officer	$37,269.00 / $46,586.00 / $55,903.00	012
MGAB04	Meat Inspection Field Supervisor	$39,876.00 / $49,845.00 / $59,814.00	013
MGAB01	Meat Inspector I	$24,834.00 / $31,042.00 / $37,250.00	006
MGAB02	Meat Inspector II	$32,552.00 / $40,690.00 / $48,828.00	010
MAFZ08	Mediation Unit Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MAFZ07	Mediation/Arbitration Officer	$32,652.00 / $40,815.00 / $48,978.00	011
MABZ44	Medicaid Fiscal Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ07	Medicaid Reimbursement Specialist	$52,433.00 / $65,541.00 / $78,649.00	018
MDBZ10	Medicaid Services Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MABZ08	Medicaid Surveillance Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDBZ11	Medicaid Third Party Liability Analyst	$30,518.00 / $38,148.00 / $45,778.00	010
MDEB03	Medical Director	$167,204.00 / $222,938.00 / $278,673.00	D24
MAAG02	Medical Records Administrator	$37,386.00 / $46,732.00 / $56,078.00	013
MAAG01	Medical Records Technician	$24,910.00 / $31,138.00 / $37,366.00	007
MDDG01	Medical Social Work Consultant	$34,939.00 / $43,674.00 / $52,409.00	012
MDDK01	Mental Health Program Administrator I	$45,801.00 / $57,251.00 / $68,701.00	016
MDDK02	Mental Health Program Administrator II	$60,035.00 / $75,044.00 / $90,053.00	020
MGBG01	Microbiologist I	$30,518.00 / $38,148.00 / $45,778.00	010
MGBG02	Microbiologist II	$37,386.00 / $46,732.00 / $56,078.00	013
MGBG03	Microbiologist III	$42,801.00 / $53,501.00 / $64,201.00	015
MAAZ10	Mini/Micro Computer Supervisor	$28,522.00 / $35,653.00 / $42,784.00	009
MABZ17	Motor Fuel Tax Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MBCZ05	Motor Vehicle Lane Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MBCZ06	Motor Vehicle Services Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MBCC04	Motor Vehicle Services Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MBCB01	Motor Vehicle Specialist I	$23,283.00 / $29,104.00 / $34,925.00	006
MBCB02	Motor Vehicle Specialist II	$24,910.00 / $31,138.00 / $37,366.00	007
MBCB04	Motor Vehicle Support Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MBCZ07	Motor Vehicle System Specialist	$28,522.00 / $35,653.00 / $42,784.00	009
MBCC01	Motor Vehicle Technician I	$23,283.00 / $29,104.00 / $34,925.00	006
MBCC02	Motor Vehicle Technician II	$24,910.00 / $31,138.00 / $37,366.00	007
MEAZ07	Museum/Historic Site Interpreter	$26,654.00 / $33,317.00 / $39,980.00	008
MEAZ06	Museum/Historic Site Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MEAZ08	Natural Heritage Program Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MGAF01	Noxious Weed Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MGAF02	Noxious Weed Specialist Supervisor	$39,998.00 / $49,997.00 / $59,996.00	014
MDGZ01	Nurse Consultant	$55,452.00 / $73,936.00 / $92,420.00	N17
MDGB07	Nursing Administrator	$63,485.00 / $84,647.00 / $105,809.00	N19
MDCD01	Nursing Assistant	$21,761.00 / $27,201.00 / $32,641.00	005
MDGB08	Nursing Director	$72,686.00 / $96,915.00 / $121,144.00	N21
MDBZ12	Nursing Home Director I	$73,545.00 / $91,931.00 / $110,317.00	023
MDGB04	Nursing Supervisor	$51,826.00 / $69,101.00 / $86,376.00	N16
MDFA01	Nutritionist I	$30,518.00 / $38,148.00 / $45,778.00	010
MDFA02	Nutritionist II	$34,939.00 / $43,674.00 / $52,409.00	012
MDFA03	Nutritionist III	$42,801.00 / $53,501.00 / $64,201.00	015
MAAZ11	Office Manager	$30,518.00 / $38,148.00 / $45,778.00	010
MADZ10	OIS Programmer Specialist	$52,433.00 / $65,541.00 / $78,649.00	018
MECZ09	Ombudsman Adult Long Term Care Facility	$37,386.00 / $46,732.00 / $56,078.00	013
MECZ08	Ombudsman/DNREC/PSC	$49,005.00 / $61,256.00 / $73,507.00	017
MAAZ12	Operations Support Specialist	$21,761.00 / $27,201.00 / $32,641.00	005
MDAZ08	OSHA Safety Consultant	$32,652.00 / $40,815.00 / $48,978.00	011
MAFD01	Paralegal I	$28,522.00 / $35,653.00 / $42,784.00	009
MAFD02	Paralegal II	$32,652.00 / $40,815.00 / $48,978.00	011
MAFD03	Paralegal III	$37,386.00 / $46,732.00 / $56,078.00	013

MDDZ46	Paramedic Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDBZ13	Paramedic Program Analyst	$37,386.00 / $46,732.00 / $56,078.00	013
MGCG04	Park Administrator I	$49,005.00 / $61,256.00 / $73,507.00	017
MGCG06	Park Administrator II	$60,035.00 / $75,044.00 / $90,053.00	020
MGCG02	Park Manager	$37,386.00 / $46,732.00 / $56,078.00	013
MGCG05	Park Operations Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MGCG03	Park Superintendent	$42,801.00 / $53,501.00 / $64,201.00	015
MGCZ03	Parks Program Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MACZ02	Pension Administrator	$84,202.00 / $105,252.00 / $126,302.00	025
MGAC03	Pesticide Compliance Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MGAC01	Pesticide Compliance and Control Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MGAC02	Pesticide Compliance Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MDJZ02	Pharmacist Administrator	$73,552.00 / $98,069.00 / $122,586.00	P17
MDJZ01	Pharmacist Compliance Officer	$68,732.00 / $91,643.00 / $114,554.00	P16
MFAZ01	Photo/Video Traffic Technician	$26,654.00 / $33,317.00 / $39,980.00	008
MCCZ20	Photo-Reproduction Technician	$23,283.00 / $29,104.00 / $34,925.00	006
MCCK07	Physical Plant Maintenance Superintendent I	$42,801.00 / $53,501.00 / $64,201.00	015
MCCK08	Physical Plant Maintenance Superintendent II	$45,801.00 / $57,251.00 / $68,701.00	016
MCCK06	Physical Plant Maintenance Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MCCK05	Physical Plant Maintenance/Trades Foreman	$30,518.00 / $38,148.00 / $45,778.00	010
MCCK01	Physical Plant Maintenance/Trades Helper	$19,008.00 / $23,760.00 / $28,512.00	003
MCCK02	Physical Plant Maintenance/Trades Mechanic I	$23,283.00 / $29,104.00 / $34,925.00	006
MCCK03	Physical Plant Maintenance/Trades Mechanic II	$26,654.00 / $33,317.00 / $39,980.00	008
MCCK04	Physical Plant Maintenance/Trades Mechanic III	$28,522.00 / $35,653.00 / $42,784.00	009
MDEB01	Physician	$123,398.00 / $164,531.00 / $205,664.00	D18
MFEA01	Planner I	$32,652.00 / $40,815.00 / $48,978.00	011
MFEA02	Planner II	$37,386.00 / $46,732.00 / $56,078.00	013
MFEA03	Planner III	$42,801.00 / $53,501.00 / $64,201.00	015
MFEA04	Planner IV	$49,005.00 / $61,256.00 / $73,507.00	017
MFEA05	Planner V	$56,104.00 / $70,130.00 / $84,156.00	019
MFEA06	Planning Supervisor	$49,005.00 / $61,256.00 / $73,507.00	017
MGAE02	Plant Industries Administrator	$56,104.00 / $70,130.00 / $84,156.00	019
MCCZ21	Plumbing Inspector	$32,652.00 / $40,815.00 / $48,978.00	011
MACZ12	Principal	$31,149.00 / $57,433.00 / $83,717.00	FR5
MFEA07	Principal Planner	$56,104.00 / $70,130.00 / $84,156.00	019
MCCZ22	Prison Industries Director	$52,433.00 / $65,541.00 / $78,649.00	018
MBEA01	Probation and Parole Officer I	$32,552.00 / $40,690.00 / $48,828.00	010
MBEA02	Probation and Parole Officer II	$34,828.00 / $43,535.00 / $52,242.00	011
MBEA05	Probation and Parole Operations Administrator	$52,270.00 / $65,338.00 / $78,406.00	017
MBEA06	Probation and Parole Regional Manager	$64,038.00 / $80,047.00 / $96,056.00	020
MBEA04	Probation and Parole Supervisor	$45,656.00 / $57,070.00 / $68,484.00	015
MAAZ13	Production Control Clerk	$23,283.00 / $29,104.00 / $34,925.00	006
MAAZ14	Production Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MDBZ21	Program Compliance Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MDBZ19	Program Compliance Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MDBZ20	Program Compliance Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MAAZ19	Program Coordinator	$30,518.00 / $38,148.00 / $45,778.00	010
MDDZ86	Psychiatric Social Service Director II	$52,433.00 / $65,541.00 / $78,649.00	018
MDDR01	Psychiatric Social Worker I	$30,518.00 / $38,148.00 / $45,778.00	010
MDDR02	Psychiatric Social Worker II	$32,652.00 / $40,815.00 / $48,978.00	011
MDDR03	Psychiatric Social Worker III	$42,801.00 / $53,501.00 / $64,201.00	015
MDEC01	Psychiatrist I	$136,883.00 / $182,510.00 / $228,138.00	D20
MDEC02	Psychiatrist II	$148,855.00 / $198,473.00 / $248,091.00	D22
MDEC03	Psychiatrist III	$153,391.00 / $204,521.00 / $255,651.00	D23
MDIZ01	Psychological Assistant	$45,801.00 / $57,251.00 / $68,701.00	016
MDIA01	Psychologist	$52,433.00 / $65,541.00 / $78,649.00	018
MDIA02	Psychologist Supervisor	$60,035.00 / $75,044.00 / $90,053.00	020

MDIA03	Psychology Manager	$64,235.00 / $80,294.00 / $96,353.00	021
MDDL02	Public Health Administrator I	$60,035.00 / $75,044.00 / $90,053.00	020
MDDL03	Public Health Administrator II	$68,732.00 / $85,915.00 / $103,098.00	022
MDDL04	Public Health Administrator III	$78,696.00 / $98,370.00 / $118,044.00	024
MDDL01	Public Health Treatment Program Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MAFZ10	Public Hearing Officer	$42,801.00 / $53,501.00 / $64,201.00	015
MECA01	Public Information Officer	$32,652.00 / $40,815.00 / $48,978.00	011
MABZ23	Public Service Bureau Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MABL01	Public Utility Analyst I	$32,652.00 / $40,815.00 / $48,978.00	011
MABL02	Public Utility Analyst II	$42,801.00 / $53,501.00 / $64,201.00	015
MABL03	Public Utility Analyst III	$52,433.00 / $65,541.00 / $78,649.00	018
MBAZ04	Public Utility Complaints Investigator	$24,910.00 / $31,138.00 / $37,366.00	007
MAFA01	Public Utility Hearing Officer	$52,433.00 / $65,541.00 / $78,649.00	018
MCCZ23	Publications/Exhibits Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MAGZ08	Purchasing Services Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MAGZ07	Purchasing Services Coordinator I	$26,654.00 / $33,317.00 / $39,980.00	008
MDBZ14	Quality Assurance Administrator	$49,005.00 / $61,256.00 / $73,507.00	017
MGBH02	Quality Assurance Laboratory Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MDBZ15	Quality Assurance/Error Reduction Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MDBZ17	Quality Improvement Program Administrator	$48,854.00 / $61,067.00 / $73,280.00	016
MDCE01	Radiation Control Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MDCH01	Radiological Technologist I	$24,910.00 / $31,138.00 / $37,366.00	007
MDCH02	Radiological Technologist II	$26,654.00 / $33,317.00 / $39,980.00	008
MAEZ05	Real Property Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MABZ09	Receipts and Disbursements Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MAAZ15	Records Management Specialist	$24,910.00 / $31,138.00 / $37,366.00	007
MDCG01	Recreation Program Leader	$33,761.00 / $45,014.00 / $56,268.00	R10
MDCG02	Recreation Program Specialist	$41,356.00 / $55,141.00 / $68,926.00	R13
MDCG03	Recreation Program Supervisor	$41,356.00 / $55,141.00 / $68,926.00	R13
MGCF03	Regional Forester	$45,801.00 / $57,251.00 / $68,701.00	016
MDBB03	Regional State Service Center Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MDGB01	Registered Nurse I	$36,948.00 / $49,264.00 / $61,580.00	N11
MDGB02	Registered Nurse II	$42,305.00 / $56,406.00 / $70,508.00	N13
MDGB03	Registered Nurse III	$48,432.00 / $64,576.00 / $80,720.00	N15
MEBB02	Registrar of Regulations	$56,104.00 / $70,130.00 / $84,156.00	019
MABZ45	Regulatory Economist	$56,104.00 / $70,130.00 / $84,156.00	019
MAFF01	Regulatory Policy Administrator	$56,104.00 / $70,130.00 / $84,156.00	019
MAFZ14	Regulatory Specialist	$52,433.00 / $65,541.00 / $78,649.00	018
MFDC01	Research Specialist I	$32,652.00 / $40,815.00 / $48,978.00	011
MFDC02	Research Specialist II	$37,386.00 / $46,732.00 / $56,078.00	013
MFDC03	Research Specialist III	$49,005.00 / $61,256.00 / $73,507.00	017
MDDZ48	Residential Treatment Center Assistant Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ49	Residents Protection Administrator, LTC	$68,732.00 / $85,915.00 / $103,098.00	022
MABZ59	Revenue Accounts Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ58	Revenue Production Processing Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MABZ60	Revenue Production Supervisor	$34,939.00 / $43,674.00 / $52,409.00	012
MABJ06	Review Examiner	$64,235.00 / $80,294.00 / $96,353.00	021
MAEB02	Right-of-Way Agent I	$28,522.00 / $35,653.00 / $42,784.00	009
MAEB03	Right-of-Way Agent II	$32,652.00 / $40,815.00 / $48,978.00	011
MAEB04	Right-of-Way Agent III	$39,998.00 / $49,997.00 / $59,996.00	014
MAEB05	Right-of-Way Agent IV	$49,005.00 / $61,256.00 / $73,507.00	017
MDBZ18	Risk Management Safety Officer	$39,998.00 / $49,997.00 / $59,996.00	014
MGCE03	Roadside Environmental Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MGCE01	Roadside Environmental Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MGCE02	Roadside Environmental Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MCCZ24	Seamstress	$20,334.00 / $25,417.00 / $30,500.00	004

MBDZ07	Security and Grounds Superintendent	$30,518.00 / $38,148.00 / $45,778.00	010
MBDZ01	Security Officer	$23,283.00 / $29,104.00 / $34,925.00	006
MBDZ06	Security Officer Supervisor	$26,654.00 / $33,317.00 / $39,980.00	008
MGAZ02	Seed Certification Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MGAZ03	Seed Laboratory Supervisor	$39,998.00 / $49,997.00 / $59,996.00	014
MABB02	Senior Accountant	$32,652.00 / $40,815.00 / $48,978.00	011
MADA04	Senior Application Support Specialist	$45,801.00 / $57,251.00 / $68,701.00	016
MDDH02	Senior Behavior Analyst	$45,801.00 / $57,251.00 / $68,701.00	016
MADZ02	Senior Budget/Legislative Information System Specialist	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ85	Senior Child Development Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MAAZ16	Senior Clerk	$23,283.00 / $29,104.00 / $34,925.00	006
MFAA03	Senior Communication Systems Specialist	$37,386.00 / $46,732.00 / $56,078.00	013
MCBA02	Senior Cook	$23,283.00 / $29,104.00 / $34,925.00	006
MDDP02	Senior Correctional Counselor	$32,652.00 / $40,815.00 / $48,978.00	011
MCAB02	Senior Custodial Worker	$17,760.00 / $22,200.00 / $26,640.00	002
MAAD02	Senior Data Entry Technician	$24,910.00 / $31,138.00 / $37,366.00	007
MCCZ25	Senior Deputy Boiler Inspector	$34,939.00 / $43,674.00 / $52,409.00	012
MGCB02	Senior Environmental Compliance Specialist	$30,518.00 / $38,148.00 / $45,778.00	010
MDDQ02	Senior Family Service Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MABB05	Senior Fiscal Administrative Officer	$49,005.00 / $61,256.00 / $73,507.00	017
MABH03	Senior Fiscal and Policy Analyst	$60,035.00 / $75,044.00 / $90,053.00	020
MABZ65	Senior Fiscal Management Analyst	$56,104.00 / $70,130.00 / $84,156.00	019
MCBD02	Senior Food Service Worker	$19,008.00 / $23,760.00 / $28,512.00	003
MGBD02	Senior Forensic DNA Analyst	$53,969.00 / $71,959.00 / $89,949.00	F15
MGCF02	Senior Forester	$42,801.00 / $53,501.00 / $64,201.00	015
MDCI02	Senior Health Program Representative	$28,522.00 / $35,653.00 / $42,784.00	009
MACA02	Senior Human Resources Technician	$28,522.00 / $35,653.00 / $42,784.00	009
MDDW02	Senior Juvenile Fire Setter Intervention Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MFDA02	Senior Labor Market Analyst	$37,386.00 / $46,732.00 / $56,078.00	013
MACG02	Senior Labor Relations & Employment Practices Specialist	$56,104.00 / $70,130.00 / $84,156.00	019
MABZ43	Senior Legislative Analyst	$64,235.00 / $80,294.00 / $96,353.00	021
MAFZ13	Senior Legislative Attorney	$93,309.00 / $124,412.00 / $155,515.00	A20
MEBC02	Senior Librarian	$37,386.00 / $46,732.00 / $56,078.00	013
MDDG02	Senior Medical Social Work Consultant	$39,998.00 / $49,997.00 / $59,996.00	014
MBCB03	Senior Motor Vehicle Specialist	$26,654.00 / $33,317.00 / $39,980.00	008
MBCC03	Senior Motor Vehicle Technician	$26,654.00 / $33,317.00 / $39,980.00	008
MBEA03	Senior Probation and Parole Officer	$39,876.00 / $49,845.00 / $59,814.00	013
MAFZ11	Senior Public Hearing Officer	$60,035.00 / $75,044.00 / $90,053.00	020
MAFA02	Senior Public Utility Hearing Officer	$60,035.00 / $75,044.00 / $90,053.00	020
MDBZ22	Senior Quality Assurance Operations Specialist	$39,998.00 / $49,997.00 / $59,996.00	014
MDCE02	Senior Radiation Control Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MAFF02	Senior Regulatory Policy Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MACZ06	Senior Rehabilitation Instructor for the Visually Impaired	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ58	Senior Social Worker/Case Manager	$32,652.00 / $40,815.00 / $48,978.00	011
MADZ21	Senior Systems Software Specialist	$52,433.00 / $65,541.00 / $78,649.00	018
MCCZ26	Senior Voting Machine Technician	$24,910.00 / $31,138.00 / $37,366.00	007
MBBB05	Sergeant Capitol Police	$37,269.00 / $46,586.00 / $55,903.00	012
MDDZ50	Sheltered Workshop Production Assistant	$26,654.00 / $33,317.00 / $39,980.00	008
MDDZ51	Sheltered Workshop Production Foreman	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ52	Social Service Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MDDZ54	Social Service Chief Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MDDO01	Social Service Specialist I	$24,910.00 / $31,138.00 / $37,366.00	007
MDDO02	Social Service Specialist II	$26,654.00 / $33,317.00 / $39,980.00	008
MDDO03	Social Service Specialist III	$30,518.00 / $38,148.00 / $45,778.00	010

MDDM01	Social Services Assistant County Operations Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MDDM02	Social Services County Operations Manager I	$60,035.00 / $75,044.00 / $90,053.00	020
MDDM03	Social Services County Operations Manager II	$64,235.00 / $80,294.00 / $96,353.00	021
MDDZ53	Social Services Senior Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MDDZ56	Social Services Technician	$23,283.00 / $29,104.00 / $34,925.00	006
MDDZ57	Social Worker/Case Manager	$30,518.00 / $38,148.00 / $45,778.00	010
MDDZ59	Social Worker/Case Manager Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MABC01	State Accountant I	$30,518.00 / $38,148.00 / $45,778.00	010
MABC02	State Accountant II	$37,386.00 / $46,732.00 / $56,078.00	013
MABC03	State Accountant III	$42,801.00 / $53,501.00 / $64,201.00	015
MABC04	State Accountant IV	$49,005.00 / $61,256.00 / $73,507.00	017
MABC05	State Accountant V	$56,104.00 / $70,130.00 / $84,156.00	019
MGAZ04	State Apiarist	$32,652.00 / $40,815.00 / $48,978.00	011
MABE01	State Auditor I	$30,518.00 / $38,148.00 / $45,778.00	010
MABE02	State Auditor II	$37,386.00 / $46,732.00 / $56,078.00	013
MABE03	State Auditor III	$45,801.00 / $57,251.00 / $68,701.00	016
MABE04	State Auditor IV	$52,433.00 / $65,541.00 / $78,649.00	018
MAGC04	State Contract Procurement Administrator	$52,433.00 / $65,541.00 / $78,649.00	018
MAGC01	State Contract Procurement Officer I	$37,386.00 / $46,732.00 / $56,078.00	013
MAGC02	State Contract Procurement Officer II	$39,998.00 / $49,997.00 / $59,996.00	014
MAGC03	State Contract Procurement Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ60	State Farm Program Coordinator	$37,386.00 / $46,732.00 / $56,078.00	013
MABZ10	State Payroll Manager	$60,035.00 / $75,044.00 / $90,053.00	020
MECZ06	State Public Information Specialist	$24,910.00 / $31,138.00 / $37,366.00	007
MDBB01	State Service Center Administrator I	$37,386.00 / $46,732.00 / $56,078.00	013
MDBB02	State Service Center Administrator II	$39,998.00 / $49,997.00 / $59,996.00	014
MAAZ17	Statistical Information Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MAAZ18	Statistician	$28,522.00 / $35,653.00 / $42,784.00	009
MADZ12	Strategic Information Systems Manager	$60,035.00 / $75,044.00 / $90,053.00	020
MADZ11	Strategic Information Systems Project Leader	$56,104.00 / $70,130.00 / $84,156.00	019
MDDZ61	Substance Abuse Program Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MABZ69	Supervisor Check Services	$30,518.00 / $38,148.00 / $45,778.00	010
MDLB01	Supervisor of Foster Grandparents	$32,652.00 / $40,815.00 / $48,978.00	011
MAGA01	Supply, Storage and Distribution Clerk I	$17,520.00 / $20,748.00 / $24,898.00	001
MAGA02	Supply, Storage and Distribution Clerk II	$17,760.00 / $22,200.00 / $26,640.00	002
MAGA03	Supply, Storage and Distribution Clerk III	$19,008.00 / $23,760.00 / $28,512.00	003
MAGA07	Supply, Storage and Distribution Coordinator	$32,652.00 / $40,815.00 / $48,978.00	011
MAGA06	Supply, Storage and Distribution Supervisor	$24,910.00 / $31,138.00 / $37,366.00	007
MAGA04	Supply, Storage and Distribution Technician I	$21,761.00 / $27,201.00 / $32,641.00	005
MAGA05	Supply, Storage and Distribution Technician II	$23,283.00 / $29,104.00 / $34,925.00	006
MCCE07	Support Operations Manager	$39,998.00 / $49,997.00 / $59,996.00	014
MAHZ06	Support Services Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MAHZ03	Support Services Officer DCC	$32,652.00 / $40,815.00 / $48,978.00	011
MAGZ15	Surplus Properties Specialist	$28,522.00 / $35,653.00 / $42,784.00	009
MAGZ16	Surplus Properties Technician	$28,522.00 / $35,653.00 / $42,784.00	009
MAGZ17	Surplus Property Program Administrator	$39,998.00 / $49,997.00 / $59,996.00	014
MFFZ01	Surveyor	$42,801.00 / $53,501.00 / $64,201.00	015
MADZ13	Systems Manager/Computer Engineer	$56,104.00 / $70,130.00 / $84,156.00	019
MABG01	Tax Auditor I	$32,652.00 / $40,815.00 / $48,978.00	011
MABG02	Tax Auditor II	$42,801.00 / $53,501.00 / $64,201.00	015
MABG03	Tax Auditor III	$49,005.00 / $61,256.00 / $73,507.00	017
MABG04	Tax Auditor Supervisor	$49,005.00 / $61,256.00 / $73,507.00	017
MABZ62	Tax Collection Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ28	Tax Conferee	$87,199.00 / $116,265.00 / $145,331.00	A19
MABZ27	Tax Examination and Investigation Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MABZ61	Tax Systems Manager	$49,005.00 / $61,256.00 / $73,507.00	017

MACZ07	Teachers Aide	$23,283.00 / $29,104.00 / $34,925.00	006
MACZ08	Teaching Assistant	$24,910.00 / $31,138.00 / $37,366.00	007
MADF01	Telecommunications/Network Technician I	$32,652.00 / $40,815.00 / $48,978.00	011
MADF02	Telecommunications/Network Technician II	$37,386.00 / $46,732.00 / $56,078.00	013
MADF03	Telecommunications/Network Technician III	$42,801.00 / $53,501.00 / $64,201.00	015
MADF04	Telecommunications/Network Technician IV	$45,801.00 / $57,251.00 / $68,701.00	016
MADF06	Telecommunications/Network Technician Manager	$52,433.00 / $65,541.00 / $78,649.00	018
MADF05	Telecommunications/Network Technician Supervisor	$45,801.00 / $57,251.00 / $68,701.00	016
MADF07	Telecommunications/Network Technologist I	$49,005.00 / $61,256.00 / $73,507.00	017
MADF08	Telecommunications/Network Technologist II	$52,433.00 / $65,541.00 / $78,649.00	018
MADF09	Telecommunications/Network Technologist III	$56,104.00 / $70,130.00 / $84,156.00	019
MADF11	Telecommunications/Network Technologist Manager	$64,235.00 / $80,294.00 / $96,353.00	021
MADF10	Telecommunications/Network Technologist Supervisor	$60,035.00 / $75,044.00 / $90,053.00	020
MAAH01	Telephone Operator	$20,334.00 / $25,417.00 / $30,500.00	004
MAAH02	Telephone Operator Supervisor	$23,283.00 / $29,104.00 / $34,925.00	006
MDKA02	Therapist I	$32,652.00 / $40,815.00 / $48,978.00	011
MDKA03	Therapist II	$37,386.00 / $46,732.00 / $56,078.00	013
MDKA04	Therapist III	$45,801.00 / $57,251.00 / $68,701.00	016
MDKA05	Therapist IV	$49,005.00 / $61,256.00 / $73,507.00	017
MDCZ10	Therapy Aide	$23,283.00 / $29,104.00 / $34,925.00	006
MDDZ62	Therapy and Rehabilitation Services Director	$52,433.00 / $65,541.00 / $78,649.00	018
MDKA01	Therapy Assistant	$28,522.00 / $35,653.00 / $42,784.00	009
MABI01	Toll Collector	$20,271.00 / $25,339.00 / $30,407.00	003
MABI02	Toll Corporal	$21,689.00 / $27,111.00 / $32,533.00	004
MABI06	Toll Operations Manager	$60,035.00 / $75,044.00 / $90,053.00	020
MABI04	Toll Plaza Manager	$34,828.00 / $43,535.00 / $52,242.00	011
MABI03	Toll Sergeant	$24,834.00 / $31,042.00 / $37,250.00	006
MFAB07	Traffic Operations Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MCCM03	Traffic Sign Installation Supervisor	$30,518.00 / $38,148.00 / $45,778.00	010
MCCM02	Traffic Sign Installer Specialist	$21,761.00 / $27,201.00 / $32,641.00	005
MACC01	Trainer/Educator I	$30,518.00 / $38,148.00 / $45,778.00	010
MACC02	Trainer/Educator II	$37,386.00 / $46,732.00 / $56,078.00	013
MACC03	Trainer/Educator III	$42,801.00 / $53,501.00 / $64,201.00	015
MACZ09	Training Academy Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MACC04	Training/Education Administrator I	$49,005.00 / $61,256.00 / $73,507.00	017
MACC05	Training/Education Administrator II	$56,104.00 / $70,130.00 / $84,156.00	019
MACC06	Training/Education Administrator III	$60,035.00 / $75,044.00 / $90,053.00	020
MAFZ01	Unemployment Compensation Appeals Referee	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ15	Unemployment Insurance Administrator	$60,035.00 / $75,044.00 / $90,053.00	020
MABZ16	Unemployment Insurance Benefits Payment Cont. Svc. Mgr.	$42,801.00 / $53,501.00 / $64,201.00	015
MDDZ64	Unemployment Insurance Benefits Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ63	Unemployment Insurance Benefits Technician	$24,910.00 / $31,138.00 / $37,366.00	007
MDDZ68	Unemployment Insurance Claims Deputy	$26,654.00 / $33,317.00 / $39,980.00	008
MDDZ67	Unemployment Insurance Claims Interviewer	$24,910.00 / $31,138.00 / $37,366.00	007
MDDZ66	Unemployment Insurance Claims Processor	$23,283.00 / $29,104.00 / $34,925.00	006
MABZ18	Unemployment Insurance Field Agent	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ70	Unemployment Insurance Interstate Liable Claims Office Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ65	Unemployment Insurance Local Office Manager	$45,801.00 / $57,251.00 / $68,701.00	016
MBAZ05	Unemployment Insurance Quality Control Auditor	$32,652.00 / $40,815.00 / $48,978.00	011
MFDZ10	Unemployment Insurance Quality Control Data Analyst	$34,939.00 / $43,674.00 / $52,409.00	012
MBAZ06	Unemployment Insurance Quality Control Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ26	Unemployment Insurance Rating Analyst II	$30,518.00 / $38,148.00 / $45,778.00	010

MABZ13	Unemployment Insurance Revenue Quality Control Auditor	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ69	Unemployment Insurance Senior Claims Deputy	$32,652.00 / $40,815.00 / $48,978.00	011
MABZ14	Unemployment Insurance Senior Quality Control Auditor	$37,386.00 / $46,732.00 / $56,078.00	013
MABZ25	Unemployment Insurance Tax Operations Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MBCB05	Uninsured Motorist Program Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ71	Unit Director	$52,433.00 / $65,541.00 / $78,649.00	018
MDCZ07	Utilization Reviewer	$39,998.00 / $49,997.00 / $59,996.00	014
MDED02	Veterinarian Medical Officer	$68,732.00 / $85,915.00 / $103,098.00	022
MBEZ01	Victims Services Coordinator	$42,801.00 / $53,501.00 / $64,201.00	015
MABZ56	Video Lottery Assistant Operations Manager	$42,801.00 / $53,501.00 / $64,201.00	015
MGBZ06	Virologist	$56,104.00 / $70,130.00 / $84,156.00	019
MCBZ03	Visually Impaired Business Service Supervisor	$28,522.00 / $35,653.00 / $42,784.00	009
MAAI01	Vital Statistics Clerk I	$23,283.00 / $29,104.00 / $34,925.00	006
MAAI02	Vital Statistics Clerk II	$24,910.00 / $31,138.00 / $37,366.00	007
MDDT01	Vocational Rehabilitation Counselor Assistant I	$23,283.00 / $29,104.00 / $34,925.00	006
MDDT02	Vocational Rehabilitation Counselor Assistant II	$24,910.00 / $31,138.00 / $37,366.00	007
MDDU01	Vocational Rehabilitation Counselor I	$30,518.00 / $38,148.00 / $45,778.00	010
MDDU02	Vocational Rehabilitation Counselor II	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ76	Vocational Rehabilitation Deputy Director	$60,035.00 / $75,044.00 / $90,053.00	020
MDDZ73	Vocational Rehabilitation District Administrator	$45,801.00 / $57,251.00 / $68,701.00	016
MDDZ74	Vocational Rehabilitation Job Placement Specialist	$26,654.00 / $33,317.00 / $39,980.00	008
MDDZ75	Vocational Rehabilitation Program Specialist	$42,801.00 / $53,501.00 / $64,201.00	015
MDDU03	Vocational Rehabilitation Senior Counselor	$39,998.00 / $49,997.00 / $59,996.00	014
MDLA02	Volunteer Services Administrator	$37,386.00 / $46,732.00 / $56,078.00	013
MDLA01	Volunteer Services Coordinator	$30,518.00 / $38,148.00 / $45,778.00	010
MBDF02	Warden I	$75,800.00 / $101,067.00 / $126,334.00	C21
MBDF04	Warden II	$81,107.00 / $108,142.00 / $135,178.00	C22
MBDF05	Warden III	$86,780.00 / $115,707.00 / $144,634.00	C23
MBDF06	Warden IV	$92,858.00 / $123,810.00 / $154,763.00	C24
MBDF07	Warden V	$99,357.00 / $132,476.00 / $165,595.00	C25
MGAG04	Weights and Measures Administrator	$42,801.00 / $53,501.00 / $64,201.00	015
MGAG01	Weights and Measures Inspector I	$23,283.00 / $29,104.00 / $34,925.00	006
MGAG02	Weights and Measures Inspector II	$28,522.00 / $35,653.00 / $42,784.00	009
MGAG03	Weights and Measures Supervisor	$32,652.00 / $40,815.00 / $48,978.00	011
MCCZ28	Welder	$26,654.00 / $33,317.00 / $39,980.00	008
MAGZ06	WIC Vendor/Field Representative	$26,654.00 / $33,317.00 / $39,980.00	008
MDDZ77	Work Program Assistant	$26,654.00 / $33,317.00 / $39,980.00	008
MDDZ78	Work Service Program Coordinator	$30,518.00 / $38,148.00 / $45,778.00	010
MDAZ09	Workplace Safety Program Coordinator	$34,939.00 / $43,674.00 / $52,409.00	012
MDDZ83	Youth Rehabilitation Community Services Program Administrator	$64,235.00 / $80,294.00 / $96,353.00	021
MDDV01	Youth Rehabilitation Counselor I	$24,910.00 / $31,138.00 / $37,366.00	007
MDDV02	Youth Rehabilitation Counselor II	$28,522.00 / $35,653.00 / $42,784.00	009
MDDV03	Youth Rehabilitation Counselor III	$30,518.00 / $38,148.00 / $45,778.00	010
MDDV04	Youth Rehabilitation Counselor Supervisor	$37,386.00 / $46,732.00 / $56,078.00	013
MDDZ79	Youth Rehabilitation Institution Superintendent	$60,035.00 / $75,044.00 / $90,053.00	020
MDDZ80	Youth Rehabilitation Program Manager	$49,005.00 / $61,256.00 / $73,507.00	017
MDDZ81	Youth Rehabilitation Treatment Specialist	$32,652.00 / $40,815.00 / $48,978.00	011
MDDZ82	Youth Rehabilitation Treatment Supervisor	$42,801.00 / $53,501.00 / $64,201.00	015
MGAH03	Zoo Manager	$37,386.00 / $46,732.00 / $56,078.00	013

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Delaware State Police

DSP Uniform Salary Schedule

Effective 01 July 2011

Salary increase over FY 11 2%

Year	Recruit	Tpr	TFC	Cpl	Cpl/I	SCpl	MCpl	Sgt	Lt	Capt	Maj
1	44,527	50,735									
2		50,735									
3		52,237	54,038								
4		52,237	54,038								
5		53,780	55,637	59,482							
6		53,780	55,637	59,482				72,318			
7		55,374	57,286	61,246							
8		55,374	57,286	61,246				72,318	81,159		
9		57,014	58,984	63,063	64,969			72,318	81,159	91,939	
10		57,014	58,984	63,063	64,969			72,318	81,159	91,939	
11		58,700	60,732	64,932	66,839			72,318	81,159	91,939	
12		58,700	60,732	64,932	66,839	68,746		72,318	81,159	91,939	
13		61,600	63,732	68,142	70,146	72,149		75,899	81,159	91,939	100,606
14		61,600	63,732	68,142	70,146	72,149		75,899	81,159	91,939	100,606
15		64,647	66,883	71,514	73,619	75,720	77,670	79,657	85,182	91,939	100,606
16		64,647	66,883	71,514	73,619	75,720	77,670	79,657	85,182	91,939	100,606
17		67,841	70,190	75,053	77,263	79,469	81,518	83,604	89,404	96,501	105,600
18		67,841	70,190	75,053	77,263	79,469	81,518	83,604	89,404	96,501	105,600
19		71,196	73,665	78,770	81,091	83,407	85,558	87,746	93,840	101,290	110,845
20		71,196	73,665	78,770	81,091	83,407	85,558	87,746	93,840	101,290	110,845
21		71,196	73,665	82,675	85,108	87,542	89,801	92,100	98,497	106,317	116,351
22		71,196	73,665	82,675	85,108	87,542	89,801	92,100	98,497	106,317	116,351
23		71,196	73,665	86,772	89,329	91,884	94,254	96,670	103,387	111,599	122,132
24		71,196	73,665	86,772	89,329	91,884	94,254	96,670	103,387	111,599	122,132
25		71,196	73,665	91,873	93,758	96,442	98,930	101,467	108,519	117,142	128,203
26		71,196	73,665	91,873	93,758	96,442	98,930	101,467	108,519	117,142	128,203
27		71,196	73,665	93,806	96,570	99,335	101,898	104,512	111,774	120,657	132,049
28		71,196	73,665	93,806	96,570	99,335	101,898	104,512	111,774	120,657	132,049
29		71,196	73,665	96,620	99,467	102,314	104,955	107,647	115,127	124,277	136,010
30		71,196	73,665	96,620	99,467	102,314	104,955	107,647	115,127	124,277	136,010
31											
32							108,104	110,877	118,581	128,005	140,090
33							108,104	110,877	118,581	128,005	140,090
34								114,203	122,138	131,846	
								114,203	122,138	131,846	

Office of Management and Budget/Human Resource Management

[redacted]

Accountant (#MABB01)

$30,518.00 Yearly Min / $38,148.00 Yearly Mid / $45,778.00 Yearly Max

Senior Accountant (#MABB02)

$32,652.00 Yearly Min / $40,815.00 Yearly Mid / $48,978.00 Yearly Max

Administrative Accountant (#MABB03)

$37,386.00 Yearly Min / $46,732.00 Yearly Mid / $56,078.00 Yearly Max

Fiscal Administrative Officer (#MABB04)
We are currently accepting applications for this position. To apply, please close this pop-up window and then click on the link for Delaware Employment Link Career Opportunities.

$42,801.00 Yearly Min / $53,501.00 Yearly Mid / $64,201.00 Yearly Max

Senior Fiscal Administrative Officer (#MABB05)

$49,005.00 Yearly Min / $61,256.00 Yearly Mid / $73,507.00 Yearly Max

Controller (#MABB06)

$52,433.00 Yearly Min / $65,541.00 Yearly Mid / $78,649.00 Yearly Max

Email Me when a Job Opens for the above position(s)

Description of Occupational Work

This class series uses six levels in the Administrative Services occupational group, Fiscal Services occupational series and describes accounting work which requires the application of accounting theories, concepts, principles and standards. Work ranges from performing standardized accounting activities through to overall management of a department's accounting services.

Essential Functions

Essential functions are fundamental, core functions common to all positions in the class series and are not intended to be an exhaustive list of all job duties for any one position in the class. Since class specifications are descriptive and not restrictive, incumbents can complete job duties of similar kind not specifically listed here.

- Analyzes, reconciles and consolidates vouchers, records, journals, ledgers and statements.
- Monitors expenditures to ensure compliance with budgetary recommendations.
- Reviews financial transactions and codes for conformance to standard procedures and accounts.
- Compiles, analyzes and prepares a variety of statements and reports for state, special, private or federal funded programs for use in financial, budget and personnel planning.
- Develops cost projections based on past records and anticipated activities and makes fiscally sound

recommendations.

- Applies standardized accounting principles and practices.
- Reviews internal accounting policies and procedures and makes recommendations for revisions.

Levels of Work

Accountant

This level is responsible for performing the full range of essential functions.

- Works under the supervision of a technical or administrative supervisor.
- May conduct special studies and develop or recommend minor changes in methods and procedures.
- May assign and review the work of administrative support/accounting support staff.

Senior Accountant

This level is responsible for complex analysis, development of financial reports and recommendations and other assignments requiring a comprehensive, broad knowledge of accounting theories, principles, practices and procedures.

- Determines most appropriate funds for charges; spot checks records and statements for accuracy; prepares adjustment vouchers and certifies payrolls.
- Reviews, revises and institutes internal controls to ensure correct charging and accounting of disbursements and credits.
- Reconciles multiple accounts of a complex nature.
- Analyzes and evaluates financial data in the preparation of complex budgets and provides forecasts with supporting justification.
- Provides complex analysis and information as part of overall program management.
- Ensures fiscal conformance of grant budgets, purchases, drawing of funds and grant reporting to federal program rules and regulations.
- May plan, assign and review the work of administrative support and/or non-exempt technical accounting staff; evaluates the performance of subordinates.

Administrative Accountant

This level is the highest technical accounting position for a division or department responsible for planning, coordinating, monitoring, and analyzing overall accounting processes and activities. As the highest technical level, this level would not report to a higher level in this series or other fiscal/administrative classes.

- Reports to an administrative superior.
- Serves as lead in all department/division accounting activities; ensures efficient, timely and accurate processing of transactions, accurate preparation, completion and distribution of financial reports and financial statements and consolidation of various accounting reports and records. Ensures activities are carried out in accordance with applicable department, state and/or federal rules, regulations, procedures and guidelines. Signs and approves financial documents.
- Establishes internal control within state accounting standards and develops recordkeeping and reporting requirements to meet agency needs.
- Informs all department/division accounting staff of current laws, rules, policies, and procedures and providing technical and procedural guidance.
- Monitors all budgetary accounts and records. Participates in the preparation of the division/department budget.
- Conducts comprehensive analysis of accounting processes/activities. Formulates and recommends new and

revised policies and procedures.
- Provides training to agency accounting staff on automated financial management systems, GAAP reporting, and other related fiscal and accounting systems and procedures.
- Provides information, guidance and advice to senior management and division head(s).
- May work with technical staff on the installation and upgrade of computerized accounting/financial management systems within the agency and/or overseeing the day-to-day operation and control.
- May supervise an administrative support and/or technical accounting staff.

Fiscal Administrative Officer

This level is responsible for planning, coordinating and supervising a unit of subordinate fiscal exempt and non-exempt technical and administrative support staff at the division or department level.

- Plans, assigns and reviews the work of subordinate technical and administrative support staff engaged in departmental fiscal programs, which includes reviewing and interpreting applicable laws, rules, regulations and procedures to ensure compliance.
- Plans and provides training programs to subordinate staff and other agency staff members.
- Monitors all budgetary accounts and records and provides appropriate advice and counsel to organization, management and operations staff. May assemble budget requests, to include back-up data from a variety of sources, and conferring with agency officials to advise on requirements of budget hearing and methods of presentation.
- Ensures programs are operated according to applicable fiscal procedures and guidelines by conducting comprehensive audits and analysis of appropriate activities. Testimony in court may be required with respect to audit findings.
- Supervises the preparation of financial statements, consolidation of various accounting reports and records and the verification of journal vouchers and payroll records.
- Ensures the accurate completion and distribution of all monthly, quarterly or annual financial reports.
- Participates in the formulation and recommendation of policies, procedures and regulations.
- May establish internal control within statewide accounting standards and develop recordkeeping and reporting requirements to meet agency needs. Ensures proper and accurate fiscal recordkeeping and reporting procedures are implemented and maintained for compliance with state and/or federal budgetary constraints, rules and regulations.

Senior Fiscal Administrative Officer

This level is responsible for planning, coordinating and supervising a unit of subordinate fiscal exempt and non-exempt technical and administrative support staff for a large division or department.

- Generally reports to an administrative superior who has broader responsibilities for the organization's support and staff functions.
- Differentiated from the next lower level in this series by the size of the organization serviced relative to the variety and complexity of financial programs inherent in the operation.
- Assigns and reviews the work of fiscal professional, paraprofessional and administrative support staff engaged in large division or department fiscal programs.
- Supervises the assembling of budget requests, to include back-up data from a variety of sources, and conferring with agency officials to advise of requirements of budget hearing and methods of presentation.
- Ensures programs are operated according to applicable fiscal procedures and guidelines by overseeing the conduct of comprehensive audits and analysis of appropriate activities. May be required to provide testimony in court with respect to audit findings.
- Approves payment of state and federal funds to ensure control over expenditures.
- Compiles financial data, reports and records from various fiscal units or operating sections within the division or department to provide comprehensive fiscal management.

Controller

This level provides total fiscal management/control of a department's financial resources. Functions as the principal financial officer of an operating department for the state.

- Generally reports to an administrative superior who has other broader responsibilities for the department's total support/staff functions or to a top level department official.
- Responsible for all accounting and auditing functions, financial reporting, consolidation of budgets, fiscal record keeping, and the development, modification and implementation of financial controls.
- Plans, organizes, directs and implements financial systems and procedures through a unit of subordinate fiscal professional, paraprofessional and administrative support staff with the principal focus on managing the financial resources of the department.
- Provides counsel and direction to unit managers and financial administrators concerning policies, procedures and interpretations of fiscal affairs.
- Provides fiscal management information, reports, and briefings to top agency management, representatives from fiscal/financial agencies, or federal grant agencies.
- Conducts indepth, comprehensive analysis and/or forecasting of fiscal matters.
- Monitors all financial transactions to ensure compliance with all federal, state and agency rules, regulations, policies and procedures.
- Prepares annual budgets involving state, special and federal funds and makes revisions to reflect changes in receipts, estimates, costs or program needs.

Knowledge, Skills and Abilities

The intent of the listed knowledge, skills and abilities is to give a general indication of the core requirements for all positions in the class series; therefore, the KSA's listed are not exhaustive or necessarily inclusive of the requirements of every position in the class.

- Knowledge of accounting theories, concepts, principles and standards.
- Knowledge of state accounting methods and techniques.
- Knowledge of general and governmental accounting principles.
- Knowledge of applicable federal, state and private laws, rules, regulations and procedures.
- Knowledge of state and departmental computerized financial management systems, including data entry and correction procedures.
- Knowledge of recordkeeping and report preparation techniques.
- Ability to maintain accurate, current accounting records.
- Ability to assemble and analyze financial and accounting data and make recommendations.
- Ability to communicate effectively.
- Ability to establish and maintain effective working relationships with individuals in state, local and federal government agencies and the general public.

In addition to the above knowledge, skills and abilities, the Senior Accountant requires:

- Knowledge of the methods and techniques used in complex financial and accounting data analysis.
- Knowledge of federal grant and program accounting regulations and reporting requirements.
- Ability to supervise staff.
- Ability to make forecasts, utilizing financial records as basis for the projections.

In addition to the above knowledge, skills and abilities, the Administrative Accountant requires:

- Skill in the evaluation and analysis of financial and accounting data.
- Skill in the evaluation and determination of accounting system requirements necessary to meet agency needs.
- Skill in understanding, interpreting and applying policies, rules and regulations.

- Ability to plan and review the work of accounting staff.
- Ability to prepare and explain a variety of financial reports.
- Ability to train agency staff.

In addition to the above knowledge, skills and abilities, the Fiscal Administrative Officer requires:

- Knowledge of investment accounting and reporting procedures.
- Knowledge of auditing techniques.
- Knowledge of the methods used to assemble, analyze and interpret financial and accounting data, and prepare reports from such data.
- Knowledge of supervisory methods and techniques.
- Skill in the application of sound judgement when interpreting and applying policies, rules and regulations.
- Skill in the supervisory techniques.
- Ability to plan, assign and direct the work of subordinates.

In addition to the above knowledge, skills and abilities, the Senior Fiscal Administrative Officer requires:

- Knowledge of state governmental fiscal and budgetary processes.
- Knowledge of applicable fiscal procedures and guidelines for programs.
- Skill in conducting indepth, comprehensive analysis and/or forecasting of fiscal matters.
- Ability to interpret and analyze financial data and reports.
- Ability to plan and direct a program of accounting and fiscal services and controls.
- Ability to direct a large accounting program.

In addition to the above knowledge, skills and abilities, the Controller requires:

- Knowledge of the principles and practices of management.
- Knowledge of the principles, practices and theories of accounting, auditing, budgeting and financial management.
- Knowledge of procurement procedures.
- Skill in directing a large accounting function.
- Ability to manage a professional accounting and administrative support staff.
- Ability to provide counsel and direction to unit managers and financial administrators concerning policies, procedures and interpretations of fiscal affairs.

Job Requirements

JOB REQUIREMENTS for Accountant

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

- Possession of a Bachelors degree or higher in Accounting, Business Administration, Economics, Finance, Business Management, Computer Information Systems or related field.

OR

1. Experience in accounting which includes recording, verifying and reporting financial information using Generally Accepted Accounting Principles (GAAP).
2. Experience in financial analysis which includes compiling, analyzing and interpreting financial data to ensure effective and efficient accounting of funds or to make projections for financial planning.
3. Experience in interpreting laws, rules, regulations, standards, policies, and procedures.
4. Experience in using an automated information system to enter, update, modify, delete, retrieve/inquire and report on data.

5. Knowledge of creating financial reports which includes combining and presenting financial data from multiple sources in an organized format.

CLASS: MABB01	**EST: 7/1/1987**	**REV: 1/1/1900**	**FORMERLY JOB CLASS: 75271**
CLASS: MABB02	**EST: 7/1/1987**	**REV: 1/1/1900**	**FORMERLY JOB CLASS: 75272**
CLASS: MABB03	**EST: 7/1/1995**	**REV: 1/1/1900**	**FORMERLY JOB CLASS: 75259**
CLASS: MABB04	**EST: 7/1/1987**	**REV: 1/1/1900**	**FORMERLY JOB CLASS: 75273**
CLASS: MABB05	**EST: 7/1/1987**	**REV: 1/1/1900**	**FORMERLY JOB CLASS: 75274**
CLASS: MABB06	**EST: 7/1/1987**	**REV: 1/1/1900**	**FORMERLY JOB CLASS: 75275**

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HOW TO APPLY
IF YOU NEED ASSISTANCE
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Statewide Holidays
Office of Pensions
State Agency List

DEL DELAWARE EMPLOYMENT LINK

Looking for exciting career opportunities?
Competitive salary and benefits package? A terrific place to work?
You've come to the right place in the First State.

BROWSE JOBS | APPLY ONLINE | NOTIFY ME

Total Compensation

It just starts with your salary.....



Find Your Future

Click here to
Check Out the State of Delaware's Benefits Package

At the State of Delaware we invest in our people and support them in and outside of the office. We offer comprehensive benefit plans that will give you peace of mind and security.

Below is a list of state benefits that are offered to most categories of employees:

*Health Benefits **
*Pension Benefits **
Deferred Compensation
Dental Insurance
Vision Insurance
Flexible Spending
Legal Expense Insurance Plan
Pre-Tax Commuter Benefits
*Disability Insurance **
*Paid Time Off **
Blood Bank
Auto and Home Insurance
Long-Term Care Insurance
Pet Insurance
Group Universal Life/Dependent Life
Accidental Death and Dismemberment Benefits

**** State contributes to these benefits for most categories of employees***

Last Updated: September 27, 2011

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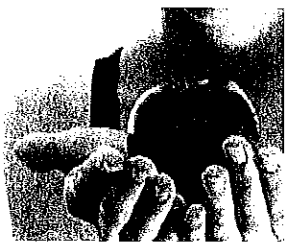
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DEL DELAWARE EMPLOYMENT LINK

Looking for exciting career opportunities? Competitive salary and benefit package? A terrific place to work? You've come to the right place in the First State.

BROWSE JOBS | APPLY ONLINE | NOTIFY ME

Health and Well Being



The State of Delaware offers you medical, prescription, dental and vision coverage that allows you to tailor your health care to best meet your needs.

Medical Coverage

The State offers you many options at very reasonable rates. Our providers include: Blue Cross Blue Shield of Delaware and Aetna.

You can choose from Preferred Provider Organization (PPO), Health Matinernance Organization (HMO) and Consumer Directed Health (CDH) Plans. To find out more:

Click Here
http://ben.omb.delaware.gov/medical/index.shtml

Note: If you are enrolled in a group medical plan, you automatically receive additional benefits which include these:

Prescription Coverage
Employee Assistance Program

Health and Well Being
Just in Case
Your Future
Professional Growth
Work Life Balance
More Benefits

Prescription Coverage

The State of Delaware, in partnership with Medco, has designed and implemented a comprehensive prescription drug program to provide you with the medications required in a cost effective and efficient manner.

Click Here
http://ben.omb.delaware.gov/script/index.shtml

Employee Assistance Program

The State of Delaware offers a problem solving resource that can help you with personal problems or issues that are concerning you.

Click Here
http://ben.omb.delaware.gov/eap/index.shtml

Dental Coverage

The State offers employees two providers for dental care. They are Delta Dental and Dominion Dental. Many different plans are available to keep you and your family smiling. For more information on the plans:



Click Here
http://ben.omb.delaware.gov/dental/index.shtml

Vision

Personalized eye care helps you see well and stay healthy. The State offers vision insurance provided by EyeMed Vision Care at very reasonable rates. To find out more:



Click Here
http://ben.omb.delaware.gov/vision/default.shtml

Dela*WELL*

A comprehensive wellness program is available that brings awareness, knowledge and change in personal health risk behaviors.

Click Here
http://delawell.delaware.gov/

Blood Bank

Take advantage of the State's group membership and "Be a Hero" today.

Click Here
http://ben.omb.delaware.gov/blood/index.shtml

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GROUP LIFE INSURANCE

Minnesota Life Group Universal Life (GUL) Program Changes

Effective January 1, 2011

- Benefits eligible active employees enrolled in the GUL program will have the following dependent Term Life options to select from:

Spouse:	$20,000/$7.05 per month
Spouse:	$10,000/$3.08 per month
Child(ren):	$10,000 for each eligible child/$1.16 per month (Covers all eligible children)

Coverage is now in effect for benefits eligible active employees who participated in the one-time open enrollment opportunity between October 4, 2010 and October 20, 2010 to increase spouse coverage from $10,000 to $20,000 without providing Minnesota Life with evidence of good health.

Also, employees enrolled in the GUL program with child(ren) coverage as of December 31, 2010 had their coverage increased *automatically* from $6,000 per child(ren) to $10,000 per child(ren) effective January 1, 2011 with no increase to the cost of the child(ren) coverage. The Accelerated Benefit is also available to enrolled child (ren) who are diagnosed with a terminal illness resulting in a life expectancy of 12 or fewer months. For more information on this valuable benefit, please refer to the Accelerated Benefit Claims Processing Steps below.

- The newly added Will Preparation and Legal Services benefit provided by Ceridian LifeWorks' is now available to benefits eligible active employees enrolled in the GUL program, their spouses and other dependents at no cost. Click on the link below for a detailed description of this new service.

Legal Services Employee Brochure

State of Delaware
Group Health Insurance Program
New Rates Effective July 1, 2011

	Total Monthly Rate	State Pays	Employee/ Pensioner Contributions
First State Basic Plan *(includes prescription drug coverage at the same level as all other plans)* *Administered by Blue Cross Blue Shield of Delaware*			
Employee	$514.56	$514.56	$0.00
Employee & Spouse	$1,064.66	$1,064.66	$0.00
Employee & Child(ren)	$782.20	$782.20	$0.00
Family	$1,330.86	$1,330.86	$0.00
Aetna CDH Gold *Administered by Aetna*			
Employee	$532.56	$514.56	$18.00
Employee & Spouse	$1,104.26	$1,064.66	$39.60
Employee & Child(ren)	$813.70	$782.20	$31.50
Family	$1,402.86	$1,330.86	$72.00
BCBSD CDH Gold *Administered by Blue Cross Blue Shield of Delaware*			
Employee	$532.56	$514.56	$18.00
Employee & Spouse	$1,104.26	$1,064.66	$39.60
Employee & Child(ren)	$813.70	$782.20	$31.50
Family	$1,402.86	$1,330.86	$72.00
Aetna HMO *Administered by Aetna*			
Employee	$537.22	$514.56	$22.66
Employee & Spouse	$1,132.64	$1,064.66	$67.98
Employee & Child(ren)	$821.80	$782.20	$39.60
Family	$1,413.30	$1,330.86	$82.44
BlueCARE® HMO *Administered by Blue Cross Blue Shield of Delaware*			
Employee	$537.66	$514.56	$23.10
Employee & Spouse	$1,136.22	$1,064.66	$71.56
Employee & Child(ren)	$822.62	$782.20	$40.42
Family	$1,417.62	$1,330.86	$86.76
Comprehensive PPO Plan *Administered by Blue Cross Blue Shield of Delaware*			
Employee	$587.46	$514.56	$72.90
Employee & Spouse	$1,219.04	$1,064.66	$154.38
Employee & Child(ren)	$905.38	$782.20	$123.18
Family	$1,523.98	$1,330.86	$193.12
Medicare Supplement *Administered by Blue Cross Blue Shield of Delaware*			
Special Medicfill with Prescription	$414.26	$414.26	$0.00
Special Medicfill **without** Prescription*	$191.76	$191.76	$0.00
*Medicare Supplement plan WITHOUT prescription is provided for Medicare Beneficiaries enrolled in Medicare Part D			
Dominion Dental HMO *Administered by Dominion Dental*			
Employee	$22.68	$0.00	$22.68
Employee & Spouse	$42.14	$0.00	$42.14
Employee & Child(ren)	$45.42	$0.00	$45.42
Family	$61.66	$0.00	$61.66
Delta Dental PPO plus Premier *Administered by Delta Dental*			
Employee	$31.62	$0.00	$31.62
Employee & Spouse	$64.54	$0.00	$64.54
Employee & Child(ren)	$63.34	$0.00	$63.34
Family	$105.70	$0.00	$105.70
EyeMed Vision Plan *Administered by EyeMed Vision Care*			
Employee	$6.12	$0.00	$6.12
Employee & Spouse	$9.64	$0.00	$9.64
Employee & Child(ren)	$9.84	$0.00	$9.84
Family	$15.88	$0.00	$15.88

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Dominion Dental Provider Directory
Flexible Spending Account Claim Form
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Delaware Code
State Holidays

AETNA

Plan Administrator
- Aetna website
- Locate Participating Providers - DocFind
- Information on Providers and Networks for Aetna's HMO and CDH Gold Plans

Summary Plan Description
- HMO Summary Plan Description (.pdf)

State of Delaware Consumer-Directed(CDH) Gold Plan
- Aetna CDH Gold Plan Employee Briefing Session Presentation
- Preventive Care Covered at 100% (.pdf)

Urgent Care Facilities for HMO and CDH Gold Plans
- List of Urgent Care Facilities (.pdf)

Customer Service: 1-877-542-3862

Participating Lab
- **Quest Diagnostics is a Participating Provider**

Documentation
- Sample Explanation of Benefits Statement (.pdf)
  - Sample EOB Statement with Legend (.pdf)
  - Sample EOB Statement Key to Legend(.pdf)
- Legend to Explanation of Benefits (.pdf)
- HMO Special Programs (.pdf)
- Informed Health Line (.pdf)
- Smart Source Flyer (.pdf)
- Discount Program (.pdf)
- Navigator (.pdf)

Forms, Documentation, and Special Applications

- Statement of Support Form
  This form must be completed, signed, and provided to your HR/Benefits Office.

- Full-Time Student Certification Form
  This form must be completed, signed and provided to your HR/Benefits Office.

- **Dependent Child Coordination of Benefits**
  In accordance with the Group Health Eligibility and Enrollment Rules, a Dependent Coordination of Benefits form must be completed for each dependent child upon enrollment, any time coverage changes, or upon request by the Statewide Benefits Office. Please complete the applicable form below and return it to your health care carrier at the address provided on the bottom of the form.

  - Dependent Child Coordination of Benefits Form
    Please print the form, complete, and send by U.S. Mail to:
    Aetna, Inc.
    1425 Union Meeting Road, U21S

Blue Bell, PA 19422

- Claim Form
  Please print the Claim Form, complete, and fax to (859) 455-8650 or send by U.S. Mail to:
  Aetna, Inc.
  Attn: Claims
  P.O. Box 981106
  El Paso, TX 79998-1106

- Incapacitated Child - Member Form
- Incapacitated Child - Physician Form

Appeal Process

- Appeal Process (.pdf)
- State of Delaware Authorization for Release Protected Health Information Form

Section Manager: Brenda Lakeman

Announcements / Notices | Benefits Documentation

Download Adobe Reader | Download MS Word Viewer

Last Updated: Tuesday September 06 2011

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Dominion Dental Provider Directory
Flexible Spending Account Claim Form
Medco Prescription Coverage
State Employee Benefits Committee
State Employee Benefits Advisory Council
Delaware Code
State Holidays

BLUE CROSS BLUE SHIELD OF DELAWARE

Plan Administrator

Blue Cross Blue Shield Delaware

- Blue Cross Blue Shield of Delaware Website
- Find a Health Provider
- Information on BCBSD's Providers and Networks for BCBSD's HMO (Blue Care or IPA) and CDH Gold Plans

Customer Service: (302) 429-0260 or 1-800-633-2563

Program Description

- BCBSD 2011 Open Enrollment Benefit Booklet - All Plans

Summary Plan Descriptions by Plan

- Comprehensive PPO Plan
- First State Basic Plan
- Blue Care HMO Plan
  - Blue Care HMO Authorizations – Specialties Currently Not Requiring Authorization
- Consumer-Directed Health (CDH) Gold Plan

State of Delaware Consumer-Directed Health (CDH) Gold Plan

- Blue Cross Blue Shield of Delaware CDH Gold Plan Employee Briefing Session Presentation
- CDH Gold Plan Description
- CDH Gold Plan - Health Reimbursement Arrangement (HRA) Form

Preventive Health Guidelines

BCBSD promotes preventive care to help you stay well. Benefits are administered according to the BCBSD Preventive Health Guidelines materials. These materials contain details of when BCBSD pays for Preventive Care, which are listed below and available on BCBSD's website at bcbsde.com. All terms and conditions of your benefit plan apply to the Preventive Health Guidelines materials.

Preventive Health Guidelines 2010 - 2011

- Preventive Health Guidelines for Maternity
- Preventive Health Guidelines for Children - Newborn to Age 12
- Preventive Health Guidelines for Teens and Young Adults - Ages 13 to 21
- Preventive Health Guidelines for Adults - Ages 22 and Older

Preventive Health Guidelines 2011 - 2012

- Preventive Health Guidelines for Maternity
- Preventive Health Guidelines for Children - Newborn to Age 12
- Preventive Health Guidelines for Teens and Young Adults - Ages 13 to 21
- Preventive Health Guidelines for Adults - Ages 22 and Older

Laboratory Services

- Visit BCBSD's website, for the most up-to-date information on Laboratory Services

- Lab Corp is Participating Provider Effective February 1, 2011.
  - Notice of Lab Services for BCBSD Members
  - Find a Lab Corp site, make an appointment, and find other information on Lab Corp at www.labcorp.com

- BCBSD's Letter to Members - January 2011
- Lab Corp Payment for Services
  - "Authorize Payment Today No Bill Tomorrow" flyer in English and Spanish
    LabCorp is requesting, not requiring, a credit card be submitted. If you choose not to submit a credit card for billing purposes, services will still be provided.
- Lab Corp Extends Hours at Some Locations Effective 2-1-11
- Quest Diagnostics, AmeriPath, or CLBPath are Non-Participating Providers Effective February 1, 2011.
  - Notice of Lab Services for BCBSD Members

High Tech Radiology Utilization Management

- High Tech Radiology Flyer - June 2010
- Appeal Information for High Tech Radiology Utilization Management

Medical Aid Units for Urgent Care

- Please note: Blue Care/HMO/IPA members must call their primary care physician before visiting a Medical Aid Unit.
- List of Medical Aid Units

Documentation

- Statement of Support Form
  This form must be completed, signed, and provided to your HR/Benefits Office.
- Full-Time Student Certification Form
  This form must be completed, signed and provided to your HR/Benefits Office.
- **Dependent Child Coordination of Benefits**

  In accordance with the Group Health Eligibility and Enrollment Rules, a Dependent Coordination of Benefits form must be completed for each dependent child upon enrollment, any time coverage changes, or upon request by the Statewide Benefits Office. Please complete the applicable form below and return it to your health care carrier at the address provided on the bottom of the form.

  - Dependent Child Coordination of Benefits Form (.pdf)
    Please print the form, complete, and send by U.S. Mail to:

    Blue Cross Blue Shield Of Delaware
    Delivery Code 1-7-20
    P.O. Box 1991
    Wilmington , DE 19885-9876

- **Documentation**
  - "Be Green with Blue" includes tips to be Green and how to register for paperless EOBs
  - BCBSD – Explanation of Benefits Flyer
- **Forms and Special Applications**
  - Blue Cross' Customer Service Outreach Schedule
  - Dependent Child Coordination of Benefits Questionnaire
  - Disabled Child Application
  - Vision Care Discount Program
- **Appeal Process**
  - Appeal Process
  - State of Delaware Authorization for Release Protected Health Information Form

Section Manager: Brenda Lakeman

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DELTA DENTAL

Plan Administrator

- Delta Dental Website
- Customer Services 1-800-873-4165

Benefit Descriptions

- Delta Dental PPO Information Sheet (.pdf)
- Evidence of Coverage (.pdf)
- Enhanced Benefit for Pregnant Women (.pdf)

Documentation

- Enrollee Flyer On Non-Covered Services
- Web Flyer – Information available on the web (.pdf)
- Information on Predetermination (.pdf)
- Overview of Dental Benefits (.pdf)
- Delta Dental Frequently Asked Questions (FAQ's) (.pdf)
- Orthodontic Benefits (.pdf)

Delta Dental's Children's Dental Health

- Information
- Delta Dental Children's Website

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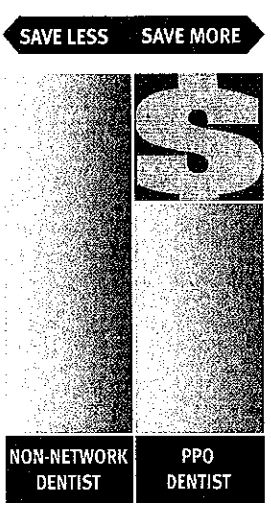
Delta Dental PPO℠ – Easy, Friendly, Accessible



We'll do **whatever it takes and then some.**

Greatest potential savings when you visit a Delta Dental PPO dentist

OUT-OF-POCKET COSTS



AMOUNT YOU **SAVE**

AMOUNT YOU **PAY**

Illustration showing sample enrollee share of cost for information purposes only. Actual dentist fees and contract allowances will vary by region, procedure and by group contract.

We're pleased to be your partner in maintaining great oral health. The Delta Dental PPO* plan makes it easy for you to find a dentist, and easy to control your costs when you visit a network dentist. Here are some of the great things you'll need to know about enrolling with Delta Dental:

- **Save money with a Delta Dental PPO dentist.** Our PPO network dentists accept reduced fees for covered services they provide you, so you'll usually pay the least when you visit a PPO network dentist. This also ensures Delta Dental dentists won't balance bill you the difference between the contracted amount and their usual fee.
- **Visit the dentist of your choice.** Want to visit a non-Delta Dental dentist? No problem. You can visit any licensed dentist, but your costs are usually lowest when you see a PPO dentist.
- **Many network dentists to choose from.** Since Delta Dental offers access to some of the largest dentist networks in the U.S., chances are there's a wide choice of network dentists near your home or office. Four out of five dentists nationwide are contracted Delta Dental dentists, giving more enrollees convenient access to more dentists. Visit us at www.deltadentalins.com to search our dentist directory by location or specialty.
- **Easy to use your benefits.** When you visit a Delta Dental dentist, pay only your portion for services. Delta Dental dentists will file claim forms for you and receive payment directly from us. Many non-Delta Dental dentists ask that you pay the entire cost up front and wait for reimbursement.
- **Delta Dental's Online Services make getting information quick and easy.** Access your benefits and eligibility, print ID cards and get information about your claims. And check out Delta Dental's oral health resources too for tips and information that can help keep your smile healthy.

** In Texas, Delta Dental Insurance Company offers a Dental Provider Organization (DPO) plan.*

DELTA DENTAL®

WE KEEP YOU SMILING®

HL_PPO_ENG_2col_BWL #60482 (9/10)

Plan Benefit Highlights for: State of Delaware **Effective Date:** 7/1/2011

Eligibility	Primary enrollee, spouse and eligible dependent children to the end of the month that dependent turns 26
Deductibles	$50 per person / $150 per family each plan year
Deductibles waived for Diagnostic & Preventive (D & P), & Orthodontics?	Yes
Maximums	$1,500 per person each plan year
D & P counts toward maximum?	Yes

Benefits and Covered Services*	**Delta Dental PPO dentists****	**Non-PPO dentists**** (Delta Dental Premier® & Non-Delta Dental Dentists)
Diagnostic & Preventive Services Exams, cleanings, x-rays, sealants	100 %	80 %
Basic Services Fillings, denture repair, bridge and crown/inlay/onlay repair, simple extraction	80 %	80 %
Endodontics (root canals) Covered Under Basic Services	80 %	80 %
Surgical Periodontics (surgical gum treatment) Covered Under Major Services	50 %	50 %
Non-Surgical Periodontics (non-surgical gum treatment) Covered Under Basic Services	80 %	80 %
Oral Surgery Covered Under Major Services	50 %	50 %
Major Services Crowns, inlays, onlays and cast restorations	50 %	50 %
Prosthodontics Bridges and dentures	50 %	50 %
Orthodontic Benefits adults and dependent children	50 %	50 %
Orthodontic Maximums	$ 1,000 Lifetime $ 50 Lifetime Deductible	$ 1,000 Lifetime $ 50 Lifetime Deductible

* Limitations or waiting periods may apply for some benefits; some services may be excluded from your plan. Reimbursement is based on Delta Dental maximum contract allowances and not necessarily each dentist's submitted fees.

** Reimbursement is based on PPO contracted fees for PPO dentists, Premier contracted fees for Premier dentists and 80th percentile for non-Delta Dental dentists.

Delta Dental of Delaware
One Delta Drive
Mechanicsburg, PA 17055

Customer Service
800-932-0783
(Business Hours: 8 am to 8 pm ET)

Claims Address
P.O. Box 2105
Mechanicsburg, PA 17055-2105

www.deltadentalins.com

This benefit information is not intended or designed to replace or serve as the plan's Evidence of Coverage or Summary Plan Description. If you have specific questions regarding the benefits, limitations or exclusions for your plan, please consult your company's benefits representative.

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DOMINION DENTAL

Plan Administrator

- Dominion Dental Website (includes how to find a Dominion Dental provider)
  Member Services 1-888-518-5338

Benefit Descriptions

- 605XS Description of Benefits & Member Copayment Schedule (.pdf)

Section Manager: Brenda Lakeman

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Last Updated: Tuesday April 26 2011

DOMINION DDS DENTAL Services, Inc.

Plan 605xs

Description of Benefits & Member Copayments

ADA CODE	BENEFIT	MEMBER COPAYMENT ($)
DIAGNOSTIC / PREVENTIVE / ADJUNCTIVE		
D9439	Office visit	$10
D0120	Periodic oral evaluation	No Charge
D0140	Limited oral evaluation - problem focused	No Charge
D0150	Comprehensive oral evaluation	No Charge
D0160	Detailed and ext. oral eval. - problem focused	No Charge
D0170	Re-evaluation - limited, problem focused (established patient; not postoperative visit)	No Charge
D0210	Intraoral complete series (including bitewings)	26
D0220	Intraoral - periapical first film	No Charge
D0230	Intraoral - periapical each additional film	No Charge
D0240	Intraoral - occlusal film	No Charge
D0250/60	Extraoral - first and each additional film	No Charge
D0270/72/74	Bitewing x-ray - one, two or four film(s)	No Charge
D0277	Vertical bitewings - seven to eight films	No Charge
D0330	Panoramic film	30
D0460	Pulp vitality tests	No Charge
D0470	Diagnostic casts (not in conj. with Ortho)	No Charge
D1110	Prophylaxis - teeth cleaning; adult (one per six months, per member)	No Charge
D1120	Prophylaxis - teeth cleaning; child (one per six months, per member. Exclusive of ADA code D1201)	No Charge
D1201	Topical fluoride with prophylaxis (child)	No Charge
D1203	Topical fluoride without prophylaxis (child)	No Charge
D1310	Nutritional counseling for control and treatment of dental disease	No Charge
D1320/30	Oral hygiene instructions	No Charge
D1351	Sealant - per tooth (up to 14 years of age)	18
D9110	Palliative (emergency) treatment	40
D9210/15	Local anesthesia	No Charge
D9211	Regional block anesthesia	No Charge
D9212	Trigeminal division block anesthesia	No Charge
D9230	Analgesia, anxiolysis, inhalation of nitrous oxide	35
D9310	Consultation (diagnostic service provided by dentist or specialist other than practitioner providing treatment)	39
D9910	Application of desensitizing medicament	29
D9930	Emergency visit during office hours	40
D9990	Broken office appointment - per ½ hour	23
	SPACE MAINTAINERS	
D1510/20	Space maintainer fixed/removable - unilateral	129
D1515/25	Space maintainer fixed/removable - bilateral	174
D1550	Recementation of space maintainer	31
RESTORATIVE DENTISTRY (FILLINGS)		
	AMALGAM RESTORATIONS (Silver)	
D2140	Amalgam - one surface, primary or permanent	33
D2150	Amalgam - two surfaces, primary or permanent	41
D2160	Amalgam - three surfaces, primary or permanent	52
D2161	Amalgam - four or more surfaces, primary or or permanent	62
	RESIN/COMPOSITE RESTORATIONS (Tooth Colored)	
D2330	Resin - one surface, anterior	61
D2331	Resin - two surfaces, anterior	73
D2332	Resin - three surfaces, anterior	86
D2335	Resin - four or more surfaces, anterior	104
D2391	Resin - one surface, posterior	65
D2392	Resin - two surfaces, posterior	76
D2393	Resin - three surfaces, posterior	89
D2394	Resin - four or more surfaces, posterior	107
D2940	Sedative filling	35
D2951	Pin retention - per tooth in addition to restoration	20
D3110/20	Pulp cap direct/indirect (excl. final rest)	24
CROWN & BRIDGE*		
D2390	Resin based composite crown, anterior	168
D2510	Inlay - metallic - one surface	390
D2520	Inlay - metallic - two surfaces	390
D2530	Inlay - metallic - three or more surfaces	407
D2542	Onlay - metallic - two surfaces	423
D2543	Onlay - metallic - three surfaces	511
D2544	Onlay - metallic - four or more surfaces	511

ADA CODE	BENEFIT	MEMBER COPAYMENT ($)
D2610	Inlay - porcelain/ceramic - one surface	$347
D2620	Inlay - porcelain/ceramic - two surfaces	376
D2630	Inlay - porcelain/ceramic - three surfaces	400
D2642	Onlay - porcelain/ceramic - two surfaces	416
D2643	Onlay - porcelain/ceramic - three surfaces	432
D2644	Onlay - porcelain/ceramic - four or more surfaces	432
D2650	Inlay - resin-based composite - one surface	403
D2651	Inlay - resin-based composite - two surfaces	403
D2652	Inlay - resin-based composite - three or more surfaces	403
D2662	Onlay - resin-based composite - two surfaces	407
D2663	Onlay - resin-based composite - three surfaces	407
D2664	Onlay - resin-based composite - four or more surfaces	407
D2710	Crown - resin - lab	246
D2712	Crown - 3/4 resin-based composite (excluding veneers)	450
D2720/21/22	Crown - resin with metal	470
D2740	Crown - porcelain/ceramic substrate	508
D2750/51/52	Crown - porcelain fused to metal	470
D2780/81/82	Crown - 3/4 cast with metal	307
D2783	Crown - 3/4 porcelain/ceramic	446
D2790/91/92	Crown - full cast metal	457
D2793	Crown - prefabricated stainless steel	122
D2910/20	Recement inlay/crown per unit	38
D2930	Crown - prefabricated stainless steel - primary tooth	99
D2931	Crown - prefabricated stainless steel - permanent tooth	112
D2932	Crown - prefabricated resin	128
D2950	Core buildup, including any pins	113
D2952	Cast post & core in addition to crown	171
D2954	Prefabricated post & core in addition to crown	140
D2955	Post removal (not in conj. w/ endo therapy)	95
D2970	Temporary crown (w/ perm. crown)	No Charge
D2980	Crown repair, by report	88
PROSTHETICS (DENTURES)		
D5110/20	Complete upper/lower denture	577
D5130/40	Immediate upper/lower denture	615
D5211/12	Upper/lower, resin base partial denture (including any conventional clasps, rests & teeth)	533
D5213/14	Upper/lower, cast base partial denture with resin base (incl. conventional clasps, rests & teeth)	627
D5281	Removable unilateral partial - one piece cast metal (incl. clasps and teeth)	345
D5410/11	Adjust complete denture, upper/lower	30
D5421/22	Adjust partial denture, upper/lower	30
D5510/5610	Repair denture base (complete or resin)	73
D5520	Replace missing/broken teeth (each tooth)	73
D5620	Repair cast framework	73
D5630/60	Clasp replaced, repaired or added	97
D5640	Replace broken tooth, per tooth	73
D5650	Add tooth to existing partial denture	73
D5670/71	Replace all teeth and acrylic on cast metal framework, upper/lower	228
D5710/11	Rebase complete denture, upper/lower	220
D5720/21	Rebase partial denture, upper/lower	220
D5730/31	Reline complete denture, upper/lower (chairside)	132
D5740/41	Reline compl/partial upper/lower (chairside)	132
D5750/51	Reline complete upper/lower: lab	186
D5760/61	Reline upper/lower partial: lab	186
D5810/11	Interim complete denture upper/lower	289
D5820/21	Interim partial denture upper/lower	289
D5850/51	Tissue conditioning, upper/lower	65
BRIDGE & PONTICS*		
D6210/11/12	Pontic - metal	457
D6240/41/42	Pontic - porcelain fused to metal	470
D6245	Pontic - porcelain/ceramic	505
D6250/51/52	Pontic - resin with metal	470
D6545	Retainer - cast metal for a resin bonded fixed	221
D6548	Retainer - porcelain/ceramic for resin bonded fixed prosthesis	346
D6600	Inlay - porcelain/ceramic, two surfaces	192
D6601	Inlay - porcelain/ceramic, three or more surfaces	205
D6602	Inlay - cast high noble metal, two surfaces	212
D6603	Inlay - cast high noble metal, three or more surfaces	250

*All fees exclude the cost of noble and precious metals. An additional fee will be charged if these materials are used.

Plan 605xs

ADA CODE	BENEFIT	MEMBER COPAYMENT ($)
D6604	Inlay - cast predom. base metal, two surfaces	$137
D6605	Inlay - cast predom. base metal, three or more surfaces	174
D6606	Inlay - cast noble metal, two surfaces	172
D6607	Inlay - cast noble metal, three or more surfaces	187
D6608	Onlay - porcelain/ceramic, two surfaces	210
D6609	Onlay - porcelain/ceramic, three or more surfaces	220
D6610	Onlay - cast high noble metal, two surfaces	250
D6611	Onlay - cast high noble metal, three or more surfaces	268
D6612	Onlay - cast predom. base metal, two surfaces	174
D6613	Onlay - cast predom. base metal, three or more surfaces	192
D6614	Onlay - cast noble metal, two surfaces	187
D6615	Onlay - cast noble metal, three or more surfaces	200
D6720/21/22	Crown - resin w/ metal	470
D6740	Crown - porcelain/ceramic	505
D6750/51/52	Crown - porcelain to metal	470
D6780	Crown - 3/4 cast high noble metal	457
D6781	Crown - 3/4 cast predominantly base metal	428
D6782	Crown - 3/4 cast noble metal	438
D6783	Crown - 3/4 porcelain/ceramic	447
D6790/91/92	Crown - full cast metal	457
D6930	Recement fixed partial bridge	62
D6970/71	Cast post & core	171
D6972	Prefabricated post & core - in addition to bridge retainer	140
D6973	Core buildup for retainer, including any pins	113
D6975	Coping - metal	283
D6976	Each additional cast post - same tooth	113
D6977	Each additional prefabricated post - same tooth	52
D6980	Fixed partial denture repair, by report	149
ENDODONTICS		
D3220	Therapeutic pulpotomy (excl. final rest)	70/93
D3221	Pulpal debridement, primary and perm. teeth	75/85
D3310	Anterior (excl. final rest)	282/447
D3320	Bicuspid (excl. final rest)	343/520
D3330	Molar (excl. final rest)	423/610
D3331	Internal root repair of perforation defects	83/107
D3346	Re-treatment - anterior	309/396
D3347	Re-treatment - bicuspid	363/424
D3348	Re-treatment - molar	457/452
D3410	Apicoectomy/per radicular surgery - anterior	269/283
D3421	Apicoectomy - bicuspid (first root)	289/362
D3425	Apicoectomy - molar (first root)	329/362
D3426	Apicoectomy - (each additional root)	128/95
D3430	Retrograde filling - per root	98/119
D3450	Root amputation - per root	175/176
D3920	Hemisection (including any root removal)	175/198
D3950	Canal prep/fit of preformed dowel or post	108/95
PERIODONTICS		
D0180	Comprehensive periodontal evaluation - new or established patient - not in conjunction with D0150 - limited to once per 18 months	36/35
D4210	Gingivectomy gingivoplasty - four or more teeth per quad	242/332
D4211	Gingivectomy gingivoplasty one-to-three teeth per quad	86/163
D4240	Gingival flap procedure, including root planing per quad	296/407
D4241	Gingival flap procedure, including root planing - one-to-three teeth, per quadrant	82/339
D4260	Osseous (bone) surgery - four or more per quad	444/396
D4261	Osseous (bone) surgery - one - three teeth per quad	329/356
D4268	Surgical revision procedure, per tooth	301/339
D4274	Distal or proximal wedge procedure	282/367
D4341	Perio scaling & root planing four or more per quad	96/226
D4342	Perio scaling & root planing one-to-three teeth per quad	52/147
D4355	Full mouth debridement	70/181
D4381	Localized delivery of chemotherapeutic agents via a controlled release vehicle into diseased crevicular tissue, per tooth, by report	82/63
D4910	Periodontal maintenance	60/124
D9940	Occlusal guard, by report	282/254
D9950	Occlusion analysis - mounted case	76
D9951	Occlusal adjustment - limited	58/69
D9952	Occlusal adjustment - complete	242/249
ORAL SURGERY		
D7111	Extraction - coronal remnants - deciduous tooth	40/57
D7140	Extraction - erupted tooth or exposed root	57/77
D7210	Surgical extraction - erupted tooth	115/119

ADA CODE	BENEFIT	MEMBER COPAYMENT ($)
D7220	Removal of impacted tooth - soft tissue	$130/129
D7230	Removal of impacted tooth - partially bony	171/220
D7240	Removal of impacted tooth - completely bony	206/299
D7241	Removal of impacted tooth - completely bony with unusual surgical complications	164/333
D7250	Removal of residual tooth roots	123/114
D7270	Tooth reimplantation and/or stabilization of accidentally evulsed or displaced tooth and/or alveolus	191/177
D7280	Surgical access of an unerupted tooth	100/141
D7291	Transeptal fiberotomy/supracrestal fiberotomy, by report	38/90
D7310/20	Alveoloplasty per quadrant	122/147
D7510	Incision/draining of abscess, soft tissue	82/102
D7960	Frenulectomy (frenectomy or frenotomy)	232/226

Specialty care is provided at the listed copayment whether performed by a participating general dentist or a participating specialist. Referrals to a specialist must be made by the member's participating general dentist. If the listed procedure contains a slash (/), the second listed fee represents the copayment due to the specialist after referral.

ORTHODONTICS[2]

D8660	Pre-orthodontic treatment visit, records and models	413
D8070	Comprehensive orthodontic treatment of the transitional dentition	3,304
D8080	Comprehensive orthodontic treatment of adolescent dentition	3,422
D8090	Comprehensive orthodontic treatment of adult dentition	3,658
D8670	Periodic orthodontic visit (beyond 24 months of treatment) per month charge	118
D8680	Orthodontic retention (removal of appliances, construction and placement of retainer(s))	413

[2]Phase I Treatment (D8010 - D8050) is provided at a 15% reduction from the orthodontist's UCR fees. See limitation #18 for additional coverage exclusions.

Plan Exclusions

1. Services for injuries or conditions which are covered under worker's compensation and employer's liability laws. Services which are provided without cost to Subscribers by any federal, state, municipal, county or other subdivision's program (with the exception of Medicaid).
2. Services which, in the opinion of the attending dentist, are not necessary for the patient's dental health.
3. Cosmetic, elective or aesthetic dentistry.
4. Oral surgery requiring the setting of fractures or dislocations.
5. Services with respect to malignancies, cysts or neoplasms, hereditary, congenital, anodontic, mandibular prognathism or development malformations where, in the sole discretion of the Participating Dentist, such services should not be performed in a dental office.
6. Dispensing of drugs.
7. Hospitalization for any dental procedure.
8. Treatment required for conditions resulting from major disaster, epidemic or war, including declared or undeclared war or acts of war.
9. Replacement due to loss or theft of prosthetic appliance.
10. General anesthesia and sedation.
11. Services that cannot be performed because of the general health of the patient.
12. Implantation and related restorative procedures.
13. Unlisted procedures.
14. Services obtained outside of the dental office in which enrolled and that are not pre-authorized by such office or Dominion Dental Services, Inc. (with the exception of out-of-area emergency dental services).
15. Services related to the treatment of TMD (Temporal Mandibular Disorder).
16. Services performed by a Plan Specialist without a referral from a Participating General Dentist (with the exception of Orthodontics).
17. Elective surgery including, but not limited to, extraction of non-pathologic, asymptomatic impacted teeth.
18. The Invisalign system and similar specialized braces are not a covered benefit. Patient copayments will apply to the routine orthodontic appliance portion of services only. Additional costs incurred will become the patient's responsibility.

Plan Limitations

1. Replacement of a bridge, crown or denture within five (5) years after the date it was originally installed.
2. Replacement of filling within two (2) years after original date of placement.
3. Teeth cleaning (prophylaxis) at intervals of less than six (6) months.
4. Crown and bridge fees apply to treatment involving five or fewer units when presented in a single treatment plan. Additional crown or bridge units, beginning with the sixth unit, are available at the provider's Usual, Customary, and Reasonable (UCR) fee, minus 25%.
5. Full mouth x-rays or panoramic film – one set every three years.
6. Retreatment of root canal within two (2) years of the original treatment.
7. Limit 4381 to one benefit per tooth for three teeth per quadrant or a total of 12 teeth for all four quadrants per twelve (12) months. Must have pocket depths of five (5) millimeters or greater.

Only current ADA CDT codes are considered valid by Dominion Dental Services, Inc.
Current Dental Terminology © American Dental Association.

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PRESCRIPTIONS

PLAN ADMINISTRATOR – MEDCO

Medco Health Solutions, Inc., (Medco) has functioned as the pharmacy benefit manager for the State of Delaware Group Health Insurance Plan since July 1, 2006.

- Medco Website

Member Services 1-800-939-2142
Available 24 hours a day, 7 days a week, 363 days a year
(Closed Thanksgiving and Christmas Days)
Pharmacists available around the clock

- Women's Health Center

What's New for July 1, 2011

Coverage Management Programs

The following coverage management programs will be effective July 1, 2011. You will be contacted by Medco if this program impacts your current prescription drug usage.

- Solodyn - A prior authorization will be required to obtain this antibiotic medication, primarily used to treat acne.
- Lyrica will become part of the Step Therapy Program. Lyrica treats the partial onset of seizures in adults and manages fibromyalgia-related pain and neuropathic pain, such as diabetic peripheral neuropathy and postherpetic neuralgia.
- Xifaxan - A prior authorization for quantity duration will be required to obtain this antibiotic medication, primarily used to treat traveler's diarrhea or hepatic encephalopathy in patient age 12 years and older.

Additional information regarding prior authorizations and the Step Therapy Program is available under the heading "Programs" below.

- Step Therapy for Migraine Headaches
- Specialty Pharmacy "Accredo Health"
- Personalized Medicine Program
- All Infertility Services

Preventive Medications at Zero Copay for CDH Gold Plan Members

Introduction to Medco

- Picture of Identification Card
- Welcome Kit
  - Letter of Introduction
  - Your Pharmacy Benefit Program Handbook
  - Identification Cards --- MUST be used to obtain prescription at retail pharmacy
  - Medco by Mail Order form to request refills or have new prescriptions filled
  - Coordination of Benefits/Direct Claim form to request secondary coverage or request reimbursement

- Health, Allergy & Medication Questionnaire form for each participant (not available to place on site at this time)
  (some families may receive in a separate mailing). Please contact Member Services to receive replacement or additional copies.

Prescription Copays

Rates effective through June 30, 2012

STATE OF DELAWARE PRESCRIPTION COVERAGE	TIER 1 GENERIC	TIER 2 PREFERRED (FORMULARY)	TIER 3 NON-PREFERRED (NON-FORMULARY)
30-DAY SUPPLY	$8.50	$20.00	$45.00
90-DAY SUPPLY	$17.00	$40.00	$90.00

Cost Savings With 90-Day Prescriptions: You'll pay only 2 times your 30-day retail co-payment if you order up to a 90-day supply of covered medication at a 90-day participating pharmacy or through Medco's mail order service, Medco Pharmacy. **Please note:** (1) You are required to fill certain long-term medications using 90-day fills, or you will pay a penalty copay (please see "Maintenance Medication Program" below). (2) Some medications, such as certain controlled substances or medications that are prepackaged by the manufacturer, are not available in a 90-day supply.

Pharmacies

- Retail Pharmacies - You may have your prescriptions filled at any pharmacy that participates in Medco's network. If the pharmacy is also a 90-day participating pharmacy, you may fill maintenance or other prescriptions for up to a 90-day supply. If the pharmacy is not a 90-day participating pharmacy, you can fill prescriptions for up to a 60 day supply.
  - 90-Day Participating Pharmacies in Delaware
  - 90-Day Participating Pharmacies Nationwide
  - NON 90-Day Participating Pharmacies in Delaware
- Medco Pharmacy (mail order prescription service). To have a new prescription filled through the Medco Pharmacy, you may:
  - Mail the prescription, a completed mail-order form, and payment to Medco Pharmacy.
  - Ask your doctor to fax the prescription to Medco by calling 1-888-327-9791 for instructions. (Only your doctor can fax prescriptions.)
  - Refills may be ordered online at www.Medco.com
  - For more information, call Member Services at 1-800-939-2142.
- Specialty Pharmacy (Accredo Health)

Medco's Specialty Pharmacy - "Accredo Health"

Some health conditions require medications that are classified as "specialty medications" and are provided through Medco's Specialty Pharmacy, Accredo Health. Effective July 1, 2010, medications used to treat some forms of cancer and Multiple Sclerosis are classified and administered as specialty medications. Accredo Health's staff will reach out to physicians and members to work together in managing the member's prescription needs. Members may receive their first 30-day fill of a new specialty medication through a retail pharmacy, but must have subsequent refills of the same medication provided by Accredo Health or be personally responsible for the entire cost of the medication.

When a member receives medication through Accredo Health a nurse is assigned to each member. The member is welcome to contact the nurse to discuss his/her prescription needs and health condition.

Prescriptions are delivered directly to a member's home with unique packaging, as necessary, to ensure safety.

Additional information on prescription services provided by Medco is available on Medco's website

Formulary

- Formulary of Preferred Prescriptions Effective January 1, 2011
- Link to complete preferred formulary

ANNOUNCEMENTS

- Allegra ® and fexofenadine (generic) antihistamines are available over the counter effective March 2011. For more information click here.

PROGRAMS

Compound Medication Program - Effective March 1, 2011

- Effective March 1, 2011 the copay for all compound medications will be the preferred brand copay ($20 for a 30-day supply; $40 for a 90-day supply), due to Federal changes in compound medication processing. Medco mailed a letter dated January 2011 detailing this change to all members who have filled a prescription for a compound medication since July 2010.
- Copy of Medco's letter to affected members.

Maintenance Medication Program Effective July 1, 2009

- Information on Maintenance Medication Program
- Quick Reference Guide of Savings
- Announcement Letter to Members
- Reminder Letter to Members
- Examples of Maintenance Medications Effective 7-1-2009 – Call Medco's Member Services at 1-800-939-2142 for a complete list.

- Additional Maintenance Medications Effective September 1, 2010
  - Copy of Letter to Members
  - List of medications added to program effective September 1, 2010

Coverage Review Program
The State of Delaware has developed comprehensive prescription drug programs to provide members with effective medications at a reasonable cost. Some programs limit the use of certain medications, and for each of these programs there is a Coverage Review Process available. Please select this heading for an overview of the Coverage Review Program, and select any of the headings below for details and lists of medications.

Choice Program...Generic vs. Brand Medications

Traditional Prior Authorization Program

Smart Prior Authorization and Step Therapy

Authorization for Additional Quantity of Medication

Diabetic Program

Drug Recall

- Propoxyphene-containing products (Darvon and Darvocet)

Medicare Part B
Some medications (as well as diabetic medications and supplies described under "Diabetic Program") are covered through Medicare Part B for those enrolled in Medicare Part B. Prescriptions for these medications and supplies will first be processed through Medicare Part B, and pay at 80%, with the member responsible for the remaining 20% at the time of purchase. Reimbursement of the 20% may be obtained by submitting a Coordination of Benefits/Direct Claim Form, with receipts, to Medco

Medco's Coordination of Benefits/Direct Claim Form may be found at the following website or requested by calling Medco's Customer Services at 1-800-939-2142. The completed form with receipts should be mailed to the address provided on the form.
http://ben.omb.delaware.gov/script/documents/medco/Co_of_Ben_Direct_Claim_Form.pdf

Questions about specific medications and supplies covered through Medicare Part B may be answered by calling Medco's Member Services at 1-800-939-2142.

Medicare Part D

- Medicare Part D Information Sheet
- Notice of Creditable Coverage

Section Manager: Brenda Lakeman

Announcements / Notices | Benefits Documentation

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