

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Resolution No. 2014 – 05

**A Resolution to Approve the Budget for the Fiscal Year Ending June 30, 2015
(FY 2014-2015) and Various Budget Related Actions**

WHEREAS, the Board of Directors of the Bay Area Air Quality Management District (Air District) has the statutory authority and direction to set the Air District's financial budget pursuant to Health & Safety Code Sections 40130-40131 and 40270-40276;

WHEREAS, by Resolution No. 2013-06, the Board of Directors adopted the Air District Budget for Fiscal Year (FY) 2013-2014 on June 19, 2013, pursuant to the above-mentioned statutory authority;

WHEREAS, the Board of Directors, in connection with that action, approved the following budget related actions:

- A. Transfer Funds from Unencumbered Balance of Appropriations to the General Reserve;
- B. Fund Contingency Reserve;
- C. Fund the General Reserve from Year to Year;
- D. Authorize Modification to Name and Purpose of certain Designated Reserve Funds;
- E. Authorize Disposal of Surplus Government Property;
- F. Approve Salary Ranges for District Employees; and
- G. Approve Proposed District Budget for FY 2013-2014;

WHEREAS, Air District staff has determined through its annual budget review and analysis that similar actions are necessary in connection with the adoption of a budget for FY 2013-2014 and that all of these actions be incorporated into a single resolution;

WHEREAS, the Budget and Finance Committee of the Board of Directors reviewed the proposed FY 2014-2015 District Budget at public meetings held on March 26, 2014, and April 23, 2014, and recommended that the Board of Directors approve as submitted.

WHEREAS, an initial public hearing was duly noticed and held on May 21, 2014, at a Special Meeting of the Board of Directors held pursuant to Health & Safety Code Section 40131, for the purpose of reviewing the Air District's proposed FY 2014-2015 Budget and of providing the public with an opportunity to comment upon the proposed District Budget;

WHEREAS, at the May 21, 2014 Special Meeting of the Board of Directors, the Proposed FY 2014-2015 Air District Budget was set for a further hearing and proposed adoption at the Regular Meeting of the Board of Directors to be held on June 4, 2014;

WHEREAS, in connection with the public hearing and consideration of the Proposed FY 2014-2015 District Budget on June 4, 2014, the Board of Directors decided to take the following actions related to the FY 2013-2014 District Budget:

A. CARRYFORWARD ENCUMBERED BALANCE OF APPROPRIATIONS TO THE NEXT FISCAL YEAR FOR CONTINUATION OF PROJECTS/PROGRAMS NOT COMPLETED IN THE CURRENT FISCAL YEAR

WHEREAS, the Air District Budget FY2013-2014 has appropriated funds committed for projects/programs not completed in the current fiscal year that will carry over to the next fiscal year;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby directs Air District staff, that in the event there is encumbered balance of appropriations from FY 2013-2014 for continuation of projects, to transfer such appropriations to the 2014-2015 fiscal year budget as needed for completion of projects/programs;

B. TRANSFER FUNDS FROM UNENCUMBERED BALANCE OF APPROPRIATIONS TO THE GENERAL RESERVE

WHEREAS, the Proposed Air District Budget provides sufficient funds for the operation of the Air District for FY 2014-2015;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors hereby directs Air District staff, that in the event there is an unencumbered balance of appropriations from FY 2013-2014, to transfer such excess balance to the General Reserve.

C. FUND THE GENERAL RESERVE FROM YEAR TO YEAR

WHEREAS, the Board of Directors on June 12, 1958, created a General Reserve in the Air District's budget and transferred certain funds into it;

WHEREAS, the Air District has operated for much of its existence with a General Reserve in its fiscal year budget;

WHEREAS, the Air District retained the consulting firm of KPMG LLP in 1998-99 to conduct a permit fee cost recovery study of the Air District;

WHEREAS, KPMG LLP determined through their study of Air District finances that the General Reserve was inadequately funded and therefore recommended that the General Reserve be funded to a level consistent with generally accepted governmental practices;

WHEREAS, Air District staff concurred with this finding and recommendation from KPMG LLP;

WHEREAS, the Board of Directors concurs with the recommendation of KPMG LLP, Air District staff and its Budget and Finance Committee that maintaining a healthy and properly funded General Reserve in the Air District's budget is a prudent and financially sound decision;

NOW THEREFORE, BE IT FURTHER RESOLVED that the General Reserve be continued for FY 2014-2015, and thereafter until discontinued by resolution of the Board of Directors.

D. AUTHORIZE DISPOSAL OF SURPLUS GOVERNMENT PROPERTY

WHEREAS, the Air District Budget for FY 2014-2015 provides for the replacement of certain equipment and other property that has either become obsolete and surplus or will become obsolete and surplus;

WHEREAS, Air District staff has determined that certain equipment or other property will no longer be economically feasible to maintain or repair, and that some equipment will become obsolete and not useful for Air District purposes;

WHEREAS, from time to time during the course of the coming fiscal year it may be advantageous to the Air District to sell or dispose of such equipment or other property;

WHEREAS, the Board of Directors desires to authorize the Executive Officer/APCO, or his or her designee, to sell or dispose of such surplus or obsolete equipment or other property pursuant the requirements and guidelines of Government Code Sections 25363 and 25504;

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the Executive Officer/APCO, or his or her designee, to sell or dispose of surplus or obsolete equipment or other property during FY 2014-2015.

E. SALARY RANGES FOR DISTRICT EMPLOYEES

WHEREAS, the Board of Directors established Salary Ranges and Classifications on June 10, 1962, pursuant to Resolution No. 270 and has from time to time amended those Salary Ranges and Classifications;

WHEREAS, management employees and confidential employees are not represented by a recognized employee organization;

WHEREAS, the Air District Budget for FY 2014-2015 includes funds for Board of Director discretionary use in adjusting salaries and fringe benefits for Air District employees;

WHEREAS, on March 17, 2010, by Resolution No. 2010-04, the Board of Directors approved a Memorandum of Understanding (the "MOU") with the employees represented by the recognized employee organization Bay Area Air Quality Management District Employees Association ("EA") which MOU had been previously ratified by the EA;

WHEREAS, on October 16, 2002, by Resolution No. 2002-17, the Board of Directors approved certain adjustments to salary and fringe benefits for non-Board of Director appointed management and confidential employees who are not represented by a recognized employee organization;

WHEREAS, by Resolution No. 2003-04, on June 18, 2003, the Board of Directors approved adjustments to the salaries for non-Board of Director appointed management and confidential employees to reflect the same COLA as provided for in the MOU;

WHEREAS, the MOU between the District and EA is set to expire on June 30, 2014 and should the parties fail to reach agreement on a successor MOU prior to the expiration of the June 7, 2000 to June 30, 2014 agreement, for up to twelve (12) months immediately following expiration of the agreement, all provisions of the MOU shall continue to be honored and whenever a successor MOU is ratified, all provisions shall supersede the provisions of the June 7, 2000 to June 30, 2014 agreement;

WHEREAS, the attached salary schedule proposes a 2.1% salary adjustment as reflected in the FY 2014-2015 Proposed Budget for Represented Classes; salaries for non-Board of Director appointed Management and Confidential employees; and salaries adjusted pursuant to contracts with Board appointed management employees;

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Directors approves the revised salary schedules attached hereto which, consistent with the FY 2014-2015 Proposed Budget; and with contracts with Board appointed management employees, provide salary increases effective July 1, 2014.

F. APPROVE PROPOSED AIR DISTRICT BUDGET FOR FY 2014-2015

WHEREAS, on May 21, 2014, and June 4, 2014, public proceedings have been held in a manner and form required by Health & Safety Code Section 40131 for the adoption of the FY 2014-2015 Budget of the Bay Area Air Quality Management District;

WHEREAS, the Board of Directors has considered the Proposed Budget for the fiscal year ending June 30, 2015, as well as the report on this proposed budget from the Budget and Finance Committee of the Board of Directors which considered the Proposed FY 2014-2015 Air District Budget at their meetings of March 26, 2014 and April 23, 2014;

WHEREAS, at the May 21, 2014, Regular Meeting of the Board of Directors, in its report to the Board of Directors, the Budget and Finance Committee of the Board of Directors forwarded the Proposed FY 2014-2015 Air District Budget to the Board of Directors;

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Proposed Air District Budget for FY Ending 2015 in the total consolidated amount of One Hundred Twenty Seven Million, One Hundred Fifty Seven, Nine Hundred and Twenty Seven Dollars (\$127, 157, 927), specifying by appropriation classification – personnel, services and supplies, capital outlay, program distributions and transfers – is hereby adopted by the Board of Directors of the Bay Area Air Quality Management District to become effective as of July 1, 2014.

The foregoing resolution was duly and regularly introduced, passed and adopted at a regular meeting of the Board of Directors of the Bay Area Air Quality Management District on the Motion of Director Kniss, seconded by Director Piepho, on the 4th day of JUNE, 2014 by the following vote of the Board:

AYES: BARRETT, BATES, CHAVEZ, GIOIA, GROOM, HAGGERTY, HUDSON, KARLA, KIM, KLATT, KNISS, MILEY, PHIEPHO, ROSS, SPERING, WAGENKNECHT AND ZANE.

NOES: NONE

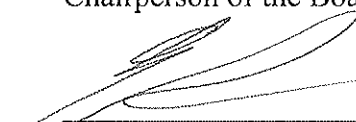
ABSTAIN: NONE.

ABSENT: ADAMS, AVALOS, MAR, PEPPER AND SBRANTI.



NATE MILEY
Chairperson of the Board of Directors

ATTEST:



ERIC MAR
Secretary of the Board of Directors

BAY AREA AIR QUALITY MANAGEMENT DISTRICT
SALARY SCHEDULE FOR MANAGEMENT AND CONFIDENTIAL CLASSES
 Annually/Monthly/Bi-weekly/Hourly effective July 1, 2014 (Proposed) (AGENDA 12 - ATTACHMENT 2)

ID-JDE MANAGEMENT

Per Employment Agreement

1B101 Executive Officer/Air Pollution Control Officer	274624.74 22885.39 10562.49 132.03
1B102 Counsel	258402.44 21533.54 9938.56 124.23

ID-JDE MANAGEMENT

	Range	Step A	Step B	Step C	Step D	Step E
3M101 Air Monitoring Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M102 Air Quality Engineering Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M103 Air Quality Planning Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M104 Air Quality Program Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
8M101 Assistant Counsel I	149M	120270.03	126283.53	132597.70	139227.59	146188.97
		10022.50	10523.63	11049.81	11602.30	12182.41
		4625.77	4857.06	5099.91	5354.91	5622.65
		57.82	60.71	63.75	66.94	70.28
7M101 Assistant Counsel II	153M	134902.84	141647.98	148730.38	156166.90	163975.25
		11241.90	11804.00	12394.20	13013.91	13664.60
		5188.57	5448.00	5720.40	6006.42	6306.74
		64.86	68.10	71.50	75.08	78.83
3M117 Audit & Special Projects Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M105 Business Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78

ID-JDE MANAGEMENT(CONTINUED)	Range	Step A	Step B	Step C	Step D	Step E
2M110 Communications Officer	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
1M101 Deputy Air Pollution Control Officer	160M	160023.45	168024.63	176425.86	185247.15	194509.51
		13335.29	14002.05	14702.15	15437.26	16209.13
		6154.75	6462.49	6785.61	7124.89	7481.13
		76.93	80.78	84.82	89.06	93.51
2M101 Director of Administration	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
2M102 Director of Enforcement	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
2M103 Director of Engineering	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
2M108 Director of Strategic Incentives	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
2M104 Director of Information Services	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
2M105 Director of Planning and Research	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
2M107 Director of Technical Services	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
3M119 Engineering Project Processing Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M113 Executive Operations Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M107 Finance Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78

ID-JDE MANAGEMENT(CONTINUED)	Range	Step A	Step B	Step C	Step D	Step E
3M106 Fleet and Facilities Manager	134M	84863.85	89107.05	93562.40	98240.52	103152.55
		7071.99	7425.59	7796.87	8186.71	8596.05
		3263.99	3427.19	3598.55	3778.48	3967.41
		40.80	42.84	44.98	47.23	49.59
6M104 Health and Science Officer	158M	151397.13	158966.99	166915.34	175261.10	184024.16
		12616.43	13247.25	13909.61	14605.09	15335.35
		5822.97	6114.11	6419.82	6740.81	7077.85
		72.79	76.43	80.25	84.26	88.47
3M118 Human Resources Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M109 Information Systems Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
2M109 Information Technology Officer	156M	144187.74	151397.13	158966.99	166915.34	175261.10
		12015.65	12616.43	13247.25	13909.61	14605.09
		5545.68	5822.97	6114.11	6419.82	6740.81
		69.32	72.79	76.43	80.25	84.26
3M110 Laboratory Services Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M115 Manager of Executive Operations	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M111 Meteorology and Data Analysis Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M112 Research and Modeling Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
6M101 Senior Assistant Counsel	157M	148730.38	156166.90	163975.25	172174.01	180782.71
		12394.20	13013.91	13664.60	14347.83	15065.23
		5720.40	6006.42	6306.74	6622.08	6953.18
		71.50	75.08	78.83	82.78	86.91
6M102 Senior Policy Advisor	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78
3M116 Strategic Facilities Planning Manager	148M	119411.96	125382.56	131651.69	138234.28	145145.99
		9951.00	10448.55	10970.97	11519.52	12095.50
		4592.77	4822.41	5063.53	5316.70	5582.54
		57.41	60.28	63.29	66.46	69.78

ID-JDE CONFIDENTIAL

	Range	Step A	Step B	Step C	Step D	Step E
7C007 Administrative Secretary (Confidential)	118	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59
5C101 Clerk of the Boards	132	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86
8C004 Executive Secretary I	128	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59
7C001 Executive Secretary II	132	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86
8C101 Human Resources Analyst I	130	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67
7C103 Human Resources Analyst II	134	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15
8C001 Human Resources Technician I	116	53110.68 4425.89 2042.72 25.53	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04
7C002 Human Resources Technician II	120	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22
7C003 Legal Office Services Specialist	124	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73
8C002 Legal Secretary I	116	53110.68 4425.89 2042.72 25.53	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04
7C004 Legal Secretary II	120	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22
8C003 Office Assistant I (HR)	104	39632.00 3302.67 1524.31 19.05	41613.60 3467.80 1600.52 20.01	43694.29 3641.19 1680.55 21.01	45879.00 3823.25 1764.58 22.06	48172.95 4014.41 1852.81 23.16

ID-JDE CONFIDENTIAL(CONTINUED)

	Range	Step A	Step B	Step C	Step D	Step E
7C005 Office Assistant II (HR)	108	43694.29	45879.00	48172.95	50581.60	53110.68
		3641.19	3823.25	4014.41	4215.13	4425.89
		1680.55	1764.58	1852.81	1945.45	2042.72
		21.01	22.06	23.16	24.32	25.53
7C102 Paralegal	124	64556.36	67784.18	71173.39	74732.06	78468.66
		5379.70	5648.68	5931.12	6227.67	6539.05
		2482.94	2607.08	2737.44	2874.31	3018.03
		31.04	32.59	34.22	35.93	37.73
6C001 Senior Executive Secretary	134	82392.09	86511.70	90837.28	95379.14	100148.10
		6866.01	7209.31	7569.77	7948.26	8345.68
		3168.93	3327.37	3493.74	3668.43	3851.85
		39.61	41.59	43.67	45.86	48.15
5C102 Supervising Human Resources Analyst	142	100148.10	105155.51	110413.28	115933.95	121730.64
		8345.68	8762.96	9201.11	9661.16	10144.22
		3851.85	4044.44	4246.66	4459.00	4681.95
		48.15	50.56	53.08	55.74	58.52

BAY AREA AIR QUALITY MANAGEMENT DISTRICT
SALARY SCHEDULE FOR TECHNICAL/GENERAL AND PROFESSIONAL EMPLOYEES
 Annually/Monthly/Bi-weekly/Hourly effective July 1, 2014 (Proposed)

ID-JDE PROFESSIONAL	Range	Step A	Step B	Step C	Step D	Step E
7P001 Accountant I	123	63000.56	66150.58	69458.11	72931.02	76577.57
		5250.05	5512.55	5788.18	6077.58	6381.46
		2423.10	2544.25	2671.47	2805.04	2945.29
		30.29	31.80	33.39	35.06	36.82
7P014 Accountant II	127	69458.11	72931.02	76577.57	80406.45	84426.77
		5788.18	6077.58	6381.46	6700.54	7035.56
		2671.47	2805.04	2945.29	3092.56	3247.18
		33.39	35.06	36.82	38.66	40.59
7P002 Advanced Projects Advisor	144	105155.51	110413.28	115933.95	121730.64	127817.18
		8762.96	9201.11	9661.16	10144.22	10651.43
		4044.44	4246.66	4459.00	4681.95	4916.05
		50.56	53.08	55.74	58.52	61.45
8P001 Air Quality Chemist I	127	69458.11	72931.02	76577.57	80406.45	84426.77
		5788.18	6077.58	6381.46	6700.54	7035.56
		2671.47	2805.04	2945.29	3092.56	3247.18
		33.39	35.06	36.82	38.66	40.59
7P003 Air Quality Chemist II	131	76577.57	80406.45	84426.77	88648.11	93080.51
		6381.46	6700.54	7035.56	7387.34	7756.71
		2945.29	3092.56	3247.18	3409.54	3580.02
		36.82	38.66	40.59	42.62	44.75
8P002 Air Quality Engineer I	132	78468.66	82392.09	86511.70	90837.28	95379.14
		6539.05	6866.01	7209.31	7569.77	7948.26
		3018.03	3168.93	3327.37	3493.74	3668.43
		37.73	39.61	41.59	43.67	45.86
7P004 Air Quality Engineer II	136	86511.70	90837.28	95379.14	100148.10	105155.51
		7209.31	7569.77	7948.26	8345.68	8762.96
		3327.37	3493.74	3668.43	3851.85	4044.44
		41.59	43.67	45.86	48.15	50.56
8P003 Air Quality Meteorologist I	131	76577.57	80406.45	84426.77	88648.11	93080.51
		6381.46	6700.54	7035.56	7387.34	7756.71
		2945.29	3092.56	3247.18	3409.54	3580.02
		36.82	38.66	40.59	42.62	44.75
7P005 Air Quality Meteorologist II	135	84426.77	88648.11	93080.51	97734.54	102621.27
		7035.56	7387.34	7756.71	8144.55	8551.77
		3247.18	3409.54	3580.02	3759.02	3946.97
		40.59	42.62	44.75	46.99	49.34
7P006 Atmospheric Modeler	140	95379.14	100148.10	105155.51	110413.28	115933.95
		7948.26	8345.68	8762.96	9201.11	9661.16
		3668.43	3851.85	4044.44	4246.66	4459.00
		45.86	48.15	50.56	53.08	55.74
8P004 Environmental Planner I	130	74732.06	78468.66	82392.09	86511.70	90837.28
		6227.67	6539.05	6866.01	7209.31	7569.77
		2874.31	3018.03	3168.93	3327.37	3493.74
		35.93	37.73	39.61	41.59	43.67

ID-JDE PROFESSIONAL(continued)	Range	Step A	Step B	Step C	Step D	Step E
7P007 Environmental Planner II	134	82392.09	86511.70	90837.28	95379.14	100148.10
		6866.01	7209.31	7569.77	7948.26	8345.68
		3168.93	3327.37	3493.74	3668.43	3851.85
		39.61	41.59	43.67	45.86	48.15
7P008 Legislative Analyst	138	90837.28	95379.14	100148.10	105155.51	110413.28
		7569.77	7948.26	8345.68	8762.96	9201.11
		3493.74	3668.43	3851.85	4044.44	4246.66
		43.67	45.86	48.15	50.56	53.08
7P009 Librarian	128	71173.39	74732.06	78468.66	82392.09	86511.70
		5931.12	6227.67	6539.05	6866.01	7209.31
		2737.44	2874.31	3018.03	3168.93	3327.37
		34.22	35.93	37.73	39.61	41.59
4P001 Principal Accountant	135	84426.77	88648.11	93080.51	97734.54	102621.27
		7035.56	7387.34	7756.71	8144.55	8551.77
		3247.18	3409.54	3580.02	3759.02	3946.97
		40.59	42.62	44.75	46.99	49.34
4P002 Principal Air and Meteorological Monitoring Specialist	143	102621.27	107752.33	113139.95	118796.94	124736.79
		8551.77	8979.36	9428.33	9899.75	10394.73
		3946.97	4144.32	4351.54	4569.11	4797.57
		49.34	51.80	54.39	57.11	59.97
4P005 Principal Air Quality Chemist	139	93080.51	97734.54	102621.27	107752.33	113139.95
		7756.71	8144.55	8551.77	8979.36	9428.33
		3580.02	3759.02	3946.97	4144.32	4351.54
		44.75	46.99	49.34	51.80	54.39
4P003 Principal Air Quality Engineer	144	105155.51	110413.28	115933.95	121730.64	127817.18
		8762.96	9201.11	9661.16	10144.22	10651.43
		4044.44	4246.66	4459.00	4681.95	4916.05
		50.56	53.08	55.74	58.52	61.45
4P004 Principal Environmental Planner	142	100148.10	105155.51	110413.28	115933.95	121730.64
		8345.68	8762.96	9201.11	9661.16	10144.22
		3851.85	4044.44	4246.66	4459.00	4681.95
		48.15	50.56	53.08	55.74	58.52
7P010 Research Analyst	130	74732.06	78468.66	82392.09	86511.70	90837.28
		6227.67	6539.05	6866.01	7209.31	7569.77
		2874.31	3018.03	3168.93	3327.37	3493.74
		35.93	37.73	39.61	41.59	43.67
6P001 Senior Advanced Projects Advisor	148	115933.95	121730.64	127817.18	134208.03	140918.44
		9661.16	10144.22	10651.43	11184.00	11743.20
		4459.00	4681.95	4916.05	5161.85	5419.94
		55.74	58.52	61.45	64.52	67.75
6P002 Senior Air Quality Chemist	135	84426.77	88648.11	93080.51	97734.54	102621.27
		7035.56	7387.34	7756.71	8144.55	8551.77
		3247.18	3409.54	3580.02	3759.02	3946.97
		40.59	42.62	44.75	46.99	49.34

ID-JDE PROFESSIONAL(continued)

Range	Step A	Step B	Step C	Step D	Step E
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6P003 Senior Air Quality Engineer	140	95379.14	100148.10	105155.51	110413.28	115933.95
		7948.26	8345.68	8762.96	9201.11	9661.16
		3668.43	3851.85	4044.44	4246.66	4459.00
		45.86	48.15	50.56	53.08	55.74

6P004 Senior Air Quality Meteorologist	139	93080.51	97734.54	102621.27	107752.33	113139.95
		7756.71	8144.55	8551.77	8979.36	9428.33
		3580.02	3759.02	3946.97	4144.32	4351.54
		44.75	46.99	49.34	51.80	54.39

6P005 Senior Atmospheric Modeler	144	105155.51	110413.28	115933.95	121730.64	127817.18
		8762.96	9201.11	9661.16	10144.22	10651.43
		4044.44	4246.66	4459.00	4681.95	4916.05
		50.56	53.08	55.74	58.52	61.45

6P006 Senior Environmental Planner	138	90837.28	95379.14	100148.10	105155.51	110413.28
		7569.77	7948.26	8345.68	8762.96	9201.11
		3493.74	3668.43	3851.85	4044.44	4246.66
		43.67	45.86	48.15	50.56	53.08

7P011 Statistician	137	88648.11	93080.51	97734.54	102621.27	107752.33
		7387.34	7756.71	8144.55	8551.77	8979.36
		3409.54	3580.02	3759.02	3946.97	4144.32
		42.62	44.75	46.99	49.34	51.80

5P001 Supervising Air Quality Engineer	144	105155.51	110413.28	115933.95	121730.64	127817.18
		8762.96	9201.11	9661.16	10144.22	10651.43
		4044.44	4246.66	4459.00	4681.95	4916.05
		50.56	53.08	55.74	58.52	61.45

5P002 Supervising Air Quality Meteorologist	143	102621.27	107752.33	113139.95	118796.94	124736.79
		8551.77	8979.36	9428.33	9899.75	10394.73
		3946.97	4144.32	4351.54	4569.11	4797.57
		49.34	51.80	54.39	57.11	59.97

5P003 Supervising Environmental Planner	142	100148.10	105155.51	110413.28	115933.95	121730.64
		8345.68	8762.96	9201.11	9661.16	10144.22
		3851.85	4044.44	4246.66	4459.00	4681.95
		48.15	50.56	53.08	55.74	58.52

7P012 Toxicologist	144	105155.51	110413.28	115933.95	121730.64	127817.18
		8762.96	9201.11	9661.16	10144.22	10651.43
		4044.44	4246.66	4459.00	4681.95	4916.05
		50.56	53.08	55.74	58.52	61.45

ID-JDE TECHNICAL/GENERAL

Range	Step A	Step B	Step C	Step D	Step E
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8T001 Accounting Assistant I	106	41613.60	43694.29	45879.00	48172.95	50581.60
		3467.80	3641.19	3823.25	4014.41	4215.13
		1600.52	1680.55	1764.58	1852.81	1945.45
		20.01	21.01	22.06	23.16	24.32

7T001 Accounting Assistant II	110	45879.00	48172.95	50581.60	53110.68	55766.21
		3823.25	4014.41	4215.13	4425.89	4647.18
		1764.58	1852.81	1945.45	2042.72	2144.85
		22.06	23.16	24.32	25.53	26.81

ID-JDE	TECHNICAL/GENERAL(conf'd)	Range	Step A	Step B	Step C	Step D	Step E
7T002	Administrative Analyst	131	76577.57 6381.46 2945.29 36.82	80406.45 6700.54 3092.56 38.66	84426.77 7035.56 3247.18 40.59	88648.11 7387.34 3409.54 42.62	93080.51 7756.71 3580.02 44.75
7T003	Administrative Secretary	118	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59
8T002	Air Quality Case Settlement Specialist I	126	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61
7T004	Air Quality Case Settlement Specialist II	130	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67
8T003	Air Quality Inspector I	124	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73
7T005	Air Quality Inspector II	128	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59
8T004	Air Quality Instrument Specialist I	124	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73
7T006	Air Quality Instrument Specialist II	128	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59
8T005	Air Quality Laboratory Technician I	122	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93
7T007	Air Quality Laboratory Technician II	126	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61
8T006	Air Quality Permit Technician I	122	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93

ID-JDE	TECHNICAL/GENERAL(cont'd)	Range	Step A	Step B	Step C	Step D	Step E
7T008	Air Quality Permit Technician II	126	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61
8T007	Air Quality Specialist I	130	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67
7T009	Air Quality Specialist II	134	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15
7T010	Air Quality Technical Assistant	118	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59
8T008	Air Quality Technician I	122	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93
7T011	Air Quality Technician II	126	67784.18 5648.68 2607.08 32.59	71173.39 5931.12 2737.44 34.22	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61
7T012	Building Maintenance Mechanic	114	50581.60 4215.13 1945.45 24.32	53110.68 4425.89 2042.72 25.53	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56
7T013	Data Entry Operator	111	47011.98 3917.67 1808.15 22.60	49362.58 4113.55 1898.56 23.73	51830.71 4319.23 1993.49 24.92	54422.25 4535.19 2093.16 26.16	57143.36 4761.95 2197.82 27.47
5T009	Data Support Supervisor	142	100148.10 8345.68 3851.85 48.15	105155.51 8762.96 4044.44 50.56	110413.28 9201.11 4246.66 53.08	115933.95 9661.16 4459.00 55.74	121730.64 10144.22 4681.95 58.52
7T014	Database Specialist	135	84426.77 7035.56 3247.18 40.59	88648.11 7387.34 3409.54 42.62	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34
7T015	Deputy Clerk of the Boards	123	63000.56 5250.05 2423.10 30.29	66150.58 5512.55 2544.25 31.80	69458.11 5788.18 2671.47 33.39	72931.02 6077.58 2805.04 35.06	76577.57 6381.46 2945.29 36.82
7T028	Facilities Maintenance Worker	108	43694.29 3641.19 1680.55 21.01	45879.00 3823.25 1764.58 22.06	48172.95 4014.41 1852.81 23.16	50581.60 4215.13 1945.45 24.32	53110.68 4425.89 2042.72 25.53

ID-JDE TECHNICAL/GENERAL (cont'd)

	Range	Step A	Step B	Step C	Step D	Step E
5T008 Facilities Services Supervisor	130	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67
7T031 Fiscal Services Coordinator	139	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34	107752.33 8979.36 4144.32 51.80	113139.95 9428.33 4351.54 54.39
8T009 Mechanic I	121	60000.53 5000.04 2307.71 28.85	63000.56 5250.05 2423.10 30.29	66150.58 5512.55 2544.25 31.80	69458.11 5788.18 2671.47 33.39	72931.02 6077.58 2805.04 35.06
7T016 Mechanic II	125	66150.58 5512.55 2544.25 31.80	69458.11 5788.18 2671.47 33.39	72931.02 6077.58 2805.04 35.06	76577.57 6381.46 2945.29 36.82	80406.45 6700.54 3092.56 38.66
8T010 Office Assistant I	104	39632.00 3302.67 1524.31 19.05	41613.60 3467.80 1600.52 20.01	43694.29 3641.19 1680.55 21.01	45879.00 3823.25 1764.58 22.06	48172.95 4014.41 1852.81 23.16
7T017 Office Assistant II	108	43694.29 3641.19 1680.55 21.01	45879.00 3823.25 1764.58 22.06	48172.95 4014.41 1852.81 23.16	50581.60 4215.13 1945.45 24.32	53110.68 4425.89 2042.72 25.53
5T001 Office Services Supervisor	116	53110.68 4425.89 2042.72 25.53	55766.21 4647.18 2144.85 26.81	58554.52 4879.54 2252.10 28.15	61482.25 5123.52 2364.70 29.56	64556.36 5379.70 2482.94 31.04
7T029 Organizational Development and Training Specialist	134	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15
7T018 Permit Coordinator	134	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15
4T001 Principal Air Quality Specialist	142	100148.10 8345.68 3851.85 48.15	105155.51 8762.96 4044.44 50.56	110413.28 9201.11 4246.66 53.08	115933.95 9661.16 4459.00 55.74	121730.64 10144.22 4681.95 58.52
8T011 Programmer Analyst I	127	69458.11 5788.18 2671.47 33.39	72931.02 6077.58 2805.04 35.06	76577.57 6381.46 2945.29 36.82	80406.45 6700.54 3092.56 38.66	84426.77 7035.56 3247.18 40.59

ID-JDE TECHNICAL/GENERAL (cont'd)	Range	Step A	Step B	Step C	Step D	Step E
7T019 Programmer Analyst II	131	76577.57	80406.45	84426.77	88648.11	93080.51
		6381.46	6700.54	7035.56	7387.34	7756.71
		2945.29	3092.56	3247.18	3409.54	3580.02
		36.82	38.66	40.59	42.62	44.75
8T012 Public Information Officer I	127	69458.11	72931.02	76577.57	80406.45	84426.77
		5788.18	6077.58	6381.46	6700.54	7035.56
		2671.47	2805.04	2945.29	3092.56	3247.18
		33.39	35.06	36.82	38.66	40.59
7T020 Public Information Officer II	131	76577.57	80406.45	84426.77	88648.11	93080.51
		6381.46	6700.54	7035.56	7387.34	7756.71
		2945.29	3092.56	3247.18	3409.54	3580.02
		36.82	38.66	40.59	42.62	44.75
7T027 Purchasing Agent	122	61482.25	64556.36	67784.18	71173.39	74732.06
		5123.52	5379.70	5648.68	5931.12	6227.67
		2364.70	2482.94	2607.08	2737.44	2874.31
		29.56	31.04	32.59	34.22	35.93
7T021 Radio/Telephone Operator	113	49362.58	51830.71	54422.25	57143.36	60000.53
		4113.55	4319.23	4535.19	4761.95	5000.04
		1898.56	1993.49	2093.16	2197.82	2307.71
		23.73	24.92	26.16	27.47	28.85
5T002 Radio/Telephone Operator Supervisor	119	57143.36	60000.53	63000.56	66150.58	69458.11
		4761.95	5000.04	5250.05	5512.55	5788.18
		2197.82	2307.71	2423.10	2544.25	2671.47
		27.47	28.85	30.29	31.80	33.39
7T022 Receptionist	104	39632.00	41613.60	43694.29	45879.00	48172.95
		3302.67	3467.80	3641.19	3823.25	4014.41
		1524.31	1600.52	1680.55	1764.58	1852.81
		19.05	20.01	21.01	22.06	23.16
7T023 Secretary	112	48172.95	50581.60	53110.68	55766.21	58554.52
		4014.41	4215.13	4425.89	4647.18	4879.54
		1852.81	1945.45	2042.72	2144.85	2252.10
		23.16	24.32	25.53	26.81	28.15
6T001 Senior Accounting Assistant	114	50581.60	53110.68	55766.21	58554.52	61482.25
		4215.13	4425.89	4647.18	4879.54	5123.52
		1945.45	2042.72	2144.85	2252.10	2364.70
		24.32	25.53	26.81	28.15	29.56
6T002 Senior Air Quality Inspector	132	78468.66	82392.09	86511.70	90837.28	95379.14
		6539.05	6866.01	7209.31	7569.77	7948.26
		3018.03	3168.93	3327.37	3493.74	3668.43
		37.73	39.61	41.59	43.67	45.86
6T003 Senior Air Quality Instrument Specialist	132	78468.66	82392.09	86511.70	90837.28	95379.14
		6539.05	6866.01	7209.31	7569.77	7948.26
		3018.03	3168.93	3327.37	3493.74	3668.43
		37.73	39.61	41.59	43.67	45.86

ID-JDE TECHNICAL/GENERAL (cont'd)	Range	Step A	Step B	Step C	Step D	Step E
6T007 Senior Air Quality Permit Technician	130	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67
6T004 Senior Air Quality Specialist	138	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15	105155.51 8762.96 4044.44 50.56	110413.28 9201.11 4246.66 53.08
6T006 Senior Air Quality Technician	130	74732.06 6227.67 2874.31 35.93	78468.66 6539.05 3018.03 37.73	82392.09 6866.01 3168.93 39.61	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67
6T005 Senior Public Information Officer	135	84426.77 7035.56 3247.18 40.59	88648.11 7387.34 3409.54 42.62	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34
5T003 Supervising Air Quality Inspector	136	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15	105155.51 8762.96 4044.44 50.56
5T004 Supervising Air Quality Instrument Specialist	136	86511.70 7209.31 3327.37 41.59	90837.28 7569.77 3493.74 43.67	95379.14 7948.26 3668.43 45.86	100148.10 8345.68 3851.85 48.15	105155.51 8762.96 4044.44 50.56
5T005 Supervising Air Quality Specialist	142	100148.10 8345.68 3851.85 48.15	105155.51 8762.96 4044.44 50.56	110413.28 9201.11 4246.66 53.08	115933.95 9661.16 4459.00 55.74	121730.64 10144.22 4681.95 58.52
5T006 Supervising Public Information Officer	139	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34	107752.33 8979.36 4144.32 51.80	113139.95 9428.33 4351.54 54.39
5T007 Supervising Systems Analyst	139	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34	107752.33 8979.36 4144.32 51.80	113139.95 9428.33 4351.54 54.39
7T024 Systems Analyst	135	84426.77 7035.56 3247.18 40.59	88648.11 7387.34 3409.54 42.62	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34
7T025 Systems Quality Assurance Specialist	135	84426.77 7035.56 3247.18 40.59	88648.11 7387.34 3409.54 42.62	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34
7T026 Web Master	135	84426.77 7035.56 3247.18 40.59	88648.11 7387.34 3409.54 42.62	93080.51 7756.71 3580.02 44.75	97734.54 8144.55 3759.02 46.99	102621.27 8551.77 3946.97 49.34