APN:

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FOR RECORDER'S USE ONLY

RESOLUTION NO. 2024-R-8

Setting forth benefits for unclassified employees
Effective May 31, 2024

□ I, the undersigned, hereby affirm that the attached document, including any exhibits, hereby submitted for recording does not contain personal information of any person or persons. (NRS 239B.030)

□ I, the undersigned, hereby affirm that the attached document, including any exhibits, hereby submitted for recording does contain personal information of a person or persons as required by law. State specific law: _____

Signature

Hope Mills- Chief Deputy Clerk
Print Name & Title

WHEN RECORDED MAIL TO:

Carson City
885 E. Musser Street, suite 1032
Carson City, NV 89701

RESOLUTION NO. 2024-R-8

RESOLUTION OF THE BOARD OF SUPERVISORS OF CARSON CITY SETTING FORTH THE BENEFITS FOR CERTAIN UNCLASSIFIED EMPLOYEES, EFFECTIVE MAY 31, 2024

WHEREAS, Section 2.06.010 of the Carson City Municipal Code provides that the Board of Supervisors may formulate and revise policies affecting the compensation and benefits of unclassified employees, and may by resolution fix the salaries, other compensation and benefits of all appointive county officers and employees; and

WHEREAS, on December 2, 2021, the Board of Supervisors adopted Resolution No. 2021-R-37, the most recent adopted resolution concerning the compensation and benefits of unclassified employees, which was effective on January 1, 2022;

NOW, THEREFORE, the Board of Supervisors resolves that:

SECTION I. UNCLASSIFIED EMPLOYEES & APPLICABILITY OF RESOLUTION

Unclassified employees are those employees of the City, who are full-time Fair Labor Standards Act (FLSA) exempt employees. All unclassified employees are "at will" employees and as such, may be terminated at any time for any reason, or no reason. This resolution does not serve as a contract of employment with Carson City. This resolution does not apply to any unclassified employee who is subject to a collective bargaining agreement between Carson City and the Carson City Deputy District Attorneys Association ("CCDDAA CBA").

SECTION II. MANAGEMENT BENEFITS PLAN

A. HOLIDAYS

The following days shall be observed as legal holidays by all employees:

New Year's Day (January 1)

Presidents Day (third Monday in February)

Martin Luther King Day (third Monday in January)

Memorial Day (last Monday in May)

Juneteenth (June 19)

Independence Day (July 4)

Labor Day (first Monday in September)

Nevada Day (last Friday in October)

Veteran's Day (November 11)

Thanksgiving Day (fourth Thursday in November)

Family Day (day after Thanksgiving)

Christmas Day (December 25)

Any other day that the Government of the United States, State of Nevada, or Carson City may declare a legal holiday.

When a designated holiday falls on a Saturday, the Friday before will be observed as the holiday and when the designated holiday falls on a Sunday, the Monday after will be observed as the holiday.

B. RETIREMENT

All unclassified employees will receive full employer paid retirement while participating in the State of Nevada Public Employees' Retirement System (PERS). The City shall adjust the unclassified employees' salaries in accordance with NRS Chapter 286. The City shall comply with all policies of the Nevada Public Employees' Retirement System (PERS).

Effective July 1, 2014, if PERS or the Nevada State Legislature takes any single action to increase the total contribution rate for the Regular Employee's Retirement Fund or the Police/Fire Employee's Retirement Fund in an amount of 1.5% or less, Carson City will pay one half of the increase up to .75%, and the Employee's salary will be reduced by one half of the increase up to .75%; however, Carson City will increase the Employee's salary on the effective date of the reduction in salary in an amount equal to the reduction made to the Employee's salary.

Effective July 1, 2014, if PERS or the Nevada State Legislature takes any single action to increase the total contribution rate for the Regular Employee's Retirement Fund or the Police/Fire Employee's Retirement Fund in an amount that exceeds 1.5%, Carson City will pay one-half of the increase and the Employee's salary will be reduced by one-half of the increase; however, Carson City will increase the Employee's salary .75% on the effective date of the reduction. (Any amount over 1.5% will be split equally between Carson City and the employee.)

C. MEDICAL INSURANCE

All unclassified employees, except those excluded from enrollment by the terms and conditions of the City's insurance contract, may enroll in the City's group health insurance plan which includes dental, life and vision insurance, and will be covered after a waiting period in accordance with the plan policy. The City shall pay 100% of an employee's premium for group health insurance coverage and 65% of dependents' group health insurance coverage for the cost of the plan selected by the employee except that the City will only pay 50% of a dependent's coverage if the employee elects coverage under the high deductible plan. If the City only offers a high deductible plan to its employees, then the employees covered under this resolution will receive a subsidy of 65% toward the covered dependent's group health insurance premiums under that plan.

D. HEALTH INSURANCE UPON RETIREMENT

I. RETIREES WITH 15-19 YEARS OF SERVICE

The unclassified employee shall have the option of converting the health insurance coverage at the time of his or her separation from employment by Employer by commencing to pay 100% of the total premium. The City shall pay 75% of retiree group health, dental, vision and life insurance coverage premiums plus 25% of the spouse's and eligible dependent's premium for health, dental and vision except as provided below. The City agrees to cover eligible retirees and dependents, as the term "dependents" is defined in the City's group health insurance plan in existence under the City group health insurance plan offered to active employees, as modified from time-to-time.

a. In order to be eligible for the benefits provided in this section, the unclassified employee/retiree must have (i) a minimum of 15 years of full-time equivalent service with the City (one year is equal to 2080 hours); (ii) reached at least 47 years of age; and (iii) shall have actually retired under the Nevada PERS retirement qualifications in existence on the date of the retirement. Provided that, if an unclassified employee retires prior to age 47 and meets the requirements of (i) and (iii) above, the unclassified employee/retiree will be eligible for the benefits of this section upon attaining the age of 47, and, prior to age 47, shall be entitled to continue as a retiree on the City group insurance plan and shall be entitled to payment for insurance for which the unclassified employee would otherwise qualify, provided that, an unclassified Employee retiring before age 47 must continue coverage under the City plan in order to be qualified for the benefits in this section upon attaining age 47.
b. The City will pay premiums for:
    1. The unclassified employee/retiree from the effective date of Nevada PERS retirement until death. After the retiree reaches the eligibility age for federal benefits under Medicare or age 65, whichever occurs first, the health insurance coverage premium paid by the City on behalf of the retiree will be reduced to either (i) 50% of the "single employee with Medicare premium", or (ii) the payment to which the retiree would otherwise be entitled under the then existing City policy or regulation providing for insurance payments for retired City employees, were the retiree eligible for insurance contribution under the policy or regulation. The retiree shall, in the retiree's sole discretion, elect between (i) and (ii), at the time of Medicare eligibility. Under both (i) and (ii) such coverage under the City's group insurance plan is secondary to Medicare coverage. Provided that, if Medicare age has been increased beyond age 65 by an act of Congress, the 50% payment under (i) shall apply to the "Employee without Medicare" premium. In the event the city eliminates the policy or regulation for subsidizing payment of retiree health insurance, any retiree who elected (ii) above shall automatically revert to receiving the benefits specified in (i) above. In order to receive payment under either (i) or (ii), the retiree must comply with any requirements pertaining to Medicare, which are imposed by the City's insurance carrier, as a precondition to

being eligible to qualify as a retiree covered by the insurance plan, as modified from time-to-time, or required by law.

2. The spouse of the unclassified employee/retiree (current at time of the employee's separation from the City) until death or divorce. After the spouse reaches the eligibility age for federal benefits under Medicare, or age 65, whichever occurs first, the health insurance coverage premium paid by the City on behalf of the spouse will be 25% of the "single dependent with Medicare" premium. After reaching the eligibility age for federal benefits under Medicare, such coverage under the City's group insurance plan is secondary to Medicare coverage. In order to receive payment once the spouse has reached the eligibility age for federal benefits under Medicare, the spouse must comply with any requirements pertaining to Medicare, which are imposed by the City's insurance carrier, as a precondition to being eligible to qualify as a spouse covered by the insurance plan, as modified from time-to-time, or required by law. In the event a retiree remarries after separation from the City the spouse will not be included in the health insurance premium subsidy.
3. Dependents (current at the time of the unclassified employee's separation from the City), as defined by the rules of the city group health insurance plan in effect at the time of separation. After the dependent reaches the eligibility age for or is otherwise eligible for federal benefits under Medicare, or age 65, whichever occurs first, the health insurance coverage premium paid by the City on behalf of the dependent will be 25% of the "single dependent with Medicare premium". After reaching the eligibility age for, or if otherwise eligible for federal benefits under Medicare, such coverage under the City's group insurance plan is secondary to Medicare coverage. In order to receive payment once the dependent has reached the eligibility age for or is otherwise eligible for federal benefits under Medicare, the dependent must comply with any requirements pertaining to Medicare, which are imposed by the City's insurance carrier, as a precondition to being eligible to qualify as a dependent covered by the insurance plan, as modified from time-to-time, or required by law.

c. In the event of death of the unclassified employee/retiree, the spouse will continue to receive the subsidy benefit until death or remarriage subject to requirements above. Dependents, as defined above, will continue to receive benefits in the event of the death of the employee/retiree, as long as they meet the definition of dependents in the City group health insurance plan in effect at the time of retirement.
d. In the event of a catastrophic injury or medical illness which forces an unclassified employee who has not reached 20 years of service and age 47 to retire from service of the city or as a Nevada PERS disability retirement, this benefit will be prorated for the employee at 5% per year of service after the employee has worked for Carson City for 10 years, up to a maximum of 90% and subject to the provisions above concerning the unclassified employee reaching the eligibility age for or being otherwise eligible for federal benefits under Medicare, or age 65, whichever occurs first. Ten years starts at 50%. The benefit under this section does not apply to spouse

or dependents and does not trigger any spousal or dependent benefits under Section D.

e. If the benefits provided to retirees, their spouse and dependents under Section D are modified (reduced or eliminated) in the future, such modification shall not apply to retirees, their spouses and dependents then receiving the benefits, and the retiree, their spouse or dependent shall continue to receive the benefit on the basis specified in this Resolution.
f. Section D is in exchange for a permanent 1% reduction in the unclassified employee's biweekly base salary, effective on and after July 1, 2013. Should the Board of Supervisors eliminate this benefit, the 1% reduction in the unclassified employee's biweekly base salary shall be restored on and after the effective date of this benefit.

II. RETIREES WITH 20 OR MORE YEARS OF SERVICE

The unclassified employee shall have the option of converting the health insurance coverage at the time of his or her separation from employment by Employer by commencing to pay 100% of the total premium. The City shall pay 90% of retiree group health, dental, vision and life insurance coverage premiums plus 50% of the spouse's and eligible dependent's premium for health, dental and vision except as provided below. The City agrees to cover eligible retirees and dependents, as the term "dependents" is defined in the City's group health insurance plan in existence under the City group health insurance plan offered to active employees, as modified from time-to-time.

a. In order to be eligible for the benefits provided in this section, the unclassified employee/retiree will have (i) a minimum of 20 years of full time equivalent service with the City (one year is equal to 2080 hours); (ii) reached at least 47 years of age; and (iii) shall have actually retired under the Nevada PERS retirement qualifications in existence on the date of the retirement. Provided that, if an Unclassified employee retires prior to age 47 and meets the requirements of (i) and (iii) above, the unclassified employee/retiree will be eligible for the benefits of this section upon attaining the age of 47, and, prior to age 47, shall be entitled to continue as a retiree on the City group insurance plan and shall be entitled to payment for insurance for which the unclassified employee would otherwise qualify, provided that, an unclassified employee retiring before age 47 must continue coverage under the City plan in order to be qualified for the benefits in this section upon attaining age 47.
b. The City will pay premiums for:
    1. The unclassified employee/retiree from the effective date of Nevada PERS retirement until death. After the retiree reaches the eligibility age for federal benefits under Medicare or age 65, whichever occurs first, the health insurance coverage premium paid by the City on behalf of the retiree will be reduced to either (i) 50% of the "single employee with Medicare premium", or (ii) the payment to which the retiree would otherwise be entitled under the then existing City policy or regulation providing for insurance payments for retired City employees, were the retiree eligible for insurance contribution under the policy or regulation.

The retiree shall, in the retiree's sole discretion, elect between (i) and (ii), at the time of Medicare eligibility. Under both (i) and (ii) such coverage under the City's group insurance plan is secondary to Medicare coverage. Provided that, if Medicare age has been increased beyond age 65 by an act of Congress, the 50% payment under (i) shall apply to the "Employee without Medicare" premium. In the event the City eliminates the policy or regulation for subsidizing payment of retiree health insurance, any retiree who elected (ii) above shall automatically revert to receiving the benefits specified in (i) above. In order to receive payment under either (i) or (ii), the retiree must comply with any requirements pertaining to Medicare, which are imposed by the City's insurance carrier, as a precondition to being eligible to qualify as a retiree covered by the insurance plan, as modified from time-to-time, or required by law.

2. The spouse of the unclassified employee/retiree (current at time of the employee's separation from the City) until death or divorce. After the spouse reaches the eligibility age for federal benefits under Medicare, or age 65, whichever occurs first, the health insurance coverage premium paid by the City on behalf of the spouse will be reduced to 25% of the "single dependent with Medicare" premium. After reaching the eligibility age for federal benefits under Medicare, such coverage under the City's group insurance plan is secondary to Medicare coverage. In order to receive payment once the spouse has reached the eligibility age for federal benefits under Medicare, the spouse must comply with any requirements pertaining to Medicare, which are imposed by the City's insurance carrier, as a precondition to being eligible to qualify as a spouse covered by the insurance plan, as modified from time-to-time, or required by law. In the event a retiree remarries after separation from the City the spouse will not be included in the health insurance premium subsidy.
3. Dependents (current at the time of the unclassified employee's separation from the City), as defined by the rules of the city group health insurance plan in effect at the time of separation. After the dependent reaches the eligibility age or is otherwise eligible for federal benefits under Medicare, or age 65, whichever occurs first, the health insurance coverage premium paid by the City on behalf of the dependent will be reduced to 25% of the "single dependent with Medicare premium". After reaching the eligibility age for, or if otherwise eligible for federal benefits under Medicare, such coverage under the City's group insurance plan is secondary to Medicare coverage. In order to receive payment once the dependent has reached the eligibility age for or is otherwise eligible for federal benefits under Medicare, the dependent must comply with any requirements pertaining to Medicare, which are imposed by the City's insurance carrier, as a precondition to being eligible to qualify as a dependent covered by the insurance plan, as modified from time-to-time, or required by law.

c. In the event of death of the unclassified employee/retiree, the spouse will continue to receive the subsidy benefit until death or remarriage subject to requirements above. Dependents, as defined above, will continue to receive benefits in the event of the

death of the employee/retiree, as long as they meet the definition of dependents in the City group health insurance plan in effect at the time of retirement.

d. In the event of a catastrophic injury or medical illness which forces an unclassified employee who has not reached 20 years of service and age 47 to retire from service of the City or as a Nevada PERS disability retirement, this benefit will be prorated for the employee at 5% per year of service after the employee has worked for Carson City for 10 years, up to a maximum of 90% and subject to the provisions above concerning the unclassified employee reaching the eligibility age for or being otherwise eligible for federal benefits under Medicare, or age 65, whichever occurs first. Ten years starts at 50%. The benefit under this section does not apply to spouse or dependents and does not trigger any spousal or dependent benefits under Section D.
e. If the benefits provided to retirees, their spouse and dependents under Section D are modified (reduced or eliminated) in the future, such modification shall not apply to retirees, their spouses and dependents then receiving the benefits, and the retiree, their spouse or dependent shall continue to receive the benefit on the basis specified in this Resolution.
f. Section D is in exchange for a permanent 1% reduction in the unclassified employee's biweekly base salary, effective on and after July 1, 2013. Should the Board of Supervisors eliminate this benefit, the 1% reduction in the unclassified employee's biweekly base salary shall be restored on and after the effective date of this benefit.

E. GROUP LIFE INSURANCE

All unclassified employees shall receive a $35,000 life insurance benefit. The cost of this coverage is included in the group medical insurance plan which is fully paid by the City.

F. SICK LEAVE

All unclassified employees accrue ten (10) hours of sick leave each month, with unlimited accrual. Leave may be taken as it is accrued.

Unclassified employees, upon separation, having a minimum of 400 hours of earned sick leave and the below listed years of Carson City service will be compensated for all hours up to 1080 hours at the following rates:

Service Years	Maximum %
10 – 14	33 1/3%
15 – 19	50%
20 – 24	75%
25 plus	100%

G. AMBULANCE

All unclassified employees and their family members who are eligible to participate in the City's insurance benefit plan are automatically enrolled in the CC-CARE+ Ambulance Membership Program. This benefit provides paramedic ambulance service as often as medically necessary with no deductibles, full coverage and no out-of-pocket expenses. This benefit will exist only so long as the Fire Department offers the program and program benefits are subject to change. The benefit also extends to those employees who retire and remain on the City's insurance.

H. ANNUAL LEAVE

All unclassified employees who have 0 to 5 years of service with Carson City will accrue ten (10) hours of annual leave per month. Leave may be taken as it is accrued. After five (5) years of continuous employment, an employee accrues fourteen (14) hours per month, with a proportional amount for each uncompleted month. A maximum of 300 hours may be carried forward from year to year. Any exception must be pre-approved by the City Manager and in the case of the City Manager, Chief of Alternative Sentencing, Internal Auditor and the Public Guardian, by the Board of Supervisors.

I. MANAGEMENT LEAVE

Unclassified employees will receive eighty (80) hours of management leave during each fiscal year and a proportional amount for each incomplete year. All unused management leave will be deleted from an employee's account as of June 30 of each year and no compensation will be paid for that portion of unused management leave.

J. PAY RANGES

All unclassified employees will be paid within established pay ranges for the grade assigned to the applicable position. The City's compensation schedule has grades that correspond to classified and unclassified positions and which are established in a manner intended to prevent compaction of the pay ranges and to keep the ranges compatible with the labor market.

Effective May 31, 2024, the pay ranges for all unclassified employees, other than the unclassified employees employed with the Office of the District Attorney and the Office of the Carson City Public Defender as identified below in this section, will be adjusted to the amounts set forth in Attachment A of this resolution and those unclassified employees will receive a one-time 5% salary increase unless an increase of more than 5% is necessary to place an employee who is currently below the adjusted pay range into the bottom of the pay range. Beginning on July 1, 2024, and on July 1 of each year thereafter, all of the foregoing unclassified employees will receive a 2% cost-of-living increase and the bottom and the top of each grade will be adjusted upward by 2%.

All unclassified employees, other than a "supervisory employee" as that term is defined by NRS 288.138, who are employed as attorneys in the Civil Division of the Office of the District Attorney are subject to the pay ranges and salary schedule more fully described in the staff report and supporting materials comprising agenda item no. 14.D of the June 1, 2023, meeting agenda of the Board of Supervisors, which have been previously approved and implemented.

All unclassified employees, other than the Public Defender, who are employed as attorneys in the Office of the Carson City Public Defender are subject to the pay ranges and salary schedule more fully described in the staff report and supporting materials comprising agenda item no. 19.B of the June 15, 2023, meeting agenda of the Board of Supervisors, which have been previously approved and implemented.

K. PERFORMANCE PAY

All unclassified employees who receive an annual performance review of "meets expectations" or better will receive a merit increase for work performance upon the recommendation of their supervisor or the appointing authority of 3% per year until the employee reaches the top of the pay range for the position.

L. TEMPORARY DUTY PAY

When a qualified unclassified employee is assigned to a higher rank for a period of ninety (90) days or more, the employee will receive an additional 10% percent of his or her base wage for the higher rank being filled.

M. EXEMPT EMPLOYEES – FLSA GUIDELINE

Unclassified positions have been reviewed using FLSA guidelines and are exempt from overtime. If an unclassified employee is absent for less than one day with his or her Department Director's approval, the employee will not be required to use annual, sick or administrative leave for the absence and the employee's salary will not be adjusted.

N. GENERAL BENEFITS

In addition to the benefits listed above, unclassified employees are eligible for the following general benefits:

a. Workers Compensation.
b. Mileage, City vehicle or vehicle allowance, as determined by the City Manager and in the case of the City Manager, Internal Auditor, Chief of Alternative Sentencing or Public Guardian, by the Board of Supervisors.
c. Direct deposit of payroll checks.
d. Repair or replacement of personal property if damaged, lost or destroyed while performing job related duties.
e. Military leave.
f. Family Medical Leave Act (FMLA) leave.
g. Bereavement leave.
h. Employee Assistance Program (EAP).
i. Voluntary participation in Deferred Compensation Plan (457).
j. Voluntary participation in Flexible Spending Plan (125).

O. EFFECTIVE DATE

The terms of this resolution are effective on May 31, 2024. This resolution supersedes all prior resolutions concerning the compensation and benefits of unclassified employees.

ADOPTED this 24th day of May 2024.

VOTE:	AYES:	Supervisor Stacey Giomi Supervisor Maurice White Supervisor Curtis Horton Mayor Lori Bagwell
	NAYS:	None
	ABSENT:	None
	ABSTAIN:	Supervisor Lisa Schuette

LORI BAGWELL, Mayor
Carson City, Nevada

ATTEST:

WILLIAM SCOTT HOEN, Clerk/Recorder
Carson City, Nevada

UNCLASSIFIED SALARY TABLES

Attachment A

TABLE	TABLE DESCRIPTION	CURRENT HOURLY RANGE	CURRENT ANNUAL RANGE	→	PROPOSED HOURLY RANGE	PROPOSED ANNUAL RANGE
BAPG	BOARD APPOINTED PUBLIC GUARDIAN	$ 36.2003 - $ 54.3004	$ 75,296.55 - $ 112,944.82		$ 39.6811 - $ 63.4897	$ 82,536.60 - $ 132,058.56
D101	UNCLASSIFIED DIRECTORS	$ 48.2936 - $ 77.2696	$ 100,450.65 - $ 160,720.82		$ 55.0546 - $ 88.0874	$ 114,513.64 - $ 183,221.83
D201	UNCLASSIFIED DIRECTORS	$ 53.1229 - $ 84.9964	$ 110,495.47 - $ 176,792.54		$ 60.5600 - $ 96.8960	$ 125,964.74 - $ 201,543.59
D202	UNCLASSIFIED PUBLIC SAFETY DIRECTORS	$ 48.3535 - $ 77.3655	$ 100,575.26 - $ 160,920.19		$ 55.1229 - $ 88.1967	$ 114,655.70 - $ 183,449.12
D203	UNCLASSIFIED PUBLIC SAFETY DIRECTORS	$ 53.1895 - $ 85.1031	$ 110,634.12 - $ 177,014.38		$ 60.6360 - $ 97.0175	$ 126,122.80 - $ 201,796.49
D301	UNCLASSIFIED DIRECTORS	$ 57.0569 - $ 91.2908	$ 118,678.38 - $ 189,884.71		$ 65.0447 - $ 104.0716	$ 135,293.05 - $ 216,468.88
L101	UNCLASSIFIED LEGAL SERVICES	$ 26.6726 - $ 40.0090	$ 55,479.19 - $ 83,218.79		$ 29.2374 - $ 46.7798	$ 60,813.73 - $ 97,301.97
L201	UNCLASSIFIED LEGAL SERVICES	$ 34.7716 - $ 58.3563	$ 72,325.09 - $ 121,381.13		$ 40.8330 - $ 65.3329	$ 84,932.73 - $ 135,892.36
L240	UNCLASSIFIED ASSISTANT DISTRICT ATTORNEY	$ 65.9914 - $ 92.3883	$ 137,262.18 - $ 192,167.53		$ 65.0447 - $ 104.0716	$ 135,293.05 - $ 216,468.87
L301	UNCLASSIFIED LEGAL SERVICES	$ 59.9923 - $ 83.9893	$ 124,783.80 - $ 174,697.76		$ 55.3775 - $ 88.6040	$ 115,185.22 - $ 184,296.34
L401	UNCLASSIFIED LEGAL SERVICES	$ 53.1229 - $ 84.9964	$ 110,495.47 - $ 176,792.54		$ 60.5600 - $ 96.8960	$ 125,964.74 - $ 201,543.59
M103	UNCLASSIFIED MANAGERS	$ 73.5070 - $ 75.7123	$ 152,894.57 - $ 157,481.41		$ 54.5224 - $ 87.2359	$ 113,406.61 - $ 181,450.57
M201	UNCLASSIFIED MANAGERS	$ 44.4936 - $ 66.7408	$ 92,546.86 - $ 138,820.87		$ 48.7720 - $ 78.0353	$ 101,445.85 - $ 162,313.36
M202	UNCLASSIFIED PUBLIC SAFETY MANAGERS	$ 44.5495 - $ 66.8245	$ 92,662.98 - $ 138,995.05		$ 48.8332 - $ 78.1332	$ 101,573.14 - $ 162,517.02
M301	UNCLASSIFIED MANAGERS	$ 31.6583 - $ 47.4874	$ 65,849.07 - $ 98,773.63		$ 34.7023 - $ 55.5236	$ 72,180.72 - $ 115,489.16
M401	UNCLASSIFIED PUBLIC SAFETY MANAGERS	$ 31.6979 - $ 47.5469	$ 65,931.71 - $ 98,897.58		$ 34.7458 - $ 55.5933	$ 72,271.30 - $ 115,634.09
P203	UNCLASSIFIED PROFESSIONALS	$ 30.1981 - $ 45.2971	$ 62,812.07 - $ 94,218.14		$ 33.1018 - $ 52.9629	$ 68,851.71 - $ 110,162.73
P301	UNCLASSIFIED PROFESSIONALS	$ 33.2178 - $ 49.8271	$ 69,092.83 - $ 103,640.42		$ 36.4120 - $ 58.2591	$ 75,736.89 - $ 121,179.02
P401	UNCLASSIFIED PROFESSIONALS	$ 36.5399 - $ 54.8094	$ 76,003.03 - $ 114,003.42		$ 40.0531 - $ 64.0850	$ 83,310.52 - $ 133,296.83
P501	UNC PROFESSIONALS SHERIFF	$ 27.4530 - $ 75.7322	$ 57,102.26 - $ 157,522.94		$ 44.0582 - $ 70.4931	$ 91,641.09 - $ 146,625.74
P601	UNCLASSIFIED PROFESSIONALS	$ 27.4530 - $ 41.1793	$ 57,102.21 - $ 85,652.73		$ 30.0926 - $ 48.1481	$ 62,592.55 - $ 100,148.08
PS04	UNCLASSIFIED PUBLIC SAFETY PROFESSIONALS	$ 27.4874 - $ 75.8272	$ 57,173.87 - $ 157,720.66		$ 55.4122 - $ 88.6595	$ 115,257.41 - $ 184,411.85
PS05	UNCLASSIFIED PUBLIC SAFETY PROFESSIONALS	$ 50.5515 - $ 85.1031	$ 105,147.10 - $ 177,014.38		$ 60.6359 - $ 97.0175	$ 126,122.75 - $ 201,796.39
S201	UNCLASSIFIED SUPERVISORS	$ 32.3225 - $ 48.4841	$ 67,230.88 - $ 100,846.92		$ 35.4306 - $ 56.6890	$ 73,695.65 - $ 117,913.04
S301	UNCLASSIFIED SUPERVISORS	$ 25.2049 - $ 37.8079	$ 52,426.10 - $ 78,640.31		$ 27.6286 - $ 44.2058	$ 57,467.58 - $ 91,948.13

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