



# City of Pevely

401 Main Street Pevely, Missouri 63070

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A PUBLIC NOTICE IS HERBY GIVEN THAT THE BOARD OF ALDERMEN OF THE CITY OF PEVELY, MISSOURI, WILL CONDUCT A SPECIAL MEETING AT 6:30 P.M. ON OCTOBER 21, 2019 AT PEVELY CITY HALL, 401 MAIN STREET, TO CONSIDER AND ACT UPON THE MATTERS ON THE FOLLOWING TENTATIVE AGENDA AND SUCH OTHER MATTERS AS MAY BE PRESENTED AT THE MEETING AND DETERMINED TO BE APPROPRIATE FOR DISCUSSION AT THAT TIME.

## **Board of Aldermen Closed Meeting**

Special Note: This meeting will be recorded.

The meeting will take place on October 21<sup>st</sup>, 2019 at 6:30 P.M.

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### **Agenda**

PLEDGE OF ALLEGIANCE  
ROLL CALL  
CLOSED SESSION

THE TENTATIVE AGENDA OF THIS MEETING ALSO INCLUDED A VOTE TO CLOSE PART OF THIS MEETING PURSUANT TO SECTION 610:021; PARAGRAPH (1) LEGAL ACTIONS, CAUSES OF ACTION OR LITIGATION AND PARAGRAPH (2) LEASING, PURCHASE OR SALE OF REAL ESTATE AND PARAGRAPH (3) HIRING, FIRING, DISCIPLINING OR PROMOTING OF PARTICULAR EMPLOYEES AND PARAGRAPH (13) INDIVIDUALLY IDENTIFIABLE PERSONNEL RECORDS, PERFORMANCE RATINGS OR RECORDS PERTAINING TO EMPLOYEES OR APPLICANTS FOR EMPLOYMENT.

OPEN SESSION  
ADJOURN

All copies of all ordinances proposed to be introduced for consideration by the Board of Aldermen meeting are available for public inspection at the Office of the City Clerk.

All ordinances and resolutions are read by caption only pursuant to RSMo. 79.130.

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Posted On: 10/18/2019 12:46:37 PM By: Ashton Lowery, City Clerk



# City of Pevely

401 Main Street Pevely, Missouri 63070

A PUBLIC NOTICE IS HEREBY GIVEN THAT THE BOARD OF ALDERMEN OF THE CITY OF PEVELY, MISSOURI, WILL CONDUCT ITS REGULARLY SCHEDULED BOARD OF ALDERMEN MEETING AT 7:00 P.M. ON OCTOBER 21, 2019 AT PEVELY CITY HALL, 401 MAIN STREET, TO CONSIDER AND ACT UPON THE MATTERS ON THE FOLLOWING TENTATIVE AGENDA AND SUCH OTHER MATTERS AS MAY BE PRESENTED AT THE MEETING AND DETERMINE TO BE APPROPRIATE FOR DISCUSSION AT THAT TIME.

## Board of Aldermen Regular Meeting

Special Note: This meeting will be recorded.

The meeting will take place on October 21<sup>st</sup> at 7:00 P.M.

### Agenda

1. Pledge of Allegiance

2. Roll Call

3. Citizen's Comments

"Citizen's Comments shall be limited to three (3) minutes to address the Council. Please fill out a "Request to Speak" form and give it to the City Clerk prior to the meeting. Visitors are not allowed to speak during the business portion of the meeting and no responses from the Mayor or Board of Alderman during Citizen's Comments will be given."

4. Consent Agenda

- a. Approval of Agenda
- b. WM Hutchings – Derelict Buildings affecting the City's image and the market values of homes.

5. Ordinances

- a. Bill #1501 – 2<sup>nd</sup> Reading  
An ordinance of the City of Pevely, Missouri adopting a tuition reimbursement program and establishing the details thereof
- b. Bill #1502 – 2<sup>nd</sup> Reading  
An ordinance amending several sections of Chapter 200 of the City of Pevely Municipal Code pertaining to the Police Department and Police Personnel Board
- c. Bill #1503 – 2<sup>nd</sup> Reading  
An ordinance amending Section 500.060 of the City of Pevely Municipal Code pertaining to permit fees and permit deposits
- d. Bill #1504 – 2<sup>nd</sup> Reading  
An ordinance of the City of Pevely, Missouri authorizing the mayor to enter into an intergovernmental agreement with Jefferson County, Missouri for pictometry services



# City of Pevely

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## **6. Resolutions**

## **7. Appointments**

## **8. Bids**

## **9. Motions**

### a. Sewer Department Hydro-Jetter Machine

Motion: To accept the bid submitted by Key Equipment for the purchase of a Pipehunter 7934 and Trade-in our existing machine for a net price of \$34,500.

### b. Sewer Department Scum Pump

Motion: to accept the bid from Equipment Pro, INC. for the purchase and installation of one Liberty Pump for the total price of \$12,720.50

### c. Sewer Department Manhole

Motion: To accept the bid submitted by Visu-Sewer o Missouri, LLC to rehabilitate approximately 18 manholes for a total price of \$94,854.15

## **10. Committee Reports**

- a. Planning and Zoning
- b. Tourism Board
- c. Police Personnel Board
- d. Park Board

## **11. Administrative Reports**

- a. Attorney Westhoff
- b. Chief Eickhoff
- c. City Administrator

## **12. Council Member Reports**

- a. Alderman Markus
- b. Alderman Coulson
- c. Alderman Hahn
- d. Alderman Tucker
- e. Alderman Menkhus
- f. Alderman Yount
- g. Alderman Watkins
- h. Alderman Brooks
  - a. Police Pay Matrix
- i. Mayor Haas



# City of Pevely

401 Main Street Pevely, Missouri 63070

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## **13. Adjournment**

All copies of all ordinance proposed to be introduced for consideration by the Board of Aldermen meeting are available for public inspection at the Office of the City Clerk.

All ordinances and resolutions are read by caption only, pursuant to RSMo. 79.130.

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**Posted On: 10/18/2019 9:19:56 AM    By: Ashton Lowery, City Clerk**

636-475-4452

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636-475-4116 (fax)

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[www.cityofpevely.net](http://www.cityofpevely.net)



# City of Pevely

401 Main Street Pevely, Missouri 63070

## AGENDA REQUEST FORM

Name: WM HUTCHINGS  
Phone Number: 314 805 8923 Date: 10-9-19  
Meeting Date Requested: 10/21/19  
Topic for Agenda: DERELICT BLDGS

### Synopsis of Topic:

ABANDONED BUILDINGS, WITH WINDOWS AND DOORS GONE, EFFECT THE CITY'S IMAGE AND THE MARKET VALUES OF OUR HOMES.

Signature: 

*\*A copy of this form will be attached to the requested meeting's packet.\**

**AN ORDINANCE OF THE CITY OF PEVELY, MISSOURI ADOPTING A TUITION REIMBURSEMENT PROGRAM AND ESTABLISHING THE DETAILS THEREOF**

WHEREAS, the City of Pevely, Missouri ("City") wishes to encourage and support City employees in their acquisition of higher education; and

WHEREAS, the City wishes to extend this encouragement in the form of a Tuition Reimbursement Program made available to eligible employees as, depending on funding availability, as part of the City's total compensation and benefits package.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF PEVELY, MISSOURI, AS FOLLOWS:



Section 1. The City of Pevely's Tuition Reimbursement Program is hereby adopted and any and all previous tuition reimbursement policies or programs are hereby repealed and replaced in their entirety with this edition.

Section 2. The Tuition Reimbursement Program policy statement and associated forms are attached hereto in Exhibit A and made a part hereof. The policy statement and associated forms may be amended from time to time by the Board of Aldermen.

Section 3. The Mayor and the officers, agents, and employees of the City are hereby authorized and directed to take such further action and execute such other documents, certificates, and instruments as may be necessary or desirable to implement and manage the Tuition Reimbursement Program.

Section 4. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any Court of competent jurisdiction, such portion shall be deemed a separate, distinctive, and independent provision and such holding shall not affect the validity of the remaining portions hereof.

Section 5. This Ordinance shall be in full force and effect from and after the date of its passage and approval.

Section 6. This Ordinance shall not be published in the Code of City Ordinances of the City of Pevely, Missouri.

Read twice and passed this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

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Stephanie M. Haas  
Mayor of Pevely, MO

ATTEST:

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Ashton Lowery  
City Clerk of Pevely, MO



**To Put Bill #1501 on its 1st Reading  
by Caption:**

Motioned: Don Menkhus  
Seconded: David Watkins

	<u>Aye</u>	<u>Nay</u>
Watkins	✓	—
Menkhus	✓	—
Hahn	✓	—
Markus	✓	—
Coulson	✓	—
Tucker	—	—
Yount	✓	—
Brooks	✓	—

Absent: Tucker

**To Accept Bill #1501 on its 1st Reading  
by Caption:**

Motioned: Steve Markus  
Seconded: Larry Coulson

	<u>Aye</u>	<u>Nay</u>
Watkins	✓	—
Menkhus	✓	—
Hahn	✓	—
Markus	✓	—
Coulson	✓	—
Tucker	—	—
Yount	✓	—
Brooks	✓	—

Absent: Tucker



**To Put Bill #1501 on its 2nd Reading  
by Caption:**

Motioned: \_\_\_\_\_  
Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	—	—
Menkhus	—	—
Hahn	—	—
Markus	—	—
Coulson	—	—
Tucker	—	—
Yount	—	—
Brooks	—	—

Absent: \_\_\_\_\_

**To Approve Bill #1501:**

Motioned: \_\_\_\_\_  
Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	—	—
Menkhus	—	—
Hahn	—	—
Markus	—	—
Coulson	—	—
Tucker	—	—
Yount	—	—
Brooks	—	—

Absent: \_\_\_\_\_



## City of Pevely – Tuition Reimbursement Policy (rev September 2019)

The City of Pevely's Tuition Reimbursement Program encourages and supports employee who want to earn any of the following:

- Associate Degree
- Bachelors Degree
- Specific Information Technology Certifications (IT)
- Specific Career Certifications

from a college or university; or an academic certificate from an accredited school. In addition, this policy supersedes any previously published communication or presentation regarding tuition reimbursement. Tuition reimbursement benefits are provided to an employee based on information the City of Pevely may request over the phone, in writing and/or online. The City of Pevely may ask an employee to provide original documentation for the purpose of verification before granting tuition reimbursement benefits. The City of Pevely may also ask an employee to sign a release authorizing the City of Pevely to solicit the required documentation and/or information from a designated third party. Providing false information may result in loss of eligibility for benefits and/or disciplinary action in accordance with the City of Pevely's Code of Conduct.

### Eligibility to Apply for Tuition Reimbursement

"Benefits eligible employees" are only eligible to apply for tuition reimbursement six months after their hire date. Temporary or part-time employees are not eligible for the Tuition Reimbursement Program.

### Eligibility to Receive Tuition Reimbursement

The following requirements must be met in order to receive tuition reimbursement:

- The course must begin after the employee's hire date while the employee is actively employed by City of Pevely, and all other eligibility requirements have been met.
- The course(s) must meet the requirements outlined under the "Approved Courses" and must be approved by the Board of Aldermen or the Mayor.
- Employees must earn a grade of "C" or better. If the course is on a "pass/fail" grading system, the employee must earn a "pass" grade.
- Application and supporting documentation for reimbursement must be received by the Tuition Reimbursement Administrator (i.e. City Administrator or Mayor) no later than 90 days after a course is completed.
- The employee's employment status must be "active" on the date tuition reimbursement is paid. For example, even if an employee is active when the application is approved, the employee will not be eligible for the reimbursement payment if the employee terminates employment or the City of Pevely terminates employment before the reimbursement is actually paid.

### Reimbursement Limits

The following limits apply to all requests approved for tuition reimbursement:

- The maximum limit per calendar year shall not exceed \$2,500 to any one employee (Jan-Dec).
- The maximum limit shall be \$10,000 over the course of an employee's tenure with the City.
  - Employees who earn an A or A- shall be reimbursed for 100% of the class tuition.
  - Employees who earn a B+, B, or B- shall be reimbursed for 80% of the class tuition.
  - Employees who earn a C+, C, or C- shall be reimbursed for 70% of the class tuition.
  - Employees who are in a "Pass/Fail" course shall be reimbursed for 70% of the class tuition.
  - Employees may also receive up to an additional \$250 to cover the cost of books associated with each course (this will also count towards the maximum annual limit).
    - For example, if the cost of a course is \$1,000 and \$250 is spent on books, then the reimbursement may be \$1,250.

### **Approved Courses**

The following criteria (other than for the Specific Career and IT certifications) must apply in order for a course to qualify for reimbursement:

- Courses must be offered by an accredited college, university or technical school.
- Courses must earn credits towards an employee's associate or bachelors,; including degrees and certificates earned from technical schools; or an academic certificate from an accredited school. An academic certificate is defined as a series of courses taught at an accredited educational institution.
- Coursework may be completed through traditional classes or through non-traditional programs such as on-line or other distance-learning programs.
- Standardized test to earn college credit by examination offered by the College Level Examination Program (CLEP) or other exams that waive a requirement.
- Specific courses that lead to a certification and are directly related to current job or career field.

### **Courses and Expenses That Do Not Qualify**

Courses and expenses that do not qualify for reimbursement in the Program include:

- Certification or accreditation courses that are workshops or seminars (e.g., forklift) that are taken, but do NOT meet job specific requirements; therefore, prior approval will be made on a case by case basis.
- Review courses taken in preparation for testing and exams
- College entrance and qualifying exams (SAT, GRE)
- Courses audited without college credit or courses re-taken because of loss of credit
- Tools or supplies other than textbooks
- Meals, lodging and transportation, parking, student activities, etc.
- Education involving sports, games or hobbies



### **Employee Procedures for Applying for Tuition Reimbursement**

An employee applying for tuition reimbursement should complete the following steps:

1. Complete the Tuition Reimbursement Application with the City of Pevely BEFORE your courses begin.
2. Verify for the approval of funding by the City of Pevely to ensure the funding has been granted.
3. The application for reimbursement and documentation must be received by the Tuition Reimbursement Administrator no later than 90 days after the completion of the approved course(s). It is important to include all of the information requested to complete the application. If the application is incomplete, the employee's reimbursement will be delayed or may be denied.
4. Every effort will be made to process reimbursement as soon as possible; however, Fall/Winter reimbursements may occur in the following Fiscal Year.

### **Reimbursement Approval**

If the request for reimbursement is approved, the employee receives an email notification from the Tuition Reimbursement Administrator at their preferred email address upon approval for payment processing. Reimbursement will be a separate check once all criteria has been met and approved.

### **Reimbursement Denial**

If the request for reimbursement is denied, the employee will receive an email notification from the Tuition Reimbursement Administrator at their preferred email address upon denial. If the request is denied for reasons such as an ineligible or incomplete application or an invalid reimbursement amount, the employee may resubmit the claim with additional documentation, as long as he/she is still within 90 days after completion of the requested course(s).

**Tax Considerations**

According to current IRS guidelines, up to \$5,250 per calendar year paid to an employee by an employer for undergraduate and graduate-level courses is excludable from gross income. Because the annual maximum amount available to an employee is less than \$5,250, reimbursement received through the Tuition Reimbursement Program is not subject to taxes or withholding.

**Special Circumstances**

The following special circumstances apply to the Tuition Reimbursement Program:

- **Leave of Absence:** An employee on an approved leave of absence who was eligible to apply for tuition reimbursement prior to the date the leave began can receive tuition reimbursement upon return from leave provided all eligibility and reimbursement requirements as outlined above are met. Employee will have the later of 90 days after their course end date or 30 days from their leave return date to submit for reimbursement.
- **Reduction in Force:** An employee who was eligible to apply for tuition reimbursement at the time employment was terminated due to a reduction in force can receive tuition reimbursement provided all eligibility and reimbursement requirements as outlined above are met except active status on the date of payment.
- This program is subject to funds being available and allocated by the Board and may be reevaluated for future considerations.



**CITY OF PEVELY TUITION REIMBURSEMENT PROGRAM – APPLICATION**

Name of Employee: \_\_\_\_\_ Date of Request: \_\_\_\_\_

Building/Department: \_\_\_\_\_

Degree/Certification Program: \_\_\_\_\_

College/Institution: \_\_\_\_\_

Accredited Degree Program:  Yes  No

If yes, list the accrediting agencies: \_\_\_\_\_

Estimated Cost (including textbooks): \_\_\_\_\_

**Include a degree program description, the course requirements, how it is related to your current job, and confirmation of your admittance/enrollment to the degree program as an attachment.**

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_



**Courses for Approval:**

Course Number	Course Name	Start Date	Total Credit Course Hours	Total Credit Hours Cost

Approved for Course Approval

Rejected for Course Approval

\_\_\_\_\_  
 Signature of Applicant

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Signature of City Official

\_\_\_\_\_  
 Date

Signature of Mayor

Form A: Degree Program Approval

Date

Revised: September 2019

**Educational Expense Reimbursement Agreement**

I hereby apply for reimbursement of tuition and/or book fees for the course(s) specified on the Tuition Reimbursement Application Form and I agree to adhere to the Tuition Reimbursement Policy.

I understand that, upon completion of the course(s) with a Grade "C" or better ("Pass" if not graded), I will be reimbursed a percentage (based upon my passing grade of the eligible expenses up to a maximum of \$2,500 per fiscal year.

If I leave, voluntary or terminated, the employment of City of Pevely within twelve months of completing the course(s) for which I received educational assistance, I agree to have that amount of educational assistance deducted from my final paycheck.

I further agree that if my final paycheck is not sufficient to repay the full amount of tuition assistance due City of Pevely, I will make arrangements to repay the amount in full within 30 days of my termination.

Printed Name of Employee \_\_\_\_\_

Signature of Employee \_\_\_\_\_ Date \_\_\_\_\_



Printed Name of City Official \_\_\_\_\_

Signature of City Official \_\_\_\_\_ Date \_\_\_\_\_

Printed Name of Mayor \_\_\_\_\_

Signature of Mayor \_\_\_\_\_ Date \_\_\_\_\_

**Form B: Tuition Reimbursement Agreement**

**Revised: September 2019**

----- **Complete This Section After Course Completion** -----

In order for reimbursement, you must submit the paperwork listed below:

- Completed and signed Degree Program Approval form (**Form A**).
- Completed and signed Tuition Reimbursement Agreement (**Form B**).
- Copy of your report card for City of Pevely records.
- Proof of payment to university or current loan disbursement for the course(s) being reimbursed.

*The application for reimbursement and documentation must be received by the Tuition Reimbursement Administrator no later than 90 days after the completion of the approved course(s). It is important to include all of the information requested to complete the application. If the application is incomplete, then the employee's reimbursement will be delayed or may be denied.*

### COURSE REIMBURSEMENT REQUEST

Name of Employee: \_\_\_\_\_ Date of Request: \_\_\_\_\_

Building/Department: \_\_\_\_\_

Degree/Certification Program: \_\_\_\_\_

College/Institution: \_\_\_\_\_



**Courses for Reimbursement: (Must at least be the same courses from Form A)**

Course Number	Course Name	Grade	Course Cost
Total Reimbursement:			

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

Approved for Reimbursement

Rejected for Reimbursement

\_\_\_\_\_  
Signature of City Official

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Board Member

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Mayor

\_\_\_\_\_  
Date

Form C: Course Reimbursement Request

**AN ORDINANCE AMENDING SEVERAL SECTIONS OF CHAPTER 200 OF THE CITY OF PEVELY MUNICIPAL CODE PERTAINING TO THE POLICE DEPARTMENT AND POLICE PERSONNEL BOARD**

WHEREAS, the Mayor and Board of Aldermen of the City of Pevely, Missouri wish to amend the language describing the Police Department Procedures Manual and the Chief of Police Special Orders Manual; and

WHEREAS, the most appropriate way to amend the Police Department Procedures Manual and the Chief of Police Special Orders Manual is to repeal and replace in their entirety Section 200.030 and Section 200.035 of the Pevely Municipal Code which pertain to the Police Department Procedures Manual and Chief of Police Special Orders Manual, respectively.



NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF PEVELY, MISSOURI, AS FOLLOWS:

Section 1. Section 200.030 of the City of Pevely, Missouri Municipal Code is hereby repealed in its entirety and replaced by the following language:

Section 200.030 Police Department Procedures Manual

- A. A manual establishing and adopting a Policemen's Manual in Law Enforcement Code of Ethics, General Procedures of Operations, Legal Power, and Duties, Providing Disciplinary Action is incorporated by reference as if fully set forth herein.
- B. Each and every Police Officer will be given a copy of said manual to be returned upon his or her termination.

Section 2. Section 200.035 of the City of Pevely, Missouri Municipal Code is hereby repealed in its entirety and replaced by the following language:

Section 200.035 Chief of Police General Orders Manual

- A. The Chief of Police for the City shall create, maintain, and keep safe a separate General Orders Manual for the express purpose of communicating and memorializing the policies and practices of which he or she has instructed the Police Officers of the City of Pevely.
- B. The General Orders Manual shall be separate from the Employment Policies and

Practices Manual, which the Mayor of the City of Pevely in his or her role as top Law Enforcement Officer for the City shall have discretionary authority to categorize Security Sensitive Policies and Procedures.

- C. The Mayor, at his or her sole discretion, may consult with the City Attorney or any other City Officer as may be necessary to make a well-informed decision as to the content of said manual.
- D. Each Police Officer of the City of Pevely shall be furnished said manual in either paper or electronic form and shall be bound to conduct himself or herself in accordance with said manual.
- E. Upon termination of employment of each Police Officer of the City of Pevely, said Officer shall return said manual or be removed from the electronic list of persons able to access the manual.



Section 3. The Mayor and the officers, agents and employees of the City are hereby authorized and directed to take such further action and execute such other documents, certificates and instruments as may be necessary or desirable to carry out and comply with the terms of the proposed Contract.

Section 4. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any Court of competent jurisdiction, such portion shall be deemed a separate, distinctive, and independent provision and such holding shall not affect the validity of the remaining portions hereof.

Section 5. This Ordinance shall be in full force and effect from and after the date of its passage and approval.

Read twice and passed this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Stephanie M. Haas  
Mayor of Pevely, MO

ATTEST:

\_\_\_\_\_  
Ashton Lowery  
City Clerk of Pevely, MO



**To Put Bill #1502 on its 1st Reading  
by Caption:**

Motioned: Larry Coulson  
 Seconded: Steve Markus

	<u>Aye</u>	<u>Nay</u>
Watkins	<input checked="" type="checkbox"/>	___
Menkhus	<input checked="" type="checkbox"/>	___
Hahn	<input checked="" type="checkbox"/>	___
Markus	<input checked="" type="checkbox"/>	___
Coulson	<input checked="" type="checkbox"/>	___
Tucker	___	___
Yount	<input checked="" type="checkbox"/>	___
Brooks	<input checked="" type="checkbox"/>	___

Absent: Tucker

**To Accept Bill #1502 on its 1st Reading  
by Caption:**

Motioned: Larry Coulson  
 Seconded: Rick Yount

	<u>Aye</u>	<u>Nay</u>
Watkins	<input checked="" type="checkbox"/>	___
Menkhus	<input checked="" type="checkbox"/>	___
Hahn	<input checked="" type="checkbox"/>	___
Markus	<input checked="" type="checkbox"/>	___
Coulson	<input checked="" type="checkbox"/>	___
Tucker	___	___
Yount	<input checked="" type="checkbox"/>	___
Brooks	<input checked="" type="checkbox"/>	___

Absent: Tucker



**To Put Bill #1502 on its 2nd Reading  
by Caption:**

Motioned: \_\_\_\_\_  
 Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	___	___
Menkhus	___	___
Hahn	___	___
Markus	___	___
Coulson	___	___
Tucker	___	___
Yount	___	___
Brooks	___	___

Absent: \_\_\_\_\_

**To Approve Bill #1502:**

Motioned: \_\_\_\_\_  
 Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	___	___
Menkhus	___	___
Hahn	___	___
Markus	___	___
Coulson	___	___
Tucker	___	___
Yount	___	___
Brooks	___	___

Absent: \_\_\_\_\_

**AN ORDINANCE AMENDING SECTION 500.060 OF THE CITY OF PEVELY MUNICIPAL CODE PERTAINING TO PERMIT FEES AND PERMIT DEPOSITS**

WHEREAS, the Mayor and Board of Aldermen of the City of Pevely, Missouri wish to add solar panels to the list of permit fees and permit deposits; and

WHEREAS, the most appropriate way to add solar panels to the list of permit fees and permit deposits is to repeal and replace in its entirety Section 500.060, Paragraph D Permit Fees and Paragraph F Permit Deposits which list the permit fees and permit deposits.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF PEVELY, MISSOURI, AS FOLLOWS:

Section 1. Section 500.060, Paragraph D of the City of Pevely, Missouri Municipal Code is hereby repealed in its entirety and replaced by the following language:

D. Permit Fees.



The fee for issuance of the permits listed below are as follows:

Deck	\$50.00
Swimming Pool (Above ground)	\$50.00
Swimming Pool (In-ground)	\$100.00
Shed	\$40.00
Billboard	\$150.00
Blasting	\$75.00
Occupancy	\$35.00
Driveway	\$50.00
Sewer Repair (Residential)	\$75.00
Sewer Repair (Commercial)	\$100.00
Accessory Building Relocate	\$50.00
Electric Service	\$40.00
Land Disturbance	\$75.00
Retaining Wall	\$40.00
Carport	\$40.00
Sign (Price per sign)	\$45.00
Solar Panels	\$50.00

Section 2. Section 500.060, Paragraph F of the City of Pevely, Missouri Municipal Code is hereby repealed in its entirety and replaced by the following language:

F. Permit Deposits.

All permits within the City of Pevely shall be accompanied by a permit deposit. The deposit will be refunded in full after all inspections have been completed to the satisfaction of the Building Official or his or her designee. The deposit expires at the same time the permit expires. If the permit is renewed within ten (10) days of expiration, the deposit will carry over to the renewal. Failure to renew the permit within ten (10) days of expiration will result in the deposit expiring and a new deposit will be required.

The permit deposit amounts are as follows:

Deck	\$50.00
Swimming Pool	\$50.00
Shed	\$50.00
Billboard	\$100.00
Blasting	\$100.00
Demolition	\$100.00
Driveway	\$70.00
Sewer Repair (Residential)	\$60.00
Sewer Repair (Commercial)	\$100.00
Accessory Building Relocate	\$60.00
Remodel	\$150.00
New Home	\$500.00
Electric Service	\$40.00
Land Disturbance	\$50.00
Retaining Wall	\$40.00
Carport	\$40.00
Sign	\$45.00
Home Relocate	\$75.00
Solar Panels	\$500.00



Section 3. The Mayor and the officers, agents and employees of the City are hereby authorized and directed to take such further action and execute such other documents, certificates and instruments as may be necessary or desirable to carry out and comply with the terms of the proposed Contract.

Section 4. If any section, subsection, sentence, clause, phrase, or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any Court of competent jurisdiction, such portion shall be deemed a separate, distinctive, and independent provision and such holding shall not affect the validity of the remaining portions hereof.

Section 5. This Ordinance shall be in full force and effect from and after the date of its passage and approval.

Read twice and passed this \_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Stephanie M. Haas  
Mayor of Pevely, MO

ATTEST:

\_\_\_\_\_  
Ashton Lowery  
City Clerk of Pevely, MO



**To Put Bill #1503 on its 1st Reading  
by Caption:**

Motioned: Don Menkhous  
 Seconded: Larry Coulson

	<u>Aye</u>	<u>Nay</u>
Watkins	✓	—
Menkhous	✓	—
Hahn	✓	—
Markus	✓	—
Coulson	✓	—
Tucker	—	—
Yount	✓	—
Brooks	✓	—

Absent: Tucker

**To Accept Bill #1503 on its 1st Reading  
by Caption:**

Motioned: Larry Coulson  
 Seconded: Steve Manaus

	<u>Aye</u>	<u>Nay</u>
Watkins	✓	—
Menkhous	✓	—
Hahn	✓	—
Markus	✓	—
Coulson	✓	—
Tucker	—	—
Yount	✓	—
Brooks	✓	—

Absent: Tucker



**To Put Bill #1503 on its 2nd Reading  
by Caption:**

Motioned: \_\_\_\_\_  
 Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	—	—
Menkhous	—	—
Hahn	—	—
Markus	—	—
Coulson	—	—
Tucker	—	—
Yount	—	—
Brooks	—	—

Absent: \_\_\_\_\_

**To Approve Bill #1503:**

Motioned: \_\_\_\_\_  
 Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	—	—
Menkhous	—	—
Hahn	—	—
Markus	—	—
Coulson	—	—
Tucker	—	—
Yount	—	—
Brooks	—	—

Absent: \_\_\_\_\_

**AN ORDINANCE OF THE CITY OF PEVELY, MISSOURI AUTHORIZING THE MAYOR TO ENTER INTO AN INTERGOVERNMENTAL AGREEMENT WITH JEFFERSON COUNTY, MISSOURI FOR PICTOMETRY SERVICES**

WHEREAS, the Mayor and Board of Aldermen of the City of Pevely, Missouri find value in the products created by Pictometry; and

WHEREAS, the Board of Aldermen previously authorized the Mayor to enter into an intergovernmental agreement with Jefferson County, Missouri in April 2018 for the first flight of Pictometry image capturing and the presented intergovernmental agreement would be for the second flight project years of 2020 and 2021; and



WHEREAS, the Board of Aldermen deems it advisable and in the best interest of the City of Pevely to authorize the Mayor to enter into an intergovernmental agreement with Jefferson County, Missouri to utilize the licensed products created by Pictometry and to provide financial assistance for the cost of said products for the second flight project years of 2020 and 2021.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF PEVELY, MISSOURI, AS FOLLOWS:

Section 1. The Mayor of the City of Pevely, Missouri is hereby authorized to execute on behalf of the City an intergovernmental agreement with Jefferson County, Missouri for Pictometry services.

Section 2. A copy of said intergovernmental agreement is attached hereto and incorporated by reference herein.

Section 3. This Ordinance shall be in full force and effect from and after the date of its passage and approval.

Section 5. This Ordinance shall not be published in the Code of Ordinances of the City of Pevely, Missouri.

Read twice and passed this \_\_\_\_ day of \_\_\_\_\_, 2019.

---

Stephanie M. Haas  
Mayor of Pevely, MO

ATTEST:

---

Ashton Lowery  
City Clerk of Pevely, MO



**To Put Bill #1504 on its 1st Reading  
by Caption:**

Motioned: Larry Coulson  
Seconded: Rick Yount

	<u>Aye</u>	<u>Nay</u>
Watkins	✓	—
Menkhus	✓	—
Hahn	✓	—
Markus	✓	—
Coulson	✓	—
Tucker	—	—
Yount	✓	—
Brooks	✓	—

Absent: Tucker

**To Accept Bill #1504 on its 1st Reading  
by Caption:**

Motioned: Don Menkhus  
Seconded: David Watkins

	<u>Aye</u>	<u>Nay</u>
Watkins	✓	—
Menkhus	✓	—
Hahn	✓	—
Markus	✓	—
Coulson	✓	—
Tucker	—	—
Yount	✓	—
Brooks	✓	—

Absent: Tucker



**To Put Bill #1504 on its 2nd Reading  
by Caption:**

Motioned: \_\_\_\_\_  
Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	—	—
Menkhus	—	—
Hahn	—	—
Markus	—	—
Coulson	—	—
Tucker	—	—
Yount	—	—
Brooks	—	—

Absent: \_\_\_\_\_

**To Approve Bill #1504:**

Motioned: \_\_\_\_\_  
Seconded: \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>
Watkins	—	—
Menkhus	—	—
Hahn	—	—
Markus	—	—
Coulson	—	—
Tucker	—	—
Yount	—	—
Brooks	—	—

Absent: \_\_\_\_\_



**INTERGOVERNMENTAL AGREEMENT BETWEEN JEFFERSON  
COUNTY, MISSOURI AND THE PARTICIPANT OF City of Pevely**

This Intergovernmental Agreement (hereafter, the "Agreement"), is made and entered into by and between Jefferson County, Missouri (hereafter, the "County") and the Participant of City of Pevely, Missouri (hereafter, the "Participant").



WHEREAS, pursuant to Sections 70.210 et seq., RSMo., the governing bodies of political subdivisions may contract and cooperate for the development, construction, acquisition or operation of any public improvement or facility, or for a common service; and

WHEREAS, the County and Participant are political subdivisions for purposes of Sections 70.210 et seq., RSMo.; and

WHEREAS, the County entered into a License Agreement (hereinafter referred to as "the License Agreement" or "License Agreement") with Pictometry International Corporation (hereinafter referred to as "Pictometry") for the provision of certain licensed Pictometry products, encompassing, among others, specified aerial images of the County and aerial images of all or portions of selected adjacent jurisdictions; and

WHEREAS, the Participant has evaluated the contemplated Pictometry products and determined that those products would be beneficial to the Participant and the governmental entities it serves; and

WHEREAS, the County's License Agreement with Pictometry incorporates specific provisions under which political subdivisions can utilize licensed Pictometry products; and

WHEREAS, the Participant, as a political subdivision within the County qualifies under the aforementioned license agreement, and

WHEREAS, the Participant desires to utilize the licensed Pictometry products and to

provide financial assistance to the County for the cost of said products for the second flight project years 2020 and 2021.

NOW THEREFORE, in consideration of the mutual promises and covenants of the parties, it is agreed as follows:

PURPOSE: The purpose of this Agreement is to allow Participant to utilize licensed Pictometry products under the County's License Agreement and to designate cost shares. The Participant is herewith designated as an Authorized Subdivision pursuant to the License Agreement by and between the County and Pictometry, a copy of which is attached hereto and made a part hereof as if fully set forth herein.



1. The County, in accord with the aforementioned License Agreement, shall:
  - A. Furnish the Participant, in a mutually agreeable format, for its installation, those Licensed Products (including Licensed Software and Licensed Images) provided under the License Agreement, with such products and Software being used solely for Participant governmental purposes and exclusively on designated workstations/computers used and owned and/or leased by the Participant; The installation and use of this software is governed by a License Agreement between Pictometry and the County.
  - B. Notify the Participant within ten business days after County receives notice from Pictometry of any Pictometry actions, conditions, or circumstances which could affect the Participant's rights under this Agreement.
2. The Participant shall:
  - A. Be deemed both an agent of County and an Authorized Subdivision under the License Agreement and, as such, shall fully comply with and abide by all the applicable obligations and responsibilities of the License Agreement including, but not limited to, those regarding the use and distribution of Licensed Products. The agency and authorized subdivision designation shall only apply to the Intergovernmental Agreement herein and for no other purpose whatsoever and

shall not be used by the agent/subdivision to bind the County in any manner whatsoever or for any reason whatsoever.

B. Designate "Authorized Users" (Authorized Users are such persons in the employ of the Participant, as may be designated in writing by the Participant from time to time to use the Licensed Products on the designated computers). The Participant agrees: (a) that it will not allow any persons other than Authorized Users to use or operate, or to have any other access to, any of the Licensed Products, (b) that it will not allow access to any of the Licensed Software or any Images except through Authorized Workstations, and (c) that it will cause all Authorized Users to comply with all of the terms, conditions, and limitations applicable to the Licensee under this Agreement.



C. Provide the County with a list of Participant employees (referred to as "Authorized Users" in the License Agreement) who will be using the Licensed Products and the individual workstation/computer, (referred to as "Authorized Workstations" in the License Agreement). An initial list with the aforementioned information shall be provided to the County at least ten business days prior to installation of any Licensed Software (including the Electronic Field Study software). For any and all subsequent additions, deletions, and/or other changes to the initial list, revised lists shall be provided to Pictometry, with a copy to County, not less frequently than at least five business days prior to the end of each calendar quarter.

D. Assure that it will *only* allow its listed Authorized Users to use, operate, and/or have access to any of the Licensed Products, that it will *only* allow access to any of the Licensed Software and any Licensed Images through its listed Authorized Workstations, that it will protect Licensed Products against unauthorized use, disclosure, copying, and/or dissemination, and that it will cause all of its listed Authorized Users to comply with the provisions, terms, conditions, and limitations of the License Agreement.

3. Compensation:

A. For its use of all the County Licensed Images, Licensed Software, and other Licensed Products, the training, and services provided herewith, the Participant

shall pay the County \$3,340.00 which will be for two years' use. This amount will be broken down into two annual fee payments as described in the following paragraph.

- B. The initial \$ 1,670.00 annual fee payment shall be due following delivery and installation completion of the Licensed Images and applicable Licensed Software at the Participant and within 10 business days of the Participant's receipt of an invoice for same from County.
- C. The second \$ 1,670.00 annual fee payment shall be due 12 months after the delivery and installation completion date and within 10 business days of the Participant's receipt of an invoice for same from County.



4. Terms and Conditions:

- A. Should any conflicts or differences in language and/or interpretation between this Agreement and applicable provisions of the License Agreement occur, the applicable provisions and language of the License Agreement shall govern.
- B. County makes no representations or warranties (oral, written or implied) concerning, nor does it accept any responsibility or liability of any kind and in any respect for, the Licensed Pictometry Products, Pictometry training, and other Pictometry products and services being made available under this Agreement, and the Participant fully understands and accepts this disclaimer.
- C. The Participant is responsible for all costs and obligations associated with Participant personnel, facilities, computers, servers, accessories, devices, tools, software, and other tangible and intangible Participant resources and property used and/or maintained in conjunction with this Agreement, and County has no responsibilities, legal, financial or otherwise, with respect thereto.

5. Term:

- A. This Agreement shall commence on the latest of the signature dates specified below and shall continue, unless terminated sooner as provided hereunder, for the same 24-month term as the License Agreement by and between the County and Pictometry International Corp.

6. County Representative:

The County Executive is designated as the County representative for the purpose of administering this Agreement. The County Engineer or designee may perform duties at such times during the term of this agreement as deemed necessary.

7. Indemnification:

The Participant shall indemnify and save harmless the County, including its agents, employees and assigns, from every expense, liability or payment including legal fees, arising out of such damages or injuries resulting from the Participant's performance under this Agreement.



8. Amendments:

Any change in this Agreement, whether by modification or supplementation, must be accomplished by a formal contract amendment signed and approved by the duly authorized representative of County and Participant.

9. Assignment:

Participant shall not assign, transfer or delegate any interest in the Agreement without the prior written consent of County.

10. Cancellation:

County may cancel this Agreement at any time for a material breach of contractual obligations by providing Participant with written notice of cancellation. Should County exercise its right to cancel the contract for such reasons, cancellation will become effective upon the date specified in the notice of cancellation sent to Participant.

11. Law of Missouri To Govern:

This Agreement shall be construed according to the laws of the State of Missouri. Participant shall comply with all local, state and federal laws and regulations relating to the performance of this Agreement.

12. Venue:

It is agreed by the parties that any action at law, suit in equity, or other judicial proceeding to enforce or construe this Agreement, or regarding its alleged breach, shall be instituted only in the Circuit Court of Jefferson County,

Missouri.

13. Section Headings:

All section headings contained in this Agreement are for the convenience of reference only and are not intended to define or limit the scope of any provision of this Agreement.

14. Sole Beneficiary:

This Agreement is made for the sole benefit of the parties hereto and nothing in this Agreement shall be construed to give any rights or benefits to anyone other than County and Participant.

15. Authority To Execute:

County and Participant shall each enact an order or resolution to authorize the execution of the Agreement. The signers of this Agreement warrant that they are acting officially and properly on behalf of their respective institutions and have been duly authorized, directed and empowered to execute this Agreement.



Dated and Effective \_\_\_\_\_.

PARTICIPANT OF \_\_\_\_\_:

COUNTY OF JEFFERSON:

By: \_\_\_\_\_

By: \_\_\_\_\_

Dennis Gannon, County Executive

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

ATTEST: \_\_\_\_\_

County Clerk

\_\_\_\_\_  
Deputy Clerk

Auditor's Certification

I hereby certify under section 50.660 RSMo. there is either: (1) a balance of funds, otherwise unencumbered, to the credit of the appropriation to which the obligation contained herein is chargeable, and a cash balance otherwise unencumbered, in the treasury, to the credit of the funds from which payment is to be made, each sufficient to meet the obligation contained herein; or (2) bonds or taxes have been authorized by vote of the people and there is a sufficient unencumbered amount of the bonds yet to be sold or of the taxes levied and yet to be collected to meet the obligation in case there is not sufficient unencumbered cash balance in the treasury.

\_\_\_\_\_  
Kristy Apprill, County Auditor

\_\_\_\_\_  
Date

Approved As To Form:



\_\_\_\_\_  
Carl "Wesley" Yates, County Counselor

\_\_\_\_\_  
Date



# Agenda Request Form

Name: NATHAN SCHAUF

Phone Number: 636-475-4452 Date: 10/15/2019

Meeting Date Requested: 10/21/2019

Topic for Agenda: SEWER DEPT. HYDRO-JETTER MACHINE


**Synopsis of Topic:**

THE CURRENT BUDGET INCLUDES \$65,000 FOR A NEW HYDRO-JETTER MACHINE FOR THE SEWER DEPT. WE WOULD LIKE TO TRADE-IN OUR EXISTING MACHINE TOWARD THE PURCHASE OF A NEW. WE SOLICITED SEALED BIDS AND RECEIVED RESPONSES FROM TWO COMPANIES.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Proposed Motion:**

TO ACCEPT THE BID SUBMITTED BY KEY EQUIPMENT FOR THE PURCHASE OF A PIPEHUNTER 7934 AND TRADE-IN OUR EXISTING MACHINE FOR A NET PRICE OF \$34,500.

Signature: 

*\*A copy of this form will be attached to the requested meeting's packet.\**



Bid Sheet

Sewer Hydro-letter Machine

Bidder	Year, Make, and Model of Proposed New Machine	Price of New Machine	Trade-In Value of City's Existing Unit	Price of New Machine Minus Trade-In
Key equipment	Pipehunter, 7934	\$69,500	\$35,000	\$34,500
Core equipment	Vector ram jet T3030-750	\$101,674.10	\$18,000	\$43,674.10

I certify that the above proposals and or bids were received, opened, and recorded at

1:30 a.m. (p.m) on 9/26/19

*Ashton Lowery*  
 Ashton Lowery, City Clerk

BID SUBMITTAL SHEET

Sewer Hydro-Jetter Machine

City of Pevely Sewer Department

Submitter Information

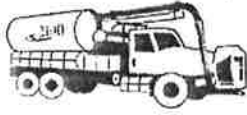
Name of Submitter: FRANK BOITANO  
Name of Firm: KEY EQUIPMENT & SUPPLY  
Address: 13507 NW INDUSTRIAL DR.  
City/State/Zip: BRIDGETON MO 63044  
Telephone: (314) 614-6262  
Fax: (314) 298-8376  
Email Address: FBOITANO@KEYEQUIPMENT.COM

*The submitter acknowledges that the submitted price for the proposed new machine is a complete and accurate lump-sum total for the machine. The submitter further acknowledges that the City of Pevely reserves the right to reject any and all bids and to waive informalities and minor irregularities. By submitting this bid, the submitter acknowledges that he/she has the authority to submit bids on behalf of his/her firm.*

Submitted Year, Make, and Model of Proposed New Machine:	<u>PIPE HUNTER MODEL 7934</u>
Submitted Price of Proposed New Machine:	<u>\$ 69,500.00</u>
Submitted Trade-In Value of City's Existing Unit:	<u>\$ -35,000.00</u>
Price of New Machine Minus Trade-In Value:	<u>\$ 34,500.00</u>

Submitted to the City of Pevely on this 23 day of SEPTEMBER, 2019.

Printed Name: FRANK BOITANO Signed Name: [Signature]



**Coe Equipment**  
C.



5953 Cherry Street | Rochester, IL 62563 | P: 217.498.7200 | F: 217.498.7205 | [www.coe-equipment.com](http://www.coe-equipment.com)

*217-498-7200 | 217-498-7205 | www.coe-equipment.com*

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**PROPOSAL FOR**  
**The City Pevely, MO**

**Sewer Hydro-Jetter Machine**  
**Return Due Date: 9/26/2019 at 1:30 PM**

**BID DOCUMENTS**

*Submitted to:*  
Nathan Schauf, City Administrator  
401 Main St.  
Pevely, MO 63070

*Submitted by:*  
Coe Equipment, Inc.  
5953 Cherry Street  
Rochester, IL 62563  
217-498-7200

## Executive Summary

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The enclosed documents constitute Coe Equipment's Proposal for a Sewer Hydro-Jetter Machine with Accessories. Coe Equipment, Inc. appreciates the opportunity to present the City of Pevely, MO, with this bid for a Sewer Hydro-Jetter Machine, as outlined in these documents.

The information included in these documents provides further detail about the product and Coe Equipment's ability to service and support its installed base.



*Matt Freeze*

*Coe Equipment, Inc.  
5953 Cherry Street  
Rochester, IL 62563  
o. (217) 498-7200  
c. (217) 899-7300  
f. (217) 498-7205  
matt@coe-equipment.com*

### Attachments

- A. Completed Detailed Specifications Form
- B. Upgrade and Additional Accessory Options
- C. Supplier Service and Contact Information
- D. Proposed Sewer Cleaner Equipment Brochure and Warranties.

Pevely Bid Spec Number	Pevely Bid Spec Description	Meets/Exceeds/ Does not Meet	Notes
1	Hydro-jetter machine must be trailer-mounted. The trailer shall be a tandem axle with at least 12,000 lbs. GVW (6,000 lbs. per axle) with four-wheel electric brakes, a 2-5/16" (two and five sixteenths) ball hitch, and a minimum of one (1) permanently-mounted aluminum toolbox. All safety lighting, markers, taillights, and beacons shall be LED.	Meets	Side Opening Toolbox. Trailer certified by National Trailer Manufactures of American. Square tubing construction, powder coated before painting. Torsion axles.
2	The hydro-jetter engine shall be fully-enclosed, heavy-duty, liquid cooled, industrial four-cylinder diesel motor providing at least seventy-four (74) horsepower.	Meets/Exceeds	Enclosure: painted aluminum to prevent corrosion. Direct drive motor, no chains or adjustments.
3	The hose reel shall have a minimum capacity of six hundred (600) feet and shall be a pivot-type with variable speed control and a mechanical footage counter. The hose reel stand shall articulate with the hose reel.	Meets	Direct drive motor, no chains or adjustments.
4	The water hose shall be at least five hundred (500) feet long, shall be 3/4" diameter, and shall be rated at three thousand pounds per square inch (3,000 PSI). A twenty (20) foot long section of leader hose having the same burst pressure shall be provided.	Meets/Exceeds	25' of leader hose. (2) nozzles, safety nozzle skid, 3" tiger tail.
5	The water pump shall be a triplex ceramic plunger-type and shall be able to provide a controlled flow between zero (0) and thirty (30) gallons per minute at variable pressure up to three thousand pounds per square inch (3,000 PSI). The pump shall have an oil sight gauge, a water pressure gauge, recirculation capabilities, and a wash down gun equipped with twenty-five (25) feet of hose.	Exceeds	Run dry certified pump. Strainer on pump feed and water tanks to prevent build-up. Recirculation system and 15 gal aluminum anti-freeze tank and winterization system. Washdown gun: 3,000 PSI rated. Pulsation system provided to open blockages and climb hills, controlled with ball valve.

6	The water storage capacity should be at least seven hundred (700) gallons. The water storage tank shall be constructed of high-density polyethylene with ultraviolet inhibitors and shall be black in color. The water storage tank may be dual or single with baffle, shall have a single hydrant filler assembly, a tank level sight gauge (visible from the operator's work station), a two-inch (2") auxiliary drain valve, and a twenty-five (25) foot long fill hose with storage rack.	Exceeds	750 gallons, (2) 375 gal tanks. Dual Tanks Provide Lower center of gravity and baffling.
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**Attachment B:**

**Upgrade and Additional Accessory Options**

Option	Description	Cost
Option 1	Upgrade pump to 36 gpm @ 3000 psi run dry pump, Model T3036-750	\$5,829.00
Option 2	Additional aluminum 42" toolbox	\$659.00
Option 3	Upgrade (2) 72" Aluminum toolboxes and Aluminum Fenders	\$2,663.00
Option 4	Auto Level Wind Guide	\$8,778.00
Option 5	Elite Controls with Electric Water On/Off, 4 Programmable Pressure Presets, and 7 Function Wireless Remote (E-Stop, Engine On/Off, Water On/Off, Pressure Up/Down)	\$5,323.00
Option 6	Digital Footage Counter (Requires Elite Control Option)	\$284.00
Option 7	Aluminum Rear Basket	\$626.00
Option 8	TMHR-1 – Aluminum Tophole roller	\$214.00
Option 9	Adjustable Hose Guide; Opening gate & adjustable handle and angles	\$928.00

Submitted Price of the Proposed New Machine	\$61,674.10
Submitted Trade-In Value of City's Existing Unit	\$18,000.00
<b>Price of New Machine Minus Trade-In Value</b>	<b>\$43,674.10</b>
Total For Options 1-9	\$25,304.00
<b>Total with trade in allowance and all options</b>	<b>\$68,978.10</b>



# Agenda Request Form

Name: NATHAN SCHAUF

Phone Number: 636-475-4452 Date: 10/16/19

Meeting Date Requested: 10/21/2019

Topic for Agenda: SEWER DEPT. SCUM PUMP

## Synopsis of Topic:

THE CURRENT BUDGET INCLUDES \$20,000 FOR A SCUM PUMP AT THE WASTEWATER TREATMENT PLANT. WE RECEIVED BIDS FOR FOUR PUMPS FROM THREE COMPANIES. WADE PREFERS THE LIBERTY PUMP FROM EQUIPMENT PRO, INC. BECAUSE PARTS ARE READILY AVAILABLE, EQUIPMENT PRO, INC. SELLS AND SERVICES THEM, AND OTHER SEWER DEPARTMENTS SAY THIS PUMP WORKS WELL.

## Proposed Motion:

TO ACCEPT THE BID FROM EQUIPMENT PRO, INC. FOR THE PURCHASE AND INSTALLATION OF ONE LIBERTY PUMP FOR THE TOTAL PRICE OF \$12,720.50.

Signature: \_\_\_\_\_

*\*A copy of this form will be attached to the requested meeting's packet.\**

## CLARIFIER SCUM PUMP BID PROPOSALS

- **The Pump Shop (Missouri Machinery & Engineering Co)**  
**St. Louis, Mo.**  
1 - Continental Model 1 CL10H-CDQ, 6" X 5" Progressive Cavity pump with 5 H.P. motor, installed with new piping.  
**\$18,945.00            Pump Warranty 1 year**
  
- **Ressler & Associates**  
**Ballwin, Mo.**  
1 - NETZSCH NEMO Progressive Cavity pump Model NM063BY01L07V.1, 6" X 4" with 5 H.P. motor, installed with new piping.  
**\$12,156.50**  
**Pump Warranty 1 year**
  
- **Ressler & Associates**  
**Ballwin, Mo.**  
1 – Tornado T1 Model: XB – 2, 6" with 7.5 H.P. motor with installation and new piping.  
**\$13,862.50            Pump Warranty 1 year**
  
- **Equipment Pro Inc.**  
**Ste. Genevieve, Mo.**  
1 – Liberty Model 1LL10H CDQ, Progressive Cavity pump with 5 H. P. motor installed with new piping.  
**\$12,720.50            Pump Warranty 1 year**

**Recommended pump – LIBERTY from Equipment Pro Inc.**





# Agenda Request Form

Name: NATHAN SCHAWF

Phone Number: 636-475-4452 Date: 10/17/2019

Meeting Date Requested: 10/21/2019

Topic for Agenda: SEWER DEPT. MANHOLE REHAB

## Synopsis of Topic:

DUE TO THE FACT THAT MOST OF OUR CAPITAL IMPROVEMENT PROJECTS IN THE SEWER DEPARTMENT WILL COME IN BELOW BUDGET, WE WILL HAVE FUNDS LEFT. WADE AND I WOULD LIKE TO USE THOSE EXTRA FUNDS TO LINE OR GROUT APPROXIMATELY 18 SANITARY SEWER MANHOLES. THE PRICES EXTENDED TO US ARE THOSE ACCEPTED BY OTHER CITIES FOR THIS SAME TYPE OF WORK.

## Proposed Motion:

TO ACCEPT THE BID SUBMITTED BY VISU-SEWER OF MISSOURI, LLC TO REHABILITATE APPROXIMATELY 18 MANHOLES FOR A TOTAL PRICE OF \$94,854.15.

Signature: 

*\*A copy of this form will be attached to the requested meeting's packet.\**



## Proposal for Manhole Rehabilitation

**To: Wade Amsden**  
 City of Pevely, Missouri  
 P.O. Box 358  
 Pevely, MO 63070  
 636.475.7769

**From: Barry Howell**  
**Visu-Sewer of Missouri, LLC**  
 7895 St. Clair Avenue  
 East St. Louis, IL 62203  
 618.397.9840

**Date: 10/15/2019**

**Project: 2019 Manhole Rehabilitation Work**

**Visu-Sewer of Missouri LLC** is pleased to provide the following quotation for:

- Sewer Cleaning     CCTV Services
- Grouting: Test/Seal     **Grouting: Structures**     Grouting: Lateral Sealing
- Smoke Testing     Manhole Inspection
- Cementitious Coatings     Epoxy Coatings     **CIPM Structural Lining**
- Other Services Describe:

### Project Pricing

Pay Item	Description	Unit(s)	U/M	Unit Price	Total
1	<b>Mobilization - CIPM</b>	1	LS	\$ 4,245.79	\$ 4,245.79
2	McNeil Technologies Triplex CIPM Liners 0-8 VF	14	EA	\$ 4,919.48	\$ 68,872.72
3	McNeil Technologies Triplex CIPM Liners 0-8 VF - 8' Diameter <b>MH77</b>	2	EA	\$ 4,919.48	\$ 9,838.96
4	McNeil Technologies Triplex CIPM Liners - VF > 8 VF	14	VF	\$ 423.01	\$ 5,922.14
5	<b>Mobilization - Grouting</b>	1	LS	\$ 2,272.93	\$ 2,272.93
6	Grouting - Manholes	3	EA	\$ 1,233.87	\$ 3,701.61
7	Excess Grout	TBD	GAL	\$ 12.99	TBD
<b>Total</b>					<b>\$ 94,854.15</b>

**Notes to this proposal:**

1. Visu-Sewer (VS) shall provide labor, material and equipment required to complete the work per the project specifications,

**VISU-SEWER OF MISSOURI, LLC**

\* 7895 ST. CLAIR AVENUE EAST ST. LOUIS, IL 62203 \* (O) 618.397.9840 (F) 618.397.0098 \*

*EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER*

2. **Project Notes:**

- a) **Scope:** Project consists of installing CIPM liners in the following structures: 81, 82, 109, 117, 119A, 138A, 162, 186, 2-3, 31, 49, 68, and 71. **MH 77 is also included but shall be billed as two (2) base units due to its large diameter (est. 7-8')**. Project also consists of grouting only the following structures: 163, 24, and 50.
  - b) **Pricing:** Pricing for all CIPM liners is per the Carthage Water & Electric Plant (CWEP) piggy back contract for CIPM liners. Pricing for manhole grouting is per the Monett, Missouri piggy back contract,
  - c) **Stipulations and Specifications:** All stipulations and specifications of the respective piggy back contracts used on this project shall apply and pertain thereto for this work,
  - d) **CIPM:** All CIPM manholes have a twenty (20) year warranty on materials and five (5) year warranty on workmanship. Prices also include grouting as needed, concrete patching as needed, and bypass pumping with three inch (3") pumps as needed,
  - e) **Grouting:** Grouting only of structures 163, 24, and 50 includes an allowance of up to sixty (60) gallons of grout per structure; grout pumped "in excess" of the allowance shall be billed at the per-gallon price as quoted.
- ~~3. If Visu-Sewer is required to provide a bond, please add two percent (2%) to these prices,~~
4. CITY OF PEVELY, MO shall provide water from hydrants in the immediate job site area at no charge to Visu-Sewer,
  5. CITY OF PEVELY, MO shall provide a dump site for captured debris at no charge to Visu-Sewer,
  6.  Basic traffic control is included in this proposal,
  7.  Traffic control for this project is a separate charge item on this proposal as noted above,
  8. CITY OF PEVELY, MO is required to provide all permits, water meter/permits, traffic control beyond cones and signs,
  9. **CITY OF PEVELY, MO shall provide access to all manholes and expose these manholes before our mobilization.**
  10. CITY OF PEVELY, MO to provide replacement manhole covers for any damaged during removal process at no cost to Visu-Sewer,
  11. Rates quoted are based upon award of the entire proposal and all aspects will be self-completed by Visu-Sewer.

If you have questions concerning this proposal, please contact Barry Howell ([barry@visu-sewer.com](mailto:barry@visu-sewer.com)) or James Bohn ([jamesb@visu-sewer.com](mailto:jamesb@visu-sewer.com)) at **618.397.9840**.

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All material guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements are contingent upon strikes, accidents or delays beyond our control. Owner shall carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance. This proposal may be withdrawn if not accepted within 30 days of issue. Time and material rates are charges "port to port". Terms - Net 30 days.

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**VISU-SEWER OF MISSOURI, LLC**

\* 7895 ST. CLAIR AVENUE EAST ST. LOUIS, IL 62203 \* (O) 618.397.9840 (F) 618.397.0098 \*

**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**



## Acceptance of Proposal

The above prices, specifications and conditions are satisfactory and are hereby accepted. Visu-Sewer of Missouri LLC is authorized to do the work as specified.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

**IF THIS PROPOSAL MEETS YOUR APPROVAL, PLEASE SIGN AND FAX A COPY TO 618.397.0098 TO AUTHORIZE VISU-SEWER TO DO THIS WORK.**

**Abbreviations:**

<i>EA= per each</i>	<i>GAL= per gallon</i>	<i>HR= hourly or per hour</i>	<i>LS= lump sum</i>	<i>DAY = daily rate</i>
<i>LF= linear foot</i>	<i>SF= square foot</i>	<i>TBD= to be determined</i>	<i>VF= vertical foot</i>	

**VISU-SEWER OF MISSOURI, LLC**

\* 7895 ST. CLAIR AVENUE EAST ST. LOUIS, IL 62203 \* (O) 618.397.9840 (F) 618.397.0098 \*

**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**

Employee	2019		2020	
	Pay Rate	Annual	Pay Rate	Annual
Capt.	\$25.50	\$55,692.00	\$35.00	\$76,440.00
Sgt.	\$24.97	\$54,534.48	\$29.00	\$63,336.00
Sgt.	\$24.85	\$54,272.40	\$29.00	\$63,336.00
Cpl.	\$22.25	\$48,594.00	\$25.00	\$54,600.00
Cpl.	\$20.88	\$45,601.92	\$25.00	\$54,600.00
Det. Cpl.	\$22.10	\$48,266.40	\$25.00	\$54,600.00
Ofc.	\$19.50	\$42,588.00	\$22.00	\$48,048.00
Ofc.	\$19.50	\$42,588.00	\$22.00	\$48,048.00
Ofc.	\$19.50	\$42,588.00	\$22.00	\$48,048.00
Ofc.	\$19.50	\$42,588.00	\$22.00	\$48,048.00
Ofc.	\$19.50	\$42,588.00	\$22.00	\$48,048.00
Ofc.	\$18.50	\$40,404.00	\$21.00	\$45,864.00
Ofc.	\$18.50	\$40,404.00	\$21.00	\$45,864.00
	\$19.27	\$42,085.68	\$18.77	\$40,993.68
Chief Disp.	\$24.00	\$49,920.00	\$23.50	\$48,880.00
Disp.	\$17.98	\$37,398.40	\$17.48	\$36,358.40
Disp.	\$16.95	\$35,256.00	\$16.45	\$34,216.00
Disp.	\$16.50	\$34,320.00	\$16.00	\$33,280.00
Disp.	\$15.50	\$32,240.00	\$17.50	\$36,400.00
<b>Total</b>		<b>\$831,929.28</b>		<b>\$929,008.08</b>
		<b>Increase</b>		<b>\$97,078.80</b>

Title	Dispatch	Chief Dispatcher	Detective	Patrolman	Corporal	Sergeant	Lieutenant	Captain	Chief	Admin Assistant
Pay	\$16.50	\$21.00	\$23.00	\$22.00	\$25.00	\$29.00	\$32.00	\$35.00	Salary	\$20.00

	Annual bonus for Degree										
	Pay Scale Calculator	Starting (2020)	Step Increase	Assoc. Degree	Assoc. + 1/2 to Bachelor's	Bachelor's	Bachelor's + 1/2 to Masters	Master's	Master's + 1/2 to JD/ PhD	JD/ PhD	
Dispatch		\$16.50	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Chief Dispatcher		\$21.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Detective		\$23.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Patrolman		\$22.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Corporal		\$25.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Sergeant		\$29.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Lieutenant		\$32.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Captain		\$35.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Chief			2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	
Admin Assistant		\$20.00	2.0%	\$750.00	\$1,000.00	\$1,500.00	\$1,750.00	\$2,000.00	\$2,250.00	\$2,500.00	



Hourly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Dispatch	\$16.50	\$16.83	\$17.17	\$17.51	\$17.86	\$18.22	\$18.58	\$18.95	\$19.33	\$19.72
Assoc. Degree	\$16.84	\$17.18	\$17.52	\$17.87	\$18.23	\$18.60	\$18.97	\$19.35	\$19.73	\$20.13
Assoc. + 1/2 to Bachelor's	\$16.96	\$17.30	\$17.64	\$18.00	\$18.36	\$18.72	\$19.10	\$19.48	\$19.87	\$20.27
Bachelor's	\$17.19	\$17.53	\$17.88	\$18.24	\$18.60	\$18.98	\$19.36	\$19.74	\$20.14	\$20.54
Bachelor's + 1/2 to Masters	\$17.30	\$17.65	\$18.00	\$18.36	\$18.73	\$19.10	\$19.48	\$19.87	\$20.27	\$20.68
Master's	\$17.42	\$17.76	\$18.12	\$18.48	\$18.85	\$19.23	\$19.61	\$20.01	\$20.41	\$20.81
Master's + 1/2 to JD/PhD	\$17.53	\$17.88	\$18.24	\$18.60	\$18.98	\$19.35	\$19.74	\$20.14	\$20.54	\$20.95
JD/ PhD	\$17.64	\$18.00	\$18.36	\$18.72	\$19.10	\$19.48	\$19.87	\$20.27	\$20.67	\$21.09

Yearly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Dispatch	\$34,320.00	\$35,006.40	\$35,706.53	\$36,420.66	\$37,149.07	\$37,892.05	\$38,649.89	\$39,422.89	\$40,211.35	\$41,015.58
Assoc. Degree	\$35,034.29	\$35,734.97	\$36,449.67	\$37,178.66	\$37,922.24	\$38,680.68	\$39,454.30	\$40,243.38	\$41,048.25	\$41,869.21
Assoc. + 1/2 to Bachelor's	\$35,272.38	\$35,977.83	\$36,697.39	\$37,431.33	\$38,179.96	\$38,943.56	\$39,722.43	\$40,516.88	\$41,327.22	\$42,153.76
Bachelor's	\$35,748.57	\$36,463.54	\$37,192.81	\$37,936.67	\$38,695.40	\$39,469.31	\$40,258.70	\$41,063.87	\$41,885.15	\$42,722.85
Bachelor's + 1/2 to Masters	\$35,986.67	\$36,706.40	\$37,440.53	\$38,189.34	\$38,953.13	\$39,732.19	\$40,526.83	\$41,337.37	\$42,164.12	\$43,007.40
Master's	\$36,224.76	\$36,949.26	\$37,688.24	\$38,442.01	\$39,210.85	\$39,995.06	\$40,794.97	\$41,610.86	\$42,443.08	\$43,291.94
Master's + 1/2 to JD/PhD	\$36,462.86	\$37,192.11	\$37,935.96	\$38,694.68	\$39,468.57	\$40,257.94	\$41,063.10	\$41,884.36	\$42,722.05	\$43,576.49
JD/ PhD	\$36,700.95	\$37,434.97	\$38,183.67	\$38,947.34	\$39,726.29	\$40,520.82	\$41,331.23	\$42,157.86	\$43,001.02	\$43,861.04

Hourly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$20.11	\$20.52	\$20.93	\$21.34	\$21.77	\$22.21	\$22.65	\$23.10	\$23.57	\$24.04	\$24.52
\$20.53	\$20.94	\$21.36	\$21.79	\$22.22	\$22.67	\$23.12	\$23.58	\$24.06	\$24.54	\$25.03
\$20.67	\$21.08	\$21.51	\$21.94	\$22.38	\$22.82	\$23.28	\$23.75	\$24.22	\$24.70	\$25.20
\$20.95	\$21.37	\$21.80	\$22.23	\$22.68	\$23.13	\$23.59	\$24.07	\$24.55	\$25.04	\$25.54
\$21.09	\$21.51	\$21.94	\$22.38	\$22.83	\$23.29	\$23.75	\$24.23	\$24.71	\$25.20	\$25.71
\$21.23	\$21.65	\$22.09	\$22.53	\$22.98	\$23.44	\$23.91	\$24.39	\$24.87	\$25.37	\$25.88
\$21.37	\$21.80	\$22.23	\$22.68	\$23.13	\$23.59	\$24.07	\$24.55	\$25.04	\$25.54	\$26.05
\$21.51	\$21.94	\$22.38	\$22.83	\$23.28	\$23.75	\$24.22	\$24.71	\$25.20	\$25.70	\$26.22

Yearly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$41,835.89	\$42,672.61	\$43,526.06	\$44,396.58	\$45,284.51	\$46,190.20	\$47,114.01	\$48,056.29	\$49,017.41	\$49,997.76	\$50,997.71
\$42,706.60	\$43,560.73	\$44,431.95	\$45,320.58	\$46,227.00	\$47,151.54	\$48,094.57	\$49,056.46	\$50,037.59	\$51,038.34	\$52,059.11
\$42,996.84	\$43,856.77	\$44,733.91	\$45,628.59	\$46,541.16	\$47,471.98	\$48,421.42	\$49,389.85	\$50,377.65	\$51,385.20	\$52,412.90
\$43,577.31	\$44,448.86	\$45,337.83	\$46,244.59	\$47,169.48	\$48,112.87	\$49,075.13	\$50,056.63	\$51,057.76	\$52,078.92	\$53,120.50
\$43,867.55	\$44,744.90	\$45,639.79	\$46,552.59	\$47,483.64	\$48,433.32	\$49,401.98	\$50,390.02	\$51,397.82	\$52,425.78	\$53,474.29
\$44,157.78	\$45,040.94	\$45,941.76	\$46,860.59	\$47,797.80	\$48,753.76	\$49,728.84	\$50,723.41	\$51,737.88	\$52,772.64	\$53,828.09
\$44,448.02	\$45,336.98	\$46,243.72	\$47,168.59	\$48,111.97	\$49,074.20	\$50,055.69	\$51,056.80	\$52,077.94	\$53,119.50	\$54,181.89
\$44,738.26	\$45,633.02	\$46,545.68	\$47,476.60	\$48,426.13	\$49,394.65	\$50,382.54	\$51,390.19	\$52,418.00	\$53,466.36	\$54,535.68



Hourly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Chief Dispatcher	\$21.00	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.60	\$25.10
Assoc. Degree	\$21.36	\$21.79	\$22.22	\$22.67	\$23.12	\$23.58	\$24.06	\$24.54	\$25.03	\$25.53
Assoc. + 1/2 to Bachelor's	\$21.48	\$21.91	\$22.35	\$22.80	\$23.25	\$23.72	\$24.19	\$24.67	\$25.17	\$25.67
Bachelor's	\$21.72	\$22.16	\$22.60	\$23.05	\$23.51	\$23.98	\$24.46	\$24.95	\$25.45	\$25.96
Bachelor's + 1/2 to Masters	\$21.84	\$22.28	\$22.72	\$23.18	\$23.64	\$24.11	\$24.60	\$25.09	\$25.59	\$26.10
Master's	\$21.96	\$22.40	\$22.85	\$23.31	\$23.77	\$24.25	\$24.73	\$25.23	\$25.73	\$26.25
Master's + 1/2 to JD/PhD	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90	\$24.38	\$24.87	\$25.36	\$25.87	\$26.39
JD/PhD	\$22.20	\$22.65	\$23.10	\$23.56	\$24.03	\$24.51	\$25.00	\$25.50	\$26.01	\$26.53

Yearly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Chief Dispatcher	\$43,680.00	\$44,553.60	\$45,444.67	\$46,353.57	\$47,280.64	\$48,226.25	\$49,190.77	\$50,174.59	\$51,178.08	\$52,201.64
Assoc. Degree	\$44,430.00	\$45,318.60	\$46,224.97	\$47,149.47	\$48,092.46	\$49,054.31	\$50,035.40	\$51,036.10	\$52,056.83	\$53,097.96
Assoc. + 1/2 to Bachelor's	\$44,680.00	\$45,573.60	\$46,485.07	\$47,414.77	\$48,363.07	\$49,330.33	\$50,316.94	\$51,323.28	\$52,349.74	\$53,396.74
Bachelor's	\$45,180.00	\$46,083.60	\$47,005.27	\$47,945.38	\$48,904.28	\$49,882.37	\$50,880.02	\$51,897.62	\$52,935.57	\$53,994.28
Bachelor's + 1/2 to Masters	\$45,430.00	\$46,338.60	\$47,265.37	\$48,210.68	\$49,174.89	\$50,158.39	\$51,161.56	\$52,184.79	\$53,228.49	\$54,293.06
Master's	\$45,680.00	\$46,593.60	\$47,525.47	\$48,475.98	\$49,445.50	\$50,434.41	\$51,443.10	\$52,471.96	\$53,521.40	\$54,591.83
Master's + 1/2 to JD/PhD	\$45,930.00	\$46,848.60	\$47,785.57	\$48,741.28	\$49,716.11	\$50,710.43	\$51,724.64	\$52,759.13	\$53,814.32	\$54,890.60
JD/PhD	\$46,180.00	\$47,103.60	\$48,045.67	\$49,006.59	\$49,986.72	\$50,986.45	\$52,006.18	\$53,046.30	\$54,107.23	\$55,189.37

Hourly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$25.60	\$26.11	\$26.63	\$27.17	\$27.71	\$28.26	\$28.83	\$29.41	\$29.99	\$30.59	\$31.20
\$26.04	\$26.56	\$27.09	\$27.63	\$28.18	\$28.75	\$29.32	\$29.91	\$30.51	\$31.12	\$31.74
\$26.18	\$26.71	\$27.24	\$27.79	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.29	\$31.92
\$26.48	\$27.01	\$27.55	\$28.10	\$28.66	\$29.23	\$29.82	\$30.41	\$31.02	\$31.64	\$32.28
\$26.62	\$27.16	\$27.70	\$28.25	\$28.82	\$29.40	\$29.98	\$30.58	\$31.19	\$31.82	\$32.46
\$26.77	\$27.31	\$27.85	\$28.41	\$28.98	\$29.56	\$30.15	\$30.75	\$31.37	\$31.99	\$32.63
\$26.92	\$27.46	\$28.00	\$28.57	\$29.14	\$29.72	\$30.31	\$30.92	\$31.54	\$32.17	\$32.81
\$27.06	\$27.61	\$28.16	\$28.72	\$29.29	\$29.88	\$30.48	\$31.09	\$31.71	\$32.34	\$32.99

Yearly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$53,245.68	\$54,310.59	\$55,396.80	\$56,504.74	\$57,634.83	\$58,787.53	\$59,963.28	\$61,162.55	\$62,385.80	\$63,633.51	\$64,906.18
\$54,159.92	\$55,243.12	\$56,347.98	\$57,474.94	\$58,624.44	\$59,796.93	\$60,992.87	\$62,212.73	\$63,456.98	\$64,726.12	\$66,020.64
\$54,464.67	\$55,553.96	\$56,665.04	\$57,798.34	\$58,954.31	\$60,133.40	\$61,336.07	\$62,562.79	\$63,814.04	\$65,090.32	\$66,392.13
\$55,074.17	\$56,175.65	\$57,299.16	\$58,445.15	\$59,614.05	\$60,806.33	\$62,022.46	\$63,262.91	\$64,528.17	\$65,818.73	\$67,135.10
\$55,378.92	\$56,486.49	\$57,616.22	\$58,768.55	\$59,943.92	\$61,142.80	\$62,365.65	\$63,612.97	\$64,885.23	\$66,182.93	\$67,506.59
\$55,683.67	\$56,797.34	\$57,933.29	\$59,091.95	\$60,273.79	\$61,479.27	\$62,708.85	\$63,963.03	\$65,242.29	\$66,547.13	\$67,878.08
\$55,988.41	\$57,108.18	\$58,250.35	\$59,415.35	\$60,603.66	\$61,815.73	\$63,052.05	\$64,313.09	\$65,599.35	\$66,911.34	\$68,249.56
\$56,293.16	\$57,419.03	\$58,567.41	\$59,738.75	\$60,933.53	\$62,152.25	\$63,395.24	\$64,663.15	\$65,956.41	\$67,275.54	\$68,621.05



**Hourly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Detective	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.39	\$25.90	\$26.42	\$26.95	\$27.49
Assoc. Degree	\$23.34	\$23.81	\$24.29	\$24.77	\$25.27	\$25.77	\$26.29	\$26.81	\$27.35	\$27.90
Assoc. + 1/2 to Bachelor's	\$23.46	\$23.93	\$24.41	\$24.89	\$25.39	\$25.90	\$26.42	\$26.95	\$27.48	\$28.03
Bachelor's	\$23.69	\$24.16	\$24.64	\$25.14	\$25.64	\$26.15	\$26.68	\$27.21	\$27.75	\$28.31
Bachelor's + 1/2 to Masters	\$23.80	\$24.28	\$24.76	\$25.26	\$25.76	\$26.28	\$26.80	\$27.34	\$27.89	\$28.44
Master's	\$23.92	\$24.39	\$24.88	\$25.38	\$25.89	\$26.40	\$26.93	\$27.47	\$28.02	\$28.58
Master's + 1/2 to JD/PhD	\$24.03	\$24.51	\$25.00	\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.16	\$28.72
JD/PhD	\$24.14	\$24.63	\$25.12	\$25.62	\$26.13	\$26.66	\$27.19	\$27.73	\$28.29	\$28.86

**Yearly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Detective	\$50,232.00	\$51,236.64	\$52,261.37	\$53,306.60	\$54,372.73	\$55,460.19	\$56,569.39	\$57,700.78	\$58,854.79	\$60,031.89
Assoc. Degree	\$50,982.00	\$52,001.64	\$53,041.67	\$54,102.51	\$55,184.56	\$56,288.25	\$57,414.01	\$58,562.29	\$59,733.54	\$60,928.21
Assoc. + 1/2 to Bachelor's	\$51,232.00	\$52,256.64	\$53,301.77	\$54,367.81	\$55,455.16	\$56,564.27	\$57,695.55	\$58,849.46	\$60,026.45	\$61,226.98
Bachelor's	\$51,732.00	\$52,766.64	\$53,821.97	\$54,898.41	\$55,996.38	\$57,116.31	\$58,258.63	\$59,423.81	\$60,612.28	\$61,824.53
Bachelor's + 1/2 to Masters	\$51,982.00	\$53,021.64	\$54,082.07	\$55,163.71	\$56,266.99	\$57,392.33	\$58,540.17	\$59,710.98	\$60,905.20	\$62,123.30
Master's	\$52,232.00	\$53,276.64	\$54,342.17	\$55,429.02	\$56,537.60	\$57,668.35	\$58,821.72	\$59,998.15	\$61,198.11	\$62,422.08
Master's + 1/2 to JD/PhD	\$52,482.00	\$53,531.64	\$54,602.27	\$55,694.32	\$56,808.20	\$57,944.37	\$59,103.26	\$60,285.32	\$61,491.03	\$62,720.85
JD/PhD	\$52,732.00	\$53,786.64	\$54,862.37	\$55,959.62	\$57,078.81	\$58,220.39	\$59,384.80	\$60,572.49	\$61,783.94	\$63,019.62

Hourly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$28.04	\$28.60	\$29.17	\$29.75	\$30.35	\$30.95	\$31.57	\$32.21	\$32.85	\$33.51	\$34.18
\$28.46	\$29.02	\$29.61	\$30.20	\$30.80	\$31.42	\$32.05	\$32.69	\$33.34	\$34.01	\$34.69
\$28.60	\$29.17	\$29.75	\$30.35	\$30.95	\$31.57	\$32.20	\$32.85	\$33.50	\$34.17	\$34.86
\$28.87	\$29.45	\$30.04	\$30.64	\$31.25	\$31.88	\$32.52	\$33.17	\$33.83	\$34.51	\$35.20
\$29.01	\$29.59	\$30.19	\$30.79	\$31.41	\$32.03	\$32.67	\$33.33	\$33.99	\$34.67	\$35.37
\$29.15	\$29.74	\$30.33	\$30.94	\$31.56	\$32.19	\$32.83	\$33.49	\$34.16	\$34.84	\$35.54
\$29.29	\$29.88	\$30.48	\$31.09	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71
\$29.43	\$30.02	\$30.62	\$31.23	\$31.86	\$32.50	\$33.15	\$33.81	\$34.48	\$35.17	\$35.88
Yearly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$61,232.53	\$62,457.18	\$63,706.32	\$64,980.45	\$66,280.06	\$67,605.66	\$68,957.77	\$70,336.93	\$71,743.67	\$73,178.54	\$74,642.11
\$62,146.77	\$63,389.71	\$64,657.50	\$65,950.65	\$67,269.67	\$68,615.06	\$69,987.36	\$71,387.11	\$72,814.85	\$74,271.15	\$75,756.57
\$62,451.52	\$63,700.55	\$64,974.56	\$66,274.05	\$67,599.54	\$68,951.53	\$70,330.56	\$71,737.17	\$73,171.91	\$74,635.35	\$76,128.06
\$63,061.02	\$64,322.24	\$65,608.68	\$66,920.86	\$68,259.28	\$69,624.46	\$71,016.95	\$72,437.29	\$73,886.03	\$75,363.76	\$76,871.03
\$63,365.77	\$64,633.08	\$65,925.74	\$67,244.26	\$68,589.15	\$69,960.93	\$71,360.15	\$72,787.35	\$74,243.10	\$75,727.96	\$77,242.52
\$63,670.52	\$64,943.93	\$66,242.81	\$67,567.66	\$68,919.01	\$70,297.40	\$71,703.34	\$73,137.41	\$74,600.16	\$76,092.16	\$77,614.00
\$63,975.27	\$65,254.77	\$66,559.87	\$67,891.06	\$69,248.88	\$70,633.86	\$72,046.54	\$73,487.47	\$74,957.22	\$76,456.36	\$77,985.49
\$64,280.01	\$65,565.61	\$66,876.93	\$68,214.46	\$69,578.75	\$70,970.33	\$72,389.74	\$73,837.53	\$75,314.28	\$76,820.57	\$78,356.98

Hourly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Patrolman	\$22.00	\$22.44	\$22.89	\$23.35	\$23.81	\$24.29	\$24.78	\$25.27	\$25.78	\$26.29
Assoc. Degree	\$22.34	\$22.79	\$23.25	\$23.71	\$24.19	\$24.67	\$25.16	\$25.67	\$26.18	\$26.70
Assoc. + 1/2 to Bachelor's	\$22.46	\$22.91	\$23.37	\$23.83	\$24.31	\$24.80	\$25.29	\$25.80	\$26.31	\$26.84
Bachelor's	\$22.69	\$23.14	\$23.60	\$24.08	\$24.56	\$25.05	\$25.55	\$26.06	\$26.58	\$27.11
Bachelor's + 1/2 to Masters	\$22.80	\$23.26	\$23.72	\$24.20	\$24.68	\$25.17	\$25.68	\$26.19	\$26.72	\$27.25
Master's	\$22.92	\$23.37	\$23.84	\$24.32	\$24.80	\$25.30	\$25.81	\$26.32	\$26.85	\$27.39
Master's + 1/2 to JD/PhD	\$23.03	\$23.49	\$23.96	\$24.44	\$24.93	\$25.43	\$25.94	\$26.45	\$26.98	\$27.52
JD/PhD	\$23.14	\$23.61	\$24.08	\$24.56	\$25.05	\$25.55	\$26.06	\$26.59	\$27.12	\$27.66

Yearly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Patrolman	\$48,048.00	\$49,008.96	\$49,989.14	\$50,988.92	\$52,008.70	\$53,048.87	\$54,109.85	\$55,192.05	\$56,295.89	\$57,421.81
Assoc. Degree	\$48,798.00	\$49,773.96	\$50,769.44	\$51,784.83	\$52,820.52	\$53,876.94	\$54,954.47	\$56,053.56	\$57,174.63	\$58,318.13
Assoc. + 1/2 to Bachelor's	\$49,048.00	\$50,028.96	\$51,029.54	\$52,050.13	\$53,091.13	\$54,152.96	\$55,236.01	\$56,340.73	\$57,467.55	\$58,616.90
Bachelor's	\$49,548.00	\$50,538.96	\$51,549.74	\$52,580.73	\$53,632.35	\$54,705.00	\$55,799.10	\$56,915.08	\$58,053.38	\$59,214.45



Bachelor's + 1/2 to Masters	\$49,798.00	\$50,793.96	\$51,809.84	\$52,846.04	\$53,902.96	\$54,981.02	\$56,080.64	\$57,202.25	\$58,346.29	\$59,513.22
Master's	\$50,048.00	\$51,048.96	\$52,069.94	\$53,111.34	\$54,173.56	\$55,257.04	\$56,362.18	\$57,489.42	\$58,639.21	\$59,811.99
Master's + 1/2 to JD/PhD	\$50,298.00	\$51,303.96	\$52,330.04	\$53,376.64	\$54,444.17	\$55,533.06	\$56,643.72	\$57,776.59	\$58,932.12	\$60,110.77
JD/PhD	\$50,548.00	\$51,558.96	\$52,590.14	\$53,641.94	\$54,714.78	\$55,809.08	\$56,925.26	\$58,063.76	\$59,225.04	\$60,409.54



Hourly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$26.82	\$27.35	\$27.90	\$28.46	\$29.03	\$29.61	\$30.20	\$30.81	\$31.42	\$32.05	\$32.69
\$27.24	\$27.78	\$28.34	\$28.90	\$29.48	\$30.07	\$30.67	\$31.29	\$31.91	\$32.55	\$33.20
\$27.38	\$27.92	\$28.48	\$29.05	\$29.63	\$30.23	\$30.83	\$31.45	\$32.08	\$32.72	\$33.37
\$27.66	\$28.21	\$28.77	\$29.35	\$29.93	\$30.53	\$31.14	\$31.77	\$32.40	\$33.05	\$33.71
\$27.79	\$28.35	\$28.92	\$29.50	\$30.09	\$30.69	\$31.30	\$31.93	\$32.57	\$33.22	\$33.88
\$27.93	\$28.49	\$29.06	\$29.64	\$30.24	\$30.84	\$31.46	\$32.09	\$32.73	\$33.38	\$34.05
\$28.07	\$28.64	\$29.21	\$29.79	\$30.39	\$31.00	\$31.62	\$32.25	\$32.89	\$33.55	\$34.22
\$28.21	\$28.78	\$29.35	\$29.94	\$30.54	\$31.15	\$31.77	\$32.41	\$33.06	\$33.72	\$34.39

Yearly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$58,570.24	\$59,741.65	\$60,936.48	\$62,155.21	\$63,398.32	\$64,666.28	\$65,959.61	\$67,278.80	\$68,624.38	\$69,996.86	\$71,396.80
\$59,484.49	\$60,674.18	\$61,887.66	\$63,125.42	\$64,387.92	\$65,675.68	\$66,989.20	\$68,328.98	\$69,695.56	\$71,089.47	\$72,511.26
\$59,789.24	\$60,985.02	\$62,204.72	\$63,448.82	\$64,717.79	\$66,012.15	\$67,332.39	\$68,679.04	\$70,052.62	\$71,453.67	\$72,882.75
\$60,398.74	\$61,606.71	\$62,838.84	\$64,095.62	\$65,377.53	\$66,685.08	\$68,018.79	\$69,379.16	\$70,766.75	\$72,182.08	\$73,625.72



\$60,703.48	\$61,917.55	\$63,155.90	\$64,419.02	\$65,707.40	\$67,021.55	\$68,361.98	\$69,729.22	\$71,123.81	\$72,546.28	\$73,997.21
\$61,008.23	\$62,228.40	\$63,472.97	\$64,742.42	\$66,037.27	\$67,358.02	\$68,705.18	\$70,079.28	\$71,480.87	\$72,910.49	\$74,368.70
\$61,312.98	\$62,539.24	\$63,790.03	\$65,065.83	\$66,367.14	\$67,694.49	\$69,048.38	\$70,429.34	\$71,837.93	\$73,274.69	\$74,740.18
\$61,617.73	\$62,850.08	\$64,107.09	\$65,389.23	\$66,697.01	\$68,030.95	\$69,391.57	\$70,779.40	\$72,194.99	\$73,638.89	\$75,111.67





**Hourly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Corporal	\$25.00	\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.29	\$29.88
Assoc. Degree	\$25.34	\$25.85	\$26.37	\$26.89	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29
Assoc. + 1/2 to Bachelor's	\$25.46	\$25.97	\$26.49	\$27.02	\$27.56	\$28.11	\$28.67	\$29.24	\$29.83	\$30.42
Bachelor's	\$25.69	\$26.20	\$26.72	\$27.26	\$27.80	\$28.36	\$28.93	\$29.51	\$30.10	\$30.70
Bachelor's + 1/2 to Masters	\$25.80	\$26.32	\$26.84	\$27.38	\$27.93	\$28.49	\$29.06	\$29.64	\$30.23	\$30.83
Master's	\$25.92	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.19	\$29.77	\$30.36	\$30.97
Master's + 1/2 to JD/PhD	\$26.03	\$26.55	\$27.08	\$27.62	\$28.18	\$28.74	\$29.31	\$29.90	\$30.50	\$31.11
JD/PhD	\$26.14	\$26.67	\$27.20	\$27.74	\$28.30	\$28.87	\$29.44	\$30.03	\$30.63	\$31.25

**Yearly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Corporal	\$54,600.00	\$55,692.00	\$56,805.84	\$57,941.96	\$59,100.80	\$60,282.81	\$61,488.47	\$62,718.24	\$63,972.60	\$65,252.05
Assoc. Degree	\$55,350.00	\$56,457.00	\$57,586.14	\$58,737.86	\$59,912.62	\$61,110.87	\$62,333.09	\$63,579.75	\$64,851.35	\$66,148.37
Assoc. + 1/2 to Bachelor's	\$55,600.00	\$56,712.00	\$57,846.24	\$59,003.16	\$60,183.23	\$61,386.89	\$62,614.63	\$63,866.92	\$65,144.26	\$66,447.15
Bachelor's	\$56,100.00	\$57,222.00	\$58,366.44	\$59,533.77	\$60,724.44	\$61,938.93	\$63,177.71	\$64,441.27	\$65,730.09	\$67,044.69
Bachelor's + 1/2 to Masters	\$56,350.00	\$57,477.00	\$58,626.54	\$59,799.07	\$60,995.05	\$62,214.95	\$63,459.25	\$64,728.44	\$66,023.01	\$67,343.47
Master's	\$56,600.00	\$57,732.00	\$58,886.64	\$60,064.37	\$61,265.66	\$62,490.97	\$63,740.79	\$65,015.61	\$66,315.92	\$67,642.24
Master's + 1/2 to JD/PhD	\$56,850.00	\$57,987.00	\$59,146.74	\$60,329.67	\$61,536.27	\$62,766.99	\$64,022.33	\$65,302.78	\$66,608.84	\$67,941.01
JD/PhD	\$57,100.00	\$58,242.00	\$59,406.84	\$60,594.98	\$61,806.88	\$63,043.00	\$64,303.87	\$65,589.95	\$66,901.75	\$68,239.79

**Hourly**

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$30.47	\$31.08	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15
\$30.89	\$31.51	\$32.14	\$32.78	\$33.44	\$34.11	\$34.79	\$35.49	\$36.20	\$36.92	\$37.66
\$31.03	\$31.65	\$32.29	\$32.93	\$33.59	\$34.26	\$34.95	\$35.65	\$36.36	\$37.09	\$37.83
\$31.31	\$31.94	\$32.58	\$33.23	\$33.89	\$34.57	\$35.26	\$35.97	\$36.69	\$37.42	\$38.17
\$31.45	\$32.08	\$32.72	\$33.38	\$34.04	\$34.73	\$35.42	\$36.13	\$36.85	\$37.59	\$38.34
\$31.59	\$32.22	\$32.87	\$33.52	\$34.20	\$34.88	\$35.58	\$36.29	\$37.01	\$37.75	\$38.51
\$31.73	\$32.37	\$33.01	\$33.67	\$34.35	\$35.03	\$35.73	\$36.45	\$37.18	\$37.92	\$38.68
\$31.87	\$32.51	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89	\$36.61	\$37.34	\$38.09	\$38.85

**Yearly**

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$66,557.10	\$67,888.24	\$69,246.00	\$70,630.92	\$72,043.54	\$73,484.41	\$74,954.10	\$76,453.18	\$77,982.25	\$79,541.89	\$81,132.73
\$67,471.34	\$68,820.77	\$70,197.18	\$71,601.13	\$73,033.15	\$74,493.81	\$75,983.69	\$77,503.36	\$79,053.43	\$80,634.50	\$82,247.19
\$67,776.09	\$69,131.61	\$70,514.24	\$71,924.53	\$73,363.02	\$74,830.28	\$76,326.89	\$77,853.42	\$79,410.49	\$80,998.70	\$82,618.68
\$68,385.59	\$69,753.30	\$71,148.36	\$72,571.33	\$74,022.76	\$75,503.21	\$77,013.28	\$78,553.54	\$80,124.61	\$81,727.11	\$83,361.65
\$68,690.34	\$70,064.14	\$71,465.43	\$72,894.73	\$74,352.63	\$75,839.68	\$77,356.47	\$78,903.60	\$80,481.68	\$82,091.31	\$83,733.14
\$68,995.08	\$70,374.99	\$71,782.49	\$73,218.14	\$74,682.50	\$76,176.15	\$77,699.67	\$79,253.66	\$80,838.74	\$82,455.51	\$84,104.62
\$69,299.83	\$70,685.83	\$72,099.55	\$73,541.54	\$75,012.37	\$76,512.62	\$78,042.87	\$79,603.72	\$81,195.80	\$82,819.72	\$84,476.11
\$69,604.58	\$70,996.67	\$72,416.61	\$73,864.94	\$75,342.24	\$76,849.08	\$78,386.06	\$79,953.79	\$81,552.86	\$83,183.92	\$84,847.60

Hourly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Sergeant	\$29.00	\$29.58	\$30.17	\$30.78	\$31.39	\$32.02	\$32.66	\$33.31	\$33.98	\$34.66
Assoc. Degree	\$29.34	\$29.93	\$30.53	\$31.14	\$31.76	\$32.40	\$33.05	\$33.71	\$34.38	\$35.07
Assoc. + 1/2 to Bachelor's	\$29.46	\$30.05	\$30.65	\$31.26	\$31.89	\$32.52	\$33.17	\$33.84	\$34.51	\$35.20
Bachelor's	\$29.69	\$30.28	\$30.89	\$31.50	\$32.13	\$32.78	\$33.43	\$34.10	\$34.78	\$35.48
Bachelor's + 1/2 to Masters	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26	\$32.90	\$33.56	\$34.23	\$34.92	\$35.62
Master's	\$29.92	\$30.51	\$31.12	\$31.75	\$32.38	\$33.03	\$33.69	\$34.36	\$35.05	\$35.75
Master's + 1/2 to JD/PhD	\$30.03	\$30.63	\$31.24	\$31.87	\$32.51	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89
JD/ PhD	\$30.14	\$30.75	\$31.36	\$31.99	\$32.63	\$33.28	\$33.95	\$34.63	\$35.32	\$36.03

Yearly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Sergeant	\$63,336.00	\$64,602.72	\$65,894.77	\$67,212.67	\$68,556.92	\$69,928.06	\$71,326.62	\$72,753.16	\$74,208.22	\$75,692.38
Assoc. Degree	\$64,086.00	\$65,367.72	\$66,675.07	\$68,008.58	\$69,368.75	\$70,756.12	\$72,171.24	\$73,614.67	\$75,086.96	\$76,588.70
Assoc. + 1/2 to Bachelor's	\$64,336.00	\$65,622.72	\$66,935.17	\$68,273.88	\$69,639.36	\$71,032.14	\$72,452.79	\$73,901.84	\$75,379.88	\$76,887.48
Bachelor's	\$64,836.00	\$66,132.72	\$67,455.37	\$68,804.48	\$70,180.57	\$71,584.18	\$73,015.87	\$74,476.18	\$75,965.71	\$77,485.02
Bachelor's + 1/2 to Masters	\$65,086.00	\$66,387.72	\$67,715.47	\$69,069.78	\$70,451.18	\$71,860.20	\$73,297.41	\$74,763.36	\$76,258.62	\$77,783.79
Master's	\$65,336.00	\$66,642.72	\$67,975.57	\$69,335.09	\$70,721.79	\$72,136.22	\$73,578.95	\$75,050.53	\$76,551.54	\$78,082.57



Sergeant Yr 1-20

Master's + 1/2 to JD/ PhD	\$65,586.00	\$66,897.72	\$68,235.67	\$69,600.39	\$70,992.40	\$72,412.24	\$73,860.49	\$75,337.70	\$76,844.45	\$78,381.34
JD/ PhD	\$65,836.00	\$67,152.72	\$68,495.77	\$69,865.69	\$71,263.00	\$72,688.26	\$74,142.03	\$75,624.87	\$77,137.37	\$78,680.11



**Hourly**

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$35.35	\$36.06	\$36.78	\$37.51	\$38.26	\$39.03	\$39.81	\$40.61	\$41.42	\$42.25	\$43.09
\$35.77	\$36.48	\$37.21	\$37.96	\$38.72	\$39.49	\$40.28	\$41.09	\$41.91	\$42.75	\$43.60
\$35.91	\$36.63	\$37.36	\$38.11	\$38.87	\$39.65	\$40.44	\$41.25	\$42.07	\$42.91	\$43.77
\$36.19	\$36.91	\$37.65	\$38.40	\$39.17	\$39.95	\$40.75	\$41.57	\$42.40	\$43.25	\$44.11
\$36.33	\$37.05	\$37.80	\$38.55	\$39.32	\$40.11	\$40.91	\$41.73	\$42.56	\$43.41	\$44.28
\$36.47	\$37.20	\$37.94	\$38.70	\$39.47	\$40.26	\$41.07	\$41.89	\$42.73	\$43.58	\$44.45
\$36.61	\$37.34	\$38.09	\$38.85	\$39.62	\$40.42	\$41.23	\$42.05	\$42.89	\$43.75	\$44.62
\$36.75	\$37.48	\$38.23	\$39.00	\$39.78	\$40.57	\$41.38	\$42.21	\$43.05	\$43.92	\$44.79

**Yearly**

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$77,206.23	\$78,750.36	\$80,325.36	\$81,931.87	\$83,570.51	\$85,241.92	\$86,946.76	\$88,685.69	\$90,459.40	\$92,268.59	\$94,113.96
\$78,120.48	\$79,682.89	\$81,276.54	\$82,902.07	\$84,560.12	\$86,251.32	\$87,976.34	\$89,735.87	\$91,530.59	\$93,361.20	\$95,228.42
\$78,425.23	\$79,993.73	\$81,593.60	\$83,225.48	\$84,889.99	\$86,587.79	\$88,319.54	\$90,085.93	\$91,887.65	\$93,725.40	\$95,599.91
\$79,034.72	\$80,615.42	\$82,227.72	\$83,872.28	\$85,549.73	\$87,260.72	\$89,005.93	\$90,786.05	\$92,601.77	\$94,453.81	\$96,342.89
\$79,339.47	\$80,926.26	\$82,544.79	\$84,195.68	\$85,879.59	\$87,597.19	\$89,349.13	\$91,136.11	\$92,958.84	\$94,818.01	\$96,714.37
\$79,644.22	\$81,237.10	\$82,861.85	\$84,519.08	\$86,209.46	\$87,933.65	\$89,692.33	\$91,486.17	\$93,315.90	\$95,182.21	\$97,085.86

\$79,948.97	\$81,547.95	\$83,178.91	\$84,842.48	\$86,539.33	\$88,270.12	\$90,035.52	\$91,836.23	\$93,672.96	\$95,546.42	\$97,457.35
\$80,253.72	\$81,858.79	\$83,495.97	\$85,165.89	\$86,869.20	\$88,606.59	\$90,378.72	\$92,186.29	\$94,030.02	\$95,910.62	\$97,828.83



**Hourly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Lieutenant	\$32.00	\$32.64	\$33.29	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.49	\$38.24
Assoc. Degree	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71	\$36.42	\$37.15	\$37.90	\$38.65
Assoc. + 1/2 to Bachelor's	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79
Bachelor's	\$32.69	\$33.34	\$34.01	\$34.69	\$35.38	\$36.09	\$36.81	\$37.55	\$38.30	\$39.06
Bachelor's + 1/2 to Masters	\$32.80	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22	\$36.94	\$37.68	\$38.43	\$39.20
Master's	\$32.92	\$33.57	\$34.25	\$34.93	\$35.63	\$36.34	\$37.07	\$37.81	\$38.57	\$39.34
Master's + 1/2 to JD/PhD	\$33.03	\$33.69	\$34.36	\$35.05	\$35.75	\$36.47	\$37.20	\$37.94	\$38.70	\$39.47
JD/PhD	\$33.14	\$33.81	\$34.48	\$35.17	\$35.88	\$36.59	\$37.33	\$38.07	\$38.83	\$39.61

**Yearly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Lieutenant	\$69,888.00	\$71,285.76	\$72,711.48	\$74,165.70	\$75,649.02	\$77,162.00	\$78,705.24	\$80,279.34	\$81,884.93	\$83,522.63
Assoc. Degree	\$70,638.00	\$72,050.76	\$73,491.78	\$74,961.61	\$76,460.84	\$77,990.06	\$79,549.86	\$81,140.86	\$82,763.68	\$84,418.95
Assoc. + 1/2 to Bachelor's	\$70,888.00	\$72,305.76	\$73,751.88	\$75,226.91	\$76,731.45	\$78,266.08	\$79,831.40	\$81,428.03	\$83,056.59	\$84,717.72
Bachelor's	\$71,388.00	\$72,815.76	\$74,272.08	\$75,757.52	\$77,272.67	\$78,818.12	\$80,394.48	\$82,002.37	\$83,642.42	\$85,315.27
Bachelor's + 1/2 to Masters	\$71,638.00	\$73,070.76	\$74,532.18	\$76,022.82	\$77,543.28	\$79,094.14	\$80,676.02	\$82,289.54	\$83,935.33	\$85,614.04
Master's	\$71,888.00	\$73,325.76	\$74,792.28	\$76,288.12	\$77,813.88	\$79,370.16	\$80,957.56	\$82,576.72	\$84,228.25	\$85,912.81
Master's + 1/2 to JD/PhD	\$72,138.00	\$73,580.76	\$75,052.38	\$76,553.42	\$78,084.49	\$79,646.18	\$81,239.10	\$82,863.89	\$84,521.16	\$86,211.59
JD/PhD	\$72,388.00	\$73,835.76	\$75,312.48	\$76,818.72	\$78,355.10	\$79,922.20	\$81,520.65	\$83,151.06	\$84,814.08	\$86,510.36

Hourly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$39.01	\$39.79	\$40.58	\$41.40	\$42.22	\$43.07	\$43.93	\$44.81	\$45.70	\$46.62	\$47.55
\$39.43	\$40.21	\$41.02	\$41.84	\$42.68	\$43.53	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06
\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56	\$45.45	\$46.36	\$47.28	\$48.23
\$39.85	\$40.64	\$41.45	\$42.28	\$43.13	\$43.99	\$44.87	\$45.77	\$46.68	\$47.62	\$48.57
\$39.98	\$40.78	\$41.60	\$42.43	\$43.28	\$44.15	\$45.03	\$45.93	\$46.85	\$47.79	\$48.74
\$40.12	\$40.93	\$41.75	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01	\$47.95	\$48.91
\$40.26	\$41.07	\$41.89	\$42.73	\$43.58	\$44.45	\$45.34	\$46.25	\$47.18	\$48.12	\$49.08
\$40.40	\$41.21	\$42.04	\$42.88	\$43.73	\$44.61	\$45.50	\$46.41	\$47.34	\$48.29	\$49.25

Yearly										
10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$85,193.08	\$86,896.94	\$88,634.88	\$90,407.58	\$92,215.73	\$94,060.05	\$95,941.25	\$97,860.07	\$99,817.27	\$101,813.62	\$103,849.89
\$86,107.33	\$87,829.47	\$89,586.06	\$91,377.79	\$93,205.34	\$95,069.45	\$96,970.84	\$98,910.25	\$100,888.46	\$102,906.23	\$104,964.35
\$86,412.08	\$88,140.32	\$89,903.12	\$91,701.19	\$93,535.21	\$95,405.91	\$97,314.03	\$99,260.31	\$101,245.52	\$103,270.43	\$105,335.84
\$87,021.57	\$88,762.01	\$90,537.25	\$92,347.99	\$94,194.95	\$96,078.85	\$98,000.43	\$99,960.43	\$101,959.64	\$103,998.84	\$106,078.81
\$87,326.32	\$89,072.85	\$90,854.31	\$92,671.39	\$94,524.82	\$96,415.32	\$98,343.62	\$100,310.49	\$102,316.70	\$104,363.04	\$106,450.30
\$87,631.07	\$89,383.69	\$91,171.37	\$92,994.79	\$94,854.69	\$96,751.78	\$98,686.82	\$100,660.56	\$102,673.77	\$104,727.24	\$106,821.79
\$87,935.82	\$89,694.54	\$91,488.43	\$93,318.20	\$95,184.56	\$97,088.25	\$99,030.02	\$101,010.62	\$103,030.83	\$105,091.44	\$107,193.27
\$88,240.57	\$90,005.38	\$91,805.49	\$93,641.60	\$95,514.43	\$97,424.72	\$99,373.21	\$101,360.68	\$103,387.89	\$105,455.65	\$107,564.76



Hourly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Captain	\$35.00	\$35.70	\$36.41	\$37.14	\$37.89	\$38.64	\$39.42	\$40.20	\$41.01	\$41.83
Assoc. Degree	\$35.36	\$36.07	\$36.79	\$37.52	\$38.28	\$39.04	\$39.82	\$40.62	\$41.43	\$42.26
Assoc. + 1/2 to Bachelor's	\$35.48	\$36.19	\$36.91	\$37.65	\$38.41	\$39.17	\$39.96	\$40.76	\$41.57	\$42.40
Bachelor's	\$35.72	\$36.44	\$37.16	\$37.91	\$38.67	\$39.44	\$40.23	\$41.03	\$41.85	\$42.69
Bachelor's + 1/2 to Masters	\$35.84	\$36.56	\$37.29	\$38.04	\$38.80	\$39.57	\$40.36	\$41.17	\$41.99	\$42.83
Master's	\$35.96	\$36.68	\$37.41	\$38.16	\$38.93	\$39.70	\$40.50	\$41.31	\$42.13	\$42.98
Master's + 1/2 to JD/PhD	\$36.08	\$36.80	\$37.54	\$38.29	\$39.06	\$39.84	\$40.63	\$41.45	\$42.28	\$43.12
JD/PhD	\$36.20	\$36.93	\$37.66	\$38.42	\$39.19	\$39.97	\$40.77	\$41.58	\$42.42	\$43.26

Yearly										
	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Captain	\$72,800.00	\$74,256.00	\$75,741.12	\$77,255.94	\$78,801.06	\$80,377.08	\$81,984.62	\$83,624.32	\$85,296.80	\$87,002.74
Assoc. Degree	\$73,550.00	\$75,021.00	\$76,521.42	\$78,051.85	\$79,612.89	\$81,205.14	\$82,829.25	\$84,485.83	\$86,175.55	\$87,899.06
Assoc. + 1/2 to Bachelor's	\$73,800.00	\$75,276.00	\$76,781.52	\$78,317.15	\$79,883.49	\$81,481.16	\$83,110.79	\$84,773.00	\$86,468.46	\$88,197.83
Bachelor's	\$74,300.00	\$75,786.00	\$77,301.72	\$78,847.75	\$80,424.71	\$82,033.20	\$83,673.87	\$85,347.35	\$87,054.29	\$88,795.38
Bachelor's + 1/2 to Masters	\$74,550.00	\$76,041.00	\$77,561.82	\$79,113.06	\$80,695.32	\$82,309.22	\$83,955.41	\$85,634.52	\$87,347.21	\$89,094.15
Master's	\$74,800.00	\$76,296.00	\$77,821.92	\$79,378.36	\$80,965.93	\$82,585.24	\$84,236.95	\$85,921.69	\$87,640.12	\$89,392.92

Master's + 1/2 to JD/ PhD	\$75,050.00	\$76,551.00	\$78,082.02	\$79,643.66	\$81,236.53	\$82,861.26	\$84,518.49	\$86,208.86	\$87,933.04	\$89,691.70
JD/ PhD	\$75,300.00	\$76,806.00	\$78,342.12	\$79,908.96	\$81,507.14	\$83,137.28	\$84,800.03	\$86,496.03	\$88,225.95	\$89,990.47



Hourly

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$42.66	\$43.52	\$44.39	\$45.28	\$46.18	\$47.11	\$48.05	\$49.01	\$49.99	\$50.99	\$52.01
\$43.10	\$43.97	\$44.85	\$45.74	\$46.66	\$47.59	\$48.54	\$49.51	\$50.50	\$51.51	\$52.54
\$43.25	\$44.12	\$45.00	\$45.90	\$46.82	\$47.75	\$48.71	\$49.68	\$50.68	\$51.69	\$52.72
\$43.54	\$44.41	\$45.30	\$46.21	\$47.13	\$48.08	\$49.04	\$50.02	\$51.02	\$52.04	\$53.08
\$43.69	\$44.56	\$45.46	\$46.36	\$47.29	\$48.24	\$49.20	\$50.19	\$51.19	\$52.21	\$53.26
\$43.84	\$44.71	\$45.61	\$46.52	\$47.45	\$48.40	\$49.37	\$50.35	\$51.36	\$52.39	\$53.44
\$43.98	\$44.86	\$45.76	\$46.68	\$47.61	\$48.56	\$49.53	\$50.52	\$51.53	\$52.56	\$53.62
\$44.13	\$45.01	\$45.91	\$46.83	\$47.77	\$48.72	\$49.70	\$50.69	\$51.71	\$52.74	\$53.79

Yearly

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$88,742.79	\$90,517.65	\$92,328.00	\$94,174.56	\$96,058.05	\$97,979.22	\$99,938.80	\$101,937.58	\$103,976.33	\$106,055.85	\$108,176.97
\$89,657.04	\$91,450.18	\$93,279.18	\$95,144.77	\$97,047.66	\$98,988.62	\$100,968.39	\$102,987.76	\$105,047.51	\$107,148.46	\$109,291.43
\$89,961.79	\$91,761.02	\$93,596.24	\$95,468.17	\$97,377.53	\$99,325.08	\$101,311.59	\$103,337.82	\$105,404.57	\$107,512.66	\$109,662.92
\$90,571.29	\$92,382.71	\$94,230.37	\$96,114.97	\$98,037.27	\$99,998.02	\$101,997.98	\$104,037.94	\$106,118.70	\$108,241.07	\$110,405.89
\$90,876.03	\$92,693.55	\$94,547.43	\$96,438.37	\$98,367.14	#####	\$102,341.17	\$104,388.00	\$106,475.76	\$108,605.27	\$110,777.38
\$91,180.78	\$93,004.40	\$94,864.49	\$96,761.78	\$98,697.01	#####	\$102,684.37	\$104,738.06	\$106,832.82	\$108,969.48	\$111,148.87

\$91,485.53	\$93,315.24	\$95,181.55	\$97,085.18	\$99,026.88	#####	\$103,027.57	\$105,088.12	\$107,189.88	\$109,333.68	\$111,520.35
\$91,790.28	\$93,626.09	\$95,498.61	\$97,408.58	\$99,356.75	#####	\$103,370.76	\$105,438.18	\$107,546.94	\$109,697.88	\$111,891.84

COZY  
 Captain Yr 1-20

**Hourly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr	10 Yr	11 Yr
Chief	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Assoc. Degree	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Assoc. + 1/2 to Bachelor's	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Bachelor's	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Bachelor's + 1/2 to Masters	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Master's	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Master's + 1/2 to JD/PhD	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
JD/PhD	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!

**Yearly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr	10 Yr	11 Yr
Chief	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Assoc. Degree	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Assoc. + 1/2 to Bachelor's	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Bachelor's	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Bachelor's + 1/2 to Masters	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
Master's	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!

Master's + 1/2 to JD/ PhD	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
JD/ PhD	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!



Chief Vrc1-20

Hourly

12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
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Yearly

12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
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COPY  
Chief Yr 21-20

#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
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COPY  
Chief 1-20



**Hourly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Admin Assistant	\$20.00	\$20.40	\$20.81	\$21.22	\$21.65	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90
Assoc. Degree	\$20.36	\$20.77	\$21.18	\$21.61	\$22.04	\$22.48	\$22.93	\$23.39	\$23.86	\$24.33
Assoc. + 1/2 to Bachelor's	\$20.48	\$20.89	\$21.31	\$21.73	\$22.17	\$22.61	\$23.06	\$23.53	\$24.00	\$24.48
Bachelor's	\$20.72	\$21.14	\$21.56	\$21.99	\$22.43	\$22.88	\$23.34	\$23.80	\$24.28	\$24.76
Bachelor's + 1/2 to Masters	\$20.84	\$21.26	\$21.68	\$22.12	\$22.56	\$23.01	\$23.47	\$23.94	\$24.42	\$24.91
Master's	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69	\$23.14	\$23.61	\$24.08	\$24.56	\$25.05
Master's + 1/2 to JD/ PhD	\$21.08	\$21.50	\$21.93	\$22.37	\$22.82	\$23.28	\$23.74	\$24.22	\$24.70	\$25.19
JD/ PhD	\$21.20	\$21.63	\$22.06	\$22.50	\$22.95	\$23.41	\$23.88	\$24.35	\$24.84	\$25.34

**Yearly**

	Starting	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	6 Yr	7 Yr	8 Yr	9 Yr
Admin Assistant	\$41,600.00	\$42,432.00	\$43,280.64	\$44,146.25	\$45,029.18	\$45,929.76	\$46,848.36	\$47,785.32	\$48,741.03	\$49,715.85
Assoc. Degree	\$42,350.00	\$43,197.00	\$44,060.94	\$44,942.16	\$45,841.00	\$46,757.82	\$47,692.98	\$48,646.84	\$49,619.77	\$50,612.17
Assoc. + 1/2 to Bachelor's	\$42,600.00	\$43,452.00	\$44,321.04	\$45,207.46	\$46,111.61	\$47,033.84	\$47,974.52	\$48,934.01	\$49,912.69	\$50,910.94
Bachelor's	\$43,100.00	\$43,962.00	\$44,841.24	\$45,738.06	\$46,652.83	\$47,585.88	\$48,537.60	\$49,508.35	\$50,498.52	\$51,508.49
Bachelor's + 1/2 to Masters	\$43,350.00	\$44,217.00	\$45,101.34	\$46,003.37	\$46,923.43	\$47,861.90	\$48,819.14	\$49,795.52	\$50,791.43	\$51,807.26
Master's	\$43,600.00	\$44,472.00	\$45,361.44	\$46,268.67	\$47,194.04	\$48,137.92	\$49,100.68	\$50,082.70	\$51,084.35	\$52,106.04
Master's + 1/2 to JD/ PhD	\$43,850.00	\$44,727.00	\$45,621.54	\$46,533.97	\$47,464.65	\$48,413.94	\$49,382.22	\$50,369.87	\$51,377.26	\$52,404.81
JD/ PhD	\$44,100.00	\$44,982.00	\$45,881.64	\$46,799.27	\$47,735.20	\$48,689.96	\$49,663.76	\$50,657.04	\$51,670.18	\$52,703.58



**Hourly**

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$24.38	\$24.87	\$25.36	\$25.87	\$26.39	\$26.92	\$27.46	\$28.00	\$28.56	\$29.14	\$29.72
\$24.82	\$25.32	\$25.82	\$26.34	\$26.87	\$27.40	\$27.95	\$28.51	\$29.08	\$29.66	\$30.25
\$24.97	\$25.47	\$25.97	\$26.49	\$27.02	\$27.56	\$28.12	\$28.68	\$29.25	\$29.84	\$30.43
\$25.26	\$25.76	\$26.28	\$26.81	\$27.34	\$27.89	\$28.45	\$29.01	\$29.59	\$30.19	\$30.79
\$25.41	\$25.91	\$26.43	\$26.96	\$27.50	\$28.05	\$28.61	\$29.18	\$29.77	\$30.36	\$30.97
\$25.55	\$26.06	\$26.58	\$27.12	\$27.66	\$28.21	\$28.78	\$29.35	\$29.94	\$30.54	\$31.15
\$25.70	\$26.21	\$26.74	\$27.27	\$27.82	\$28.37	\$28.94	\$29.52	\$30.11	\$30.71	\$31.33
\$25.85	\$26.36	\$26.89	\$27.43	\$27.98	\$28.53	\$29.11	\$29.69	\$30.28	\$30.89	\$31.50

**Yearly**

10 Yr	11 Yr	12 Yr	13 Yr	14 Yr	15 Yr	16 Yr	17 Yr	18 Yr	19 Yr	20 Yr
\$50,710.17	\$51,724.37	\$52,758.86	\$53,814.04	\$54,890.32	\$55,988.12	\$57,107.89	\$58,250.04	\$59,415.04	\$60,603.34	\$61,815.41
\$51,624.41	\$52,656.90	\$53,710.04	\$54,784.24	\$55,879.93	\$56,997.52	\$58,137.47	\$59,300.22	\$60,486.23	\$61,695.95	\$62,929.87
\$51,929.16	\$52,967.75	\$54,027.10	\$55,107.64	\$56,209.80	\$57,333.99	\$58,480.67	\$59,650.28	\$60,843.29	\$62,060.16	\$63,301.36
\$52,538.66	\$53,589.43	\$54,661.22	\$55,754.45	\$56,869.53	\$58,006.93	\$59,167.06	\$60,350.41	\$61,557.41	\$62,788.56	\$64,044.33
\$52,843.41	\$53,900.28	\$54,978.28	\$56,077.85	\$57,199.40	\$58,343.39	\$59,510.26	\$60,700.47	\$61,914.47	\$63,152.76	\$64,415.82
\$53,148.16	\$54,211.12	\$55,295.34	\$56,401.25	\$57,529.27	\$58,679.86	\$59,853.46	\$61,050.53	\$62,271.54	\$63,516.97	\$64,787.31
\$53,452.91	\$54,521.96	\$55,612.40	\$56,724.65	\$57,859.14	\$59,016.33	\$60,196.65	\$61,400.59	\$62,628.60	\$63,881.17	\$65,158.79
\$53,757.65	\$54,832.81	\$55,929.46	\$57,048.05	\$58,189.01	\$59,352.79	\$60,539.85	\$61,750.65	\$62,985.66	\$64,245.37	\$65,530.28

