



St. Bernard Parish Council

8201 West Judge Perez Drive Chalmette, Louisiana, 70043
(504) 278-4228 Fax (504) 278-4209
www.sbpq.net

#26

Kerri Callais
*Councilmember
at Large*

Richard "Richie" Lewis
*Councilmember
at Large*

Gillis McCloskey
*Councilmember
District A*

Nathan Gorbaty
*Councilmember
District B*

Howard Luna
*Councilmember
District C*

Wanda Alcon
*Councilmember
District D*

**Manuel "Monty"
Montelongo III**
*Councilmember
District E*

Roxanne Adams
Clerk of Council

EXTRACT OF THE OFFICIAL PROCEEDINGS OF THE COUNCIL OF THE PARISH OF ST. BERNARD, STATE OF LOUISIANA, TAKEN AT A REGULAR MEETING HELD IN THE COUNCIL CHAMBERS OF THE ST. BERNARD PARISH GOVERNMENT COMPLEX, 8201 WEST JUDGE PEREZ DRIVE, CHALMETTE, LOUISIANA ON TUESDAY, APRIL 17, 2018 AT THREE O'CLOCK P.M.

On motion of Mr. Gorbaty, seconded by Mrs. Alcon, it was moved to **adopt** the following ordinance:

ORDINANCE SBPC #2054-04-18

Summary No. 3581

Introduced by: Administration on 4/3/18
Public Hearing held on 4/17/18

AN ORDINANCE TO AMEND THE ST. BERNARD PARISH PERSONNEL PLAN.

ST. BERNARD PARISH COUNCIL DOES HEREBY ORDAIN:

SECTION 1. That St. Bernard Parish Government Personnel Plan is hereby amended as per attached in Exhibits "A", "B", and "C".

SECTION 2. Effective Date. This Ordinance shall become effective immediately upon authorizing signature by the Parish President. In the event of a presidential veto, this Ordinance shall become effective upon a two-thirds favorable vote of the total membership of the Council pursuant to Sections 2-11 and 2-13 of the St. Bernard Parish Home Rule Charter.

SECTION 3. Severability. If any section, clause, paragraph, provision or portion of this ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, clause, paragraph, provision or portion of this Ordinance, the St. Bernard Parish Council hereby expresses and declares that it would have adopted the remaining portion this Ordinance with the invalid portions omitted.



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Extract # 26 continued
April 17, 2018

The above and foregoing having been submitted to a vote, the vote thereupon resulted as follows:


YEAS: Gorbaty, Luna, Alcon

NAYS: None

ABSENT: McCloskey, Montelongo, Lewis

The Council Chair, Ms. Callais, cast her vote as **YEA**.

And the motion was declared **adopted** on the 17th day of April, 2018.


ROXANNE ADAMS
CLERK OF COUNCIL


KERRI CALLAIS
COUNCIL CHAIR

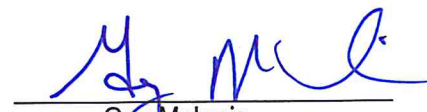
Delivered to the Parish President 4/19/2018 4:15pm
Date and Time

Received by Margen Campo

Approved ✓

Vetoed _____

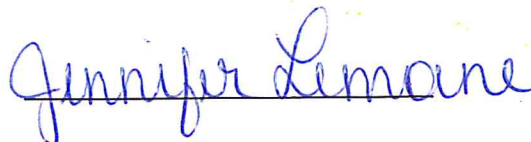
Parish President


Guy McInnis

Returned to Clerk of the Council

4/24/2018 8:45am
Date and Time

Received by



Summary No. 3581
Ordinance SBPC #2054-04-18
Exhibit "A"

CHAPTER 17 PERSONNEL
ARTICLE IV- NEW HIRES
DIVISION I- FILLING VACANCIES
Sec. 17-99. – Notice of Vacancies

The Director of Human Resources shall advertise all positions to be filled as follows:

For any Open or New Positions, advertisement of the job opening and salary range must be posted in the following order:

1. Preferred Employment List – Former employees who are laid off shall be listed on a Preferred Employment List for 24 months following their layoff. Open or New Positions shall first be offered to the Preferred Employment List. The former employee shall have 48 hours from notification to give written application, with an attached resume, to be considered for the Open or New Position. Once written application has been given, the HR Director, along with the department manager, will review the application and resume, before scheduling a meeting with the former employee.
 - a. If it is determined that the former employee meets the necessary qualifications for the vacant position, the former employee will be called in for a formal interview.
 - b. If the interview is determined to be successful, the HR Director will make a recommendation to the CAO to proceed with filling the vacancy with the former employee.
 - c. If the interview is determined to be "unsuccessful," the HR Director will recommend to the CAO that the position be advertised "In-House."
2. In-House –Open or New Positions shall be advertised in-house if no one from the Preferred Employment List is interested or qualified for the position. All current employees in full-time classified or unclassified positions (including temporary full-time) shall have 3 work days (excluding week-ends or holidays) to give written application to the Open or New Position. The process follows the same procedure as the one for the Preferred Employment List, identified in Section 1, (a, b, c), for the 'In-House, or Internal" employees interested in filling the vacancy.
3. Public - Advertisement for Open or New Positions shall be posted on the Parish Website for two (2) weeks/ten (10) work days (excluding week-ends or holidays) The Open or New Position shall be advertised to the Public after it has been advertised to the Preferred Employment List and In-House. Submitted applications, or resumes, are reviewed by the HR Director, along with the Department Director, or Manager, and qualified candidates will be selected from the group for formal interviews. A "Hiring Committee" will interview the selected candidates, usually consisting of the HR Director, Department Director, or Manager, and another current staff employee. After the formal interviews, each candidate interviewed will be "scored" on a Candidate Evaluation form, with the "High" scorer being recommended for hire by the HR Director to the CAO. If the CAO approves the recommendation from the HR Director and Hiring Committee, the "successful candidate" will be notified by the HR Department, and the "On-Boarding" process begins. All interviewed "Unsuccessful" candidates, will also receive written notification that they were not selected for the position.

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Exhibit "B"

CHAPTER 17 PERSONNEL

ARTICLE X. - ESSENTIAL PERSONNEL POLICY FOR DECLARED EMERGENCIES

Sec. 17-172. - Definitions.

Whenever in this article the following terms are used, they shall have the meanings respectively ascribed to them:

Emergency shall mean an unforeseen combination of circumstances or the resulting state that calls for immediate action in order to provide services related to the health, safety and welfare of St. Bernard Parish and its residents to ensure continuity of key services, and to maintain and protect assets and property. An emergency does not necessarily need to be declared on the State or Federal level but must be declared by the Parish President or his designee based on the nature of the emergency.

Essential Personnel shall mean those employees who are required to report to work during an emergency, unless they are specifically excused, who are critical to the continuation of key operations and services in the event of a suspension of normal operations.

Non-Essential Personnel shall mean those employees who are not required to report to work during an emergency. Non-essential personnel who are at work during an emergency may be temporarily assigned to other tasks or instructed to remain at work to help provide essential services.

Employees Working out of Classification – Employees who work in a higher classification based on a bona fide emergency situation affecting the safety and health of the citizens or operation of St. Bernard Parish Government or when there is an immediate need to temporarily fill an unoccupied position.

Sec. 17-173. - Introduction—Essential Personnel for declared emergencies.

St. Bernard Parish Government is dedicated to providing the utmost services and continued operations during emergency situations such as hurricanes, floods and other imminent emergencies. It is required for employees to be available to assist in emergencies to ensure, as much as possible, roads are kept clear, water is available and safe to drink, wastewater treatment facilities remain functional, citizens are evacuated if the need arises, emergency supplies are available, all expenses pertaining to the emergency are recorded and accounted for, the general public is kept informed, and other duties or actions are handled as the need arises.

- (1) Once buildings and offices are secured, the Parish President or his designee will dismiss non-essential personnel from work until the threat of danger from the emergency has passed.
- (2) Essential personnel shall be required to remain at work until released by the Parish President or his designee.
- (3) When St. Bernard Parish is threatened by hurricane, storm, flood or other emergencies, it is essential that persons holding the following positions shall be available for work, as needed. The

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Exhibit “B”

Parish President and/or CAO will designate which “Essential Personnel” shall report to work as the needs arise for each emergency situation.

Essential Personnel:

- a. *Presidential staff*—Parish President, Executives or Assistants to the Parish President, Public Information Office and Chief Security Officer.
- b. *Administration*—Chief Administrative Officer, Assistant to the Chief Administrative Officer, Administrative Assistants, Legal Counsel, Preventative Maintenance Manager and staff, Risk Manager, Safety Manager and Information Technology Manager and staff.
- c. *Parish Council*—Council-at-large, East; Council-at-large, West; Council District A; Council District B; Council District C; Council District D; Council District E; and Clerk of Council. Only four (4) of the Councilmembers are required to stay to secure a quorum.
- d. *Finance*—Finance Director, Assistant Finance Director, Payroll Supervisor, Accounts Payable Supervisor, and Purchasing agent.
- e. *Fire*—Fire Chief and all Firefighters as needed.
- f. *Media*—Cable Access Manager and staff.
- g. *OHSEP*—Manager, Logistics, and Assistant to the OHSEP Manager. The OHSEP Manager shall be designated as Director for the purpose of RS 29.728.
- h. *Public Works*—Public Works Director, Water and Sewer Division Manager, Road Superintendent, Electricians and Public Works employees, as needed.
- i. *Capital Projects Department*-- Supervisor and staff, as needed.
- j. *Transit Department*—Manager and Bus Operators.
- k. *Recreation*—Director.
- l. *Animal Control*—Manager, Kennel Manager, Office Manager and Kennel employees.
- m. *Housing and Redevelopment*—Manager.
- n. *Community Development*—Director.
- o. *Human Resources*—Director.
- P. Any other classified or non-classified employee of the St. Bernard Parish Government Personnel Plan, as needed.

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Exhibit "B"

Until the decision is made by the President of his designee about the nature and extent of the emergency, all Essential Personnel should be considered critical. The above list is not intended to be all-inclusive. Ultimately, the nature of the emergency will determine which services should continue and who is essential to the operations of Parish Government for the incident at hand. Essential Personnel are expected to come to work in emergency situations unless they are specifically excused. Additional staff members, on a case by case basis, may be designated as essential by the Parish President or his designee based on the nature of the emergency and/or the availability of personnel for the protection of public health, life and safety.

Sec. 17-174. - Absenteeism of Essential Personnel.

Any employee holding a position outlined in section 17-173 who fails to report to work as required will may be considered absent without leave (AWOL) and disciplined accordingly in accordance with the relevant policy.

Sec. 17-175. - Declared emergency pay

- (a) Budget permitting, Hourly, Salary, Non Exempt and Salary-Exempt employees who work during a declared emergency may be granted one and a half (1 ½) times pay for each hour worked during a declared emergency. For each hour in excess of forty, the employee shall be paid two (2) times their normal hourly rate. Salaried employees hourly rate is determined by dividing the annual salary by the annual hours worked based on either a 35 or 40 hour work week.
- (b) In lieu of (a) above, the Parish President may, at his/her discretion, or for budgetary reasons, grant leave time in proportion to the time worked.
- (c) Non-essential personnel will be paid for normal work time during a declared emergency, and will be required to report back to work as soon as possible after the emergency has diminished. The Parish President will determine the exact time employees will be excused from work.
- (d) Essential personnel called to duty for an emergency declared under this article may be required to work out of their normal job classification, description, and/or assignment as may be required for Parish Government to properly respond to the declared emergency.
- (e) An employee that is assigned to perform work outside of their normal duties and job classification in response to an emergency declared under this article is not entitled to any pay adjustment(s), enhancement(s), or increase(s) of any nature as a result of said out of classification work assignment.
- (f) Necessary and reasonable stand-by time incurred in preparation of and directly related to the protection of public health, life and safety will be paid for declared emergencies.

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Ordinance SBPC #2054-04-18							
Exhibit "C"							
ST. BERNARD PARISH GOVERNMENT							
CLASSIFIED SUPPORT PERSONNEL PAY SCALE							
Adopted January 17, 2017; Effective January 1, 2017 as of April 17, 2018							
	Paygrade 1		Paygrade 2		Paygrade 3		Paygrade 4
	Clerical Specialist I		Accounting Clerk I		Accounting Clerk II		Accounting Clerk III
	Courier		Clerical Specialist II		Clerical Specialist III		Compliance Inspector I
	Custodian				Office Manager I		Compliance Inspector/Courier
	Receptionist				Purchasing Specialist I		Human Resource Asst.
					Security Receptionist I		Insurance Coordinator
							Purchasing Specialist II
							Security Guard
Steps		Steps		Steps		Steps	
1	23,934.61	1	24,918.42	1	25,893.79	1	28,530.40
2	24,362.01	2	25,363.39	2	26,356.18	2	29,039.87
3	24,789.42	3	25,808.36	3	26,818.57	3	29,549.34
4	25,216.81	4	26,253.32	4	27,280.95	4	30,058.80
5	25,644.24	5	26,698.32	5	27,743.36	5	30,568.30
6	26,071.62	6	27,143.27	6	28,205.73	6	31,077.75
7	26,499.04	7	27,588.26	7	28,668.13	7	31,587.24
8	26,926.44	8	28,033.23	8	29,130.52	8	32,096.71
9	27,353.85	9	28,478.20	9	29,592.91	9	32,606.18
10	27,781.25	10	28,923.17	10	30,055.30	10	33,115.65
11	28,208.64	11	29,368.13	11	30,517.67	11	33,625.10
12	28,636.06	12	29,813.11	12	30,980.08	12	34,134.59
13	29,063.45	13	30,258.07	13	31,442.45	13	34,644.05
14	29,490.86	14	30,703.05	14	31,904.85	14	35,153.53
15	29,918.27	15	31,148.03	15	32,367.24	15	35,663.01
16	30,317.17	16	31,563.33	16	32,798.80	16	36,138.50
17	30,716.08	17	31,978.64	17	33,230.36	17	36,614.01
18	31,114.99	18	32,393.94	18	33,661.92	18	37,089.52
19	31,513.91	19	32,809.26	19	34,093.50	19	37,565.04
20	31,912.82	20	33,224.56	20	34,525.06	20	38,040.54
21	32,311.73	21	33,639.87	21	34,956.62	21	38,516.05
22	32,710.65	22	34,055.19	22	35,388.20	22	38,991.57
23	33,109.56	23	34,470.49	23	35,819.76	23	39,467.07
24	33,508.46	24	34,885.79	24	36,251.31	24	39,942.57
25	33,907.38	25	35,301.11	25	36,682.88	25	40,418.08
26	34,306.26	26	35,716.39	26	37,114.42	26	40,893.56
27	34,705.18	27	36,131.70	27	37,545.99	27	41,369.07
28	35,104.08	28	36,547.00	28	37,977.54	28	41,844.57
29	35,503.00	29	36,962.32	29	38,409.12	29	42,320.09
30	35,901.91	30	37,377.63	30	38,840.68	30	42,795.60
31	36,305.31	31	37,797.60	31	39,277.10	31	43,276.45
32	36,713.23	32	38,222.30	32	39,718.42	32	43,762.70
33	37,125.74	33	38,651.76	33	40,164.69	33	44,254.42
34	37,542.89	34	39,086.05	34	40,615.98	34	44,751.66
35	37,964.72	35	39,525.22	35	41,072.34	35	45,254.49

Summary No. 3581							
Ordinance SBPC #2054-04-18							
Exhibit "C"							
UNCLASSIFIED PERSONNEL Payscale							
Adopted January 17, 2017; Effective January 1, 2017 as of April 17, 2018							
	Paygrade 1		Paygrade 2		Paygrade 3		Paygrade 4
	Bus Driver		Accounting Clerk I		Accounting Clerk II		Accounting Clerk III
	Clerical Specialist I		Clerical Specialist II		Clerical Specialist III		Clerk I
	Data Entry Clerk		HousingChoiceVouch.Inspect		CSBG Bus Driver		HCV Portability Specialist
	Laborer I				HCV Specialist		Victim's Assistant
	Receptionist				Office Manager I		
					Senior Bus Driver		
Steps		Steps		Steps		Steps	
1	23,934.61	1	24,918.42	1	25,893.79	1	28,530.40
2	24,362.01	2	25,363.39	2	26,356.18	2	29,039.87
3	24,789.42	3	25,808.36	3	26,818.57	3	29,549.34
4	25,216.81	4	26,253.32	4	27,280.95	4	30,058.80
5	25,644.24	5	26,698.32	5	27,743.36	5	30,568.30
6	26,071.62	6	27,143.27	6	28,205.73	6	31,077.75
7	26,499.04	7	27,588.26	7	28,668.13	7	31,587.24
8	26,926.44	8	28,033.23	8	29,130.52	8	32,096.71
9	27,353.85	9	28,478.20	9	29,592.91	9	32,606.18
10	27,781.25	10	28,923.17	10	30,055.30	10	33,115.65
11	28,208.64	11	29,368.13	11	30,517.67	11	33,625.10
12	28,636.06	12	29,813.11	12	30,980.08	12	34,134.59
13	29,063.45	13	30,258.07	13	31,442.45	13	34,644.05
14	29,490.86	14	30,703.05	14	31,904.85	14	35,153.53
15	29,918.27	15	31,148.03	15	32,367.24	15	35,663.01
16	30,317.17	16	31,563.33	16	32,798.80	16	36,138.50
17	30,716.08	17	31,978.64	17	33,230.36	17	36,614.01
18	31,114.99	18	32,393.94	18	33,661.92	18	37,089.52
19	31,513.91	19	32,809.26	19	34,093.50	19	37,565.04
20	31,912.82	20	33,224.56	20	34,525.06	20	38,040.54
21	32,311.73	21	33,639.87	21	34,956.62	21	38,516.05
22	32,710.65	22	34,055.19	22	35,388.20	22	38,991.57
23	33,109.56	23	34,470.49	23	35,819.76	23	39,467.07
24	33,508.46	24	34,885.79	24	36,251.31	24	39,942.57
25	33,907.38	25	35,301.11	25	36,682.88	25	40,418.08
26	34,306.26	26	35,716.39	26	37,114.42	26	40,893.56
27	34,705.18	27	36,131.70	27	37,545.99	27	41,369.07
28	35,104.08	28	36,547.00	28	37,977.54	28	41,844.57
29	35,503.00	29	36,962.32	29	38,409.12	29	42,320.09
30	35,901.91	30	37,377.63	30	38,840.68	30	42,795.60
31	36,305.31	31	37,797.60	31	39,277.10	31	43,276.45
32	36,713.23	32	38,222.30	32	39,718.42	32	43,762.70
33	37,125.74	33	38,651.76	33	40,164.69	33	44,254.42
34	37,542.89	34	39,086.05	34	40,615.98	34	44,751.66
35	37,964.72	35	39,525.22	35	41,072.34	35	45,254.49

Summary No. 3581							
Ordinance SBPC #2054-04-18							
Exhibit "C"							
UNCLASSIFIED PERSONNEL Payscale							
Adopted January 17, 2017; Effective January 1, 2017 as of April 17, 2018							
	Paygrade 5		Paygrade 6		Paygrade 7		Paygrade 8
	Clerk II		Adm. Asst. I to CAO/Adm.		Council Assistant/Clerical		Adm. Asst. II to CAO/Adm.
	Office Manager II		Grant Specialist I		Grant Specialist II		Assistant District Attorney I
			League Coord.		Officer Manager III		Council Asst./Deputy Clerk
			Planner I		Planner II		DA Legal Secretary/Civil
			Senior HCV Specialist/CDBG Coord.		Public Info. Officer		District Attorney Secretary
					Senior Housing Specialist		Fair Housing Coord.
							Families INS Officer
							Grant Accountant I
							Grant Specialist III
							Historian
							Trial Assistant
Steps		Steps		Steps		Steps	
1	31,167.01	1	33,803.62	1	36,440.22	1	39,076.83
2	31,723.56	2	34,407.25	2	37,090.93	2	39,774.62
3	32,280.12	3	35,010.89	3	37,741.66	3	40,472.43
4	32,836.66	4	35,614.51	4	38,392.36	4	41,170.22
5	33,393.24	5	36,218.18	5	39,043.11	5	41,868.05
6	33,949.77	6	36,821.79	6	39,693.80	6	42,565.82
7	34,506.34	7	37,425.45	7	40,344.54	7	43,263.65
8	35,062.90	8	38,029.08	8	40,995.26	8	43,961.45
9	35,619.45	9	38,632.72	9	41,645.98	9	44,659.25
10	36,176.00	10	39,236.36	10	42,296.70	10	45,357.05
11	36,732.54	11	39,839.97	11	42,947.39	11	46,054.82
12	37,289.11	12	40,443.62	12	43,598.13	12	46,752.64
13	37,845.65	13	41,047.24	13	44,248.83	13	47,450.43
14	38,402.21	14	41,650.89	14	44,899.55	14	48,148.23
15	38,958.77	15	42,254.53	15	45,550.28	15	48,846.05
16	39,478.21	16	42,817.91	16	46,157.60	16	49,497.31
17	39,997.66	17	43,381.31	17	46,764.95	17	50,148.60
18	40,517.11	18	43,944.70	18	47,372.28	18	50,799.88
19	41,036.58	19	44,508.12	19	47,979.64	19	51,451.18
20	41,556.02	20	45,071.50	20	48,586.97	20	52,102.45
21	42,075.47	21	45,634.90	21	49,194.31	21	52,753.73
22	42,594.94	22	46,198.30	22	49,801.66	22	53,405.03
23	43,114.38	23	46,761.69	23	50,408.99	23	54,056.30
24	43,633.82	24	47,325.08	24	51,016.32	24	54,707.57
25	44,153.28	25	47,888.48	25	51,623.67	25	55,358.87
26	44,672.70	26	48,451.84	26	52,230.97	26	56,010.11
27	45,192.16	27	49,015.24	27	52,838.31	27	56,661.39
28	45,711.60	28	49,578.62	28	53,445.63	28	57,312.66
29	46,231.06	29	50,142.03	29	54,052.99	29	57,963.96
30	46,750.51	30	50,705.43	30	54,660.33	30	58,615.24
31	47,275.80	31	51,275.15	31	55,274.49	31	59,273.84
32	47,806.99	32	51,851.28	32	55,895.56	32	59,939.85
33	48,344.15	33	52,433.88	33	56,523.60	33	60,613.33
34	48,887.35	34	53,023.03	34	57,158.70	34	61,294.38
35	49,436.65	35	53,618.80	35	57,800.93	35	61,983.08

Summary No. 3581
Ordinance SBPC #2054-04-18
Exhibit "C"
UNCLASSIFIED PERSONNEL Payscale

Adopted January 17, 2017; Effective January 1, 2017 as of April 17, 2018

	Paygrade 9		Paygrade 10		Paygrade 11		Paygrade 12
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	Asst. Housing Coord.		Capital Project Manager		Auditorium Manager		Court Reporter
	Diversion Assistant		Executive Asst. to Pres./Adm.		Superintendent W/S		GIS Manager
	Grant Accountant II		Grant Writer		Tourism Coordinator		Judicial Secretary
	Program Specialist		PPM Facilities & Operations Manager				
			Internal Auditor				
			Program Property Manager				
			Project Inspector				
<u>Steps</u>		<u>Steps</u>		<u>Steps</u>		<u>Steps</u>	
1	41,713.44	1	44,350.05	1	46,986.66	1	49,623.26
2	42,458.32	2	45,142.01	2	47,825.70	2	50,509.38
3	43,203.21	3	45,933.98	3	48,664.75	3	51,395.52
4	43,948.07	4	46,725.93	4	49,503.78	4	52,281.63
5	44,692.99	5	47,517.93	5	50,342.87	5	53,167.80
6	45,437.85	6	48,309.87	6	51,181.89	6	54,053.90
7	46,182.75	7	49,101.86	7	52,020.96	7	54,940.06
8	46,927.63	8	49,893.82	8	52,860.01	8	55,826.19
9	47,672.52	9	50,685.79	9	53,699.06	9	56,712.31
10	48,417.40	10	51,477.75	10	54,538.10	10	57,598.44
11	49,162.25	11	52,269.69	11	55,377.12	11	58,484.54
12	49,907.16	12	53,061.68	12	56,216.19	12	59,370.70
13	50,652.02	13	53,853.62	13	57,055.22	13	60,256.80
14	51,396.91	14	54,645.59	14	57,894.27	14	61,142.94
15	52,141.81	15	55,437.57	15	58,733.33	15	62,029.09
16	52,837.02	16	56,176.72	16	59,516.43	16	62,856.12
17	53,532.24	17	56,915.89	17	60,299.54	17	63,683.18
18	54,227.47	18	57,655.06	18	61,082.65	18	64,510.23
19	54,922.72	19	58,394.26	19	61,865.79	19	65,337.32
20	55,617.93	20	59,133.41	20	62,648.89	20	66,164.36
21	56,313.15	21	59,872.58	21	63,432.00	21	66,991.41
22	57,008.40	22	60,611.77	22	64,215.13	22	67,818.49
23	57,703.61	23	61,350.93	23	64,998.24	23	68,645.54
24	58,398.83	24	62,090.08	24	65,781.34	24	69,472.58
25	59,094.07	25	62,829.26	25	66,564.46	25	70,299.65
26	59,789.25	26	63,568.39	26	67,347.53	26	71,126.65
27	60,484.48	27	64,307.56	27	68,130.64	27	71,953.71
28	61,179.69	28	65,046.71	28	68,913.74	28	72,780.75
29	61,874.93	29	65,785.90	29	69,696.87	29	73,607.83
30	62,570.16	30	66,525.07	30	70,479.99	30	74,434.89
31	63,273.20	31	67,272.55	31	71,271.90	31	75,271.24
32	63,984.13	32	68,028.42	32	72,072.71	32	76,116.99
33	64,703.06	33	68,792.79	33	72,882.52	33	76,972.24
34	65,430.06	34	69,565.75	34	73,701.43	34	77,837.10
35	66,165.24	35	70,347.39	35	74,529.54	35	78,711.67

Summary No. 3581							
Ordinance SBPC #2054-04-18							
Exhibit "C"							
UNCLASSIFIED PERSONNEL Payscale							
Adopted January 17, 2017; Effective January 1, 2017 as of April 17, 2018							
	Paygrade 13		Paygrade 14		Paygrade 15		Paygrade 16
	Asst. Capital Project Supvr.		None		Transit Manager		Chief Security Officer
	Compl. Officer/Investigator						Housing Coordinator
	Grants Manager						
	Special Events Manager						
	Tourism Manager						
Steps		Steps		Steps		Steps	
1	52,259.87	1	54,896.48	1	57,533.09	1	60,169.70
2	53,193.07	2	55,876.77	2	58,560.46	2	61,244.15
3	54,126.29	3	56,857.07	3	59,587.84	3	62,318.62
4	55,059.49	4	57,837.34	4	60,615.20	4	63,393.05
5	55,992.74	5	58,817.68	5	61,642.62	5	64,467.57
6	56,925.92	6	59,797.94	6	62,669.96	6	65,541.98
7	57,859.16	7	60,778.27	7	63,697.37	7	66,616.48
8	58,792.37	8	61,758.56	8	64,724.75	8	67,690.93
9	59,725.58	9	62,738.85	9	65,752.12	9	68,765.39
10	60,658.80	10	63,719.15	10	66,779.50	10	69,839.85
11	61,591.97	11	64,699.40	11	67,806.84	11	70,914.27
12	62,525.21	12	65,679.73	12	68,834.24	12	71,988.76
13	63,458.40	13	66,660.00	13	69,861.60	13	73,063.19
14	64,391.62	14	67,640.30	14	70,888.98	14	74,137.66
15	65,324.85	15	68,620.61	15	71,916.37	15	75,212.14
16	66,195.82	16	69,535.53	16	72,875.24	16	76,214.94
17	67,066.83	17	70,450.48	17	73,834.13	17	77,217.78
18	67,937.83	18	71,365.42	18	74,793.01	18	78,220.60
19	68,808.86	19	72,280.39	19	75,751.93	19	79,223.47
20	69,679.84	20	73,195.32	20	76,710.80	20	80,226.28
21	70,550.84	21	74,110.26	21	77,669.69	21	81,229.11
22	71,421.86	22	75,025.23	22	78,628.60	22	82,231.96
23	72,292.85	23	75,940.16	23	79,587.47	23	83,234.78
24	73,163.83	24	76,855.09	24	80,546.34	24	84,237.60
25	74,034.85	25	77,770.05	25	81,505.25	25	85,240.44
26	74,905.79	26	78,684.93	26	82,464.07	26	86,243.21
27	75,776.80	27	79,599.88	27	83,422.97	27	87,246.05
28	76,647.78	28	80,514.80	28	84,381.83	28	88,248.86
29	77,518.80	29	81,429.77	29	85,340.74	29	89,251.72
30	78,389.80	30	82,344.72	30	86,299.63	30	90,254.55
31	79,270.59	31	83,269.94	31	87,269.30	31	91,268.65
32	80,161.28	32	84,205.56	32	88,249.85	32	92,294.14
33	81,061.97	33	85,151.70	33	89,241.43	33	93,331.16
34	81,972.78	34	86,108.46	34	90,244.15	34	94,379.83
35	82,893.83	35	87,075.98	35	91,258.13	35	95,440.28

Summary No. 3581						
Ordinance SBPC #2054-04-18						
Exhibit "C"						
UNCLASSIFIED PERSONNEL Payscale						
Adopted January 17, 2017; Effective January 1, 2017 as of April 17, 2018						
	Paygrade 17		Paygrade 18		Paygrade 19	Paygrade 20
	OHSEP Director		Assistant District Attorney II		Assistant DA to ADM./Council	None
			Capital Project Supervisor			
			Coastal Zone Manager			
<u>Steps</u>		<u>Steps</u>		<u>Steps</u>		
1	64,124.61	1	69,397.82	1	74,671.04	79,944.26
2	65,269.68	2	70,637.06	2	76,004.44	81,371.82
3	66,414.77	3	71,876.31	3	77,337.86	82,799.41
4	67,559.83	4	73,115.53	4	78,671.24	84,226.96
5	68,704.97	5	74,354.84	5	80,004.72	85,654.60
6	69,850.01	6	75,594.04	6	81,338.08	87,082.12
7	70,995.13	7	76,833.33	7	82,671.54	88,509.75
8	72,140.21	8	78,072.57	8	84,004.95	89,937.32
9	73,285.29	9	79,311.82	9	85,338.36	91,364.90
10	74,430.37	10	80,551.07	10	86,671.77	92,792.47
11	75,575.41	11	81,790.26	11	88,005.13	94,219.99
12	76,720.53	12	83,029.55	12	89,338.58	95,647.61
13	77,865.58	13	84,268.77	13	90,671.96	97,075.15
14	79,010.67	14	85,508.02	14	92,005.38	98,502.74
15	80,155.78	15	86,747.29	15	93,338.82	99,930.34
16	81,224.49	16	87,903.89	16	94,583.30	101,262.71
17	82,293.24	17	89,060.53	17	95,827.83	102,595.13
18	83,361.99	18	90,217.16	18	97,072.35	103,927.53
19	84,430.77	19	91,373.83	19	98,316.91	105,259.99
20	85,499.50	20	92,530.44	20	99,561.41	106,592.37
21	86,568.24	21	93,687.07	21	100,805.92	107,924.77
22	87,637.01	22	94,843.73	22	102,050.47	109,257.21
23	88,705.74	23	96,000.35	23	103,294.98	110,589.60
24	89,774.47	24	97,156.97	24	104,539.48	111,921.99
25	90,843.24	25	98,313.62	25	105,784.02	113,254.42
26	91,911.92	26	99,470.18	26	107,028.46	114,586.74
27	92,980.67	27	100,626.82	27	108,272.99	115,919.16
28	94,049.39	28	101,783.43	28	109,517.48	117,251.53
29	95,118.16	29	102,940.09	29	110,762.03	118,583.98
30	96,186.91	30	104,096.73	30	112,006.56	119,916.39
31	97,267.67	31	105,266.36	31	113,265.06	121,263.77
32	98,360.57	32	106,449.13	32	114,537.71	122,626.29
33	99,465.75	33	107,645.19	33	115,824.65	124,004.12
34	100,583.34	34	108,854.69	34	117,126.06	125,397.43
35	101,713.50	35	110,077.79	35	118,442.09	126,806.39