

<b>Current</b>				<b>Entry</b>	<b>Rep 6mos</b>	<b>Rep 1yr</b>				
Surveyor I % spread				8.66%	14.31%					
	30000225	Surveyor I	Hourly	\$ 32.22	\$ 35.01	\$40.02				
<b>Proposed</b>										
	30000225	Surveyor I	Hourly	\$ 33.00	\$ 35.86	\$40.50				
<b>Current</b>				<b>Entry</b>	<b>Rep 6mos</b>	<b>Rep 1yr</b>	<b>Rep 2yr</b>			
	30000226	Surveyor II	Hourly	\$ 40.58	\$ 42.84	\$45.01	\$47.26			
<b>Proposed</b>										
	30000226	Surveyor II	Hourly	\$ 40.58	\$ 43.83	\$47.33	\$49.70			
<b>Current Pay</b>				<b>Entry</b>	<b>Rep 6mo</b>	<b>Rep 1 yr</b>	<b>Rep 2yr</b>	<b>Rep 3yr</b>	<b>Rep 4yr</b>	
	30000020	Police Records Specialist	Hourly	\$ 21.67	\$ 22.73	\$24.33	\$26.40	\$27.19	\$29.40	
<b>Proposed</b>										
	30000020	Police Records Specialist	Hourly	\$ 24.30	\$ 25.39	\$26.54	\$27.73	\$28.98	\$30.14	
<b>Current Pay</b>					<b>Min</b>	<b>6 Mos</b>	<b>Rep 1yr</b>	<b>Rep 2yr</b>	<b>Rep 3yr</b>	
	30000153	SCL02545	Operating Engi	Hourly	29.78	32.36	34.17	36.26	38.47	
<b>Proposed Pay</b>										
			Operating Engi	Hourly	31.95	33.74	35.63	37.62	39.73	
<b>Current Pay</b>										
	30000154	SCL02573	Operating Engi	Hourly	32.54	35.37	37.31	39.64	42.04	
<b>Proposed Pay</b>										
			Operating Engi	Hourly	34.59	36.32	38.14	40.04	42.04	

Management's Offer



<b>CURRENT STRUCTURE</b>	<b>RATE</b>
ENTRY TO 5 MONTHS = 60% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	25.81
6 MONTHS TO 11 MONTHS = 65% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	27.96
12 MONTHS TO 17 MONTHS = 70% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	30.11
18 MONTHS TO 23 MONTHS = 75% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	32.26
24 MONTHS TO 29 MONTHS = 80% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	34.41
30 MONTHS TO 35 MONTHS = 85% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	36.56
36 MONTHS TO 41 MONTHS = 90% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	38.71
42 MONTHS TO 47 MONTHS = 95% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	40.86
ADVANCEMENT TO JOURNEY RATE IS UPON COMPLETION OF THE PROGRAM AND WHEN APPROVED BY THE TAC.	
<b>PROPOSED STRUCTURE</b>	<b>RATE</b>
ENTRY TO 5 MONTHS = 80% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	34.41
6 MONTHS TO 11 MONTHS = 85% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	36.56
12 MONTHS TO 17 MONTHS = 90% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	38.71
18 MONTHS TO 23 MONTHS = 95% OF INSTRUMENT TECHNICIAN RATE (TOP STEP)	40.86
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