



Office of the State Comptroller
PAYROLL BULLETIN

Subject	Performance Advances, Longevity Increases, Awards and Merit Payments for Employees Covered by the Budget Director's Rules and Regulations for Management/Confidential Employees	Bulletin No.	P-534
		Date	July 30, 1987

The system for performance evaluation and rules for payment of performance advances, longevity salary increases or performance/merit awards for Management/Confidential employees and other employees excluded from collective bargaining units, as adopted in 1986 by the Directors of the Budget and the Governor's Office of Employee Relations, continues for July 1, 1987.

The performance evaluation system applies to all full-time and part-time annual-salaried (graded or equated to grade) employees, except those in the exempt class and in grade 668 positions, designated management/confidential (NU 06), employees of PERB (NU 66) and certain civilian employees of the Division of Military and Naval Affairs excluded from a bargaining unit (NU 46).

All employees who have completed at least six payroll periods of service in their grade will be evaluated on July 1. Employees who have the required service and are on leave with or without pay on July 1 will be assigned a rating of "Effective". Employees who do not have the required service will not be evaluated until July 1 of the following year.

NOTE: Salary increases equivalent to performance advances for M/C employees who occupy positions in the exempt jurisdictional class or allocated to grade 668 are processed in accordance with Special Salary Plans as approved for individual agencies by the Director of the Budget. Payment of awards based on longevity and performance for these employees requires prior Budget approval as explained in Budget Bulletin D-1066, dated June 17, 1986.

FOR EMPLOYEES WHO OCCUPY POSITIONS SCHEDULED FOR REALLOCATION RETROACTIVE TO PAYROLL PERIOD 2L, DO NOT PROCESS ADVANCES, LONGEVITY INCREASES OR LUMP SUM AWARD PAYMENTS AT THIS TIME. YOU WILL RECEIVE INSTRUCTIONS FOR THESE EMPLOYEES IN A SEPARATE P-BULLETIN.

A. PERFORMANCE ADVANCES--ALL GRADES

Employees whose salary is below the job rate of their July 1, 1987 grade and who have completed six payroll periods of service and are rated higher than "Unsatisfactory" are eligible for performance advances. The April 1, 1987 Management/Confidential Salary Schedule is attached (Attachment A).

Advance amounts vary depending on the rating assigned and the number of payroll periods of service completed as follows:

<u>Rating</u>	<u>% of grade range</u>
Outstanding	25 to 33-1/3%*
Highly Effective or Effective	25%
Needs Improvement	16-2/3%
Unsatisfactory	0

<u>Number of payroll periods of service completed**</u>	<u>Part of Advance amount payable</u>
24-26	Full
18-23	3/4
12-17	1/2
6-11	1/4
1-5	No evaluation, no advance

*The Division of the Budget will allocate sufficient funds to permit the maximum payment (33-1/3% of grade range) to 20% of the total eligible employees in each agency. If an agency rates a larger percentage of its employees in the highest category, then advance amounts will be proportionately reduced as explained in the calculations in Budget Bulletin D-1065, dated June 17, 1986, as modified by D-1070, dated June 19, 1987, but will not be less than 25% of the grade range.

**Any complete payroll period during which an employee is on leave without pay (including lost time) or leave with less than full pay (including sick leave at half-pay) is excluded when determining if an employee meets the service requirement.
Employees who occupy the 10-month position of Education Director receive service credit for July and August. Service deductions as explained above occur only for the period of September 1 to June 30.

Since the 1986 evaluation period covered the payroll period in which June 30, 1986 fell, the 1987 service period is as follows:

July 3, 1986 - July 1, 1987 (Institution-Cycle Employees)
July 10, 1986 - July 8, 1987 (Administration-Cycle Employees)

For an employee last rated on July 1, 1986, the evaluation period and advance amount will be based on the service rendered over the full year.

For an employee who received no rating, the evaluation period and advance will be based on the service rendered between the date of appointment or promotion and June 30, 1987.

For an employee who laterally transferred and who received payment of an advance in the former unit between July 1, 1986 and June 30, 1987, the evaluation period and advance will be based on the service rendered between the previous evaluation date and June 30, 1987.

For an employee who laterally transferred and who received no advance in the former unit since July 1, 1986, the evaluation period and advance will be based on service rendered in both positions over the full year.

Refer to Attachment B for advance amounts based on ratings and service.

The following general rules apply in determining eligibility for performance advances:

- a. The definition of job rate is (1) the salary as shown on the graded salary schedule or (2) the maximum "capped" salary for a position as established by the Director of the Budget.
- b. Employees who have the required service and are permanently separated on July 1 and who are subsequently reinstated will be assigned a rating of "Effective".
- c. Service in positions allocated to the same grade or in unallocated (except seasonal) positions equal to the same grade counts as service in a grade.
- d. Service in a higher grade or in an unallocated position equated to a higher grade or in a Trainee position from which the employee would upon completion of the Traineeship advance to a position in the same grade or a higher grade counts as service in a grade.

- e. Service in graded positions or unallocated positions equated to grades in any of the negotiating units and in management/confidential positions counts as service upon movement into a management/confidential position.
- f. Employees who have a change in grade resulting from reallocation of their position receive credit for service in the lower grade toward eligibility for performance advances in the higher grade.
- g. Employees on Workers' Compensation Leave or military leave receive service credit for the time spent on such leave.
- h. Employees reinstated with a Back Salary Award receive service credit for the time covered by the Award; any period that the employee was awarded less than full Back Salary effects service credit for that period.

NOTE - Where the employee was off the payroll during the entire evaluation period, the performance advance would be based on an assumed "Effective" rating. If the employee performed service during part of the evaluation period and the agency has a clear basis, the rating may be raised or lowered accordingly.

Recalculation of Salary for Employees who have been promoted

Employees who have been appointed or promoted to a higher grade position during the period are due a recalculated promotion salary. The advance amounts in each grade are pro-rated and based on 25% of the range of the lower grade and the appropriate percentage based on the July 1 rating in the higher grade.

If the employee had at least 24 payroll periods of creditable service in both grades, he or she is entitled to a pro-rated advance based on the number of periods of service completed in the higher grade and the corresponding percentage of advance in the lower grade. For example, if the service in the higher grade entitles the employee to a 1/4 advance, then a 3/4 advance is due in the lower grade. If the employee does not have 24 periods of combined service, then each advance amount is pro-rated based on the payroll periods of service in each grade.

Due to the different April 1987 raises (6% for grades M/C 17 and below and 5% for grades M/C 18 and above) and the job rate limitation when applying a performance advance, a salary reconstruction must be done to compute a promotion recalculation salary. (Refer to Attachment C for 25% advance amounts based on the grade ranges for the 1986-87 salary schedule and the Job Rates.) An example of this reconstruction method follows:

A grade M/C-14 employee was promoted to an M/C-18 position on March 5, 1987. The employee had continuous service since July 10, 1986 and on July 1, 1987 following 9 periods of M/C-18 service, was rated "Outstanding". The period of M/C-18 service entitles the employee to 1/4 of an advance in that grade; therefore, 3/4 of an advance is due in the lower M/C-14 grade.

Reconstruction

Prior to promotion, the employee's M/C-14 salary was \$25426.

\$25426	3/4/87, attained M/C-14 salary
<u>+1008</u>	3/4 of 25% M/C-14 advance (from Attachment C)
(26434)	Exceeds 1986-87 M/C-14 job rate
26327	M/C-14 Job Rate (1986-87 schedule)
<u>+1975</u>	7½% 4-grade promotion increase
28302	M/C-18 promotion salary
<u>+1416</u>	1987 M/C-18 5% salary increase
29718	
<u>+540</u>	1/4 of 33-1/3% M/C-18 advance (from Attachment B)
\$30258	July 1987 M/C-18 promotion recalculation salary

B. LONGEVITY SALARY INCREASES-GRADES 603-617

The Budget Director's Rules and Regulations implement the provisions of Chapters 306 and 307 of the Laws of 1985 providing for the payment of longevity salary increase(s) based on performance to certain M/C employees who occupy positions allocated or equated to grades 603-617 on March 31, 1987. The legislation eliminates the longevity lump sum provided in past years to certain employees whose salary on March 31, 1987 is equal to or in excess of the Job Rate plus \$1500 of their grade.

Employees who have completed 5 or more years of continuous service at a salary equal to (or within 98% of) the job rate, or maximum, of the grade of their position occupied on March 31, 1987 and who, on July 1, 1987, are rated "Effective" or higher are entitled to a longevity salary increase of \$750; the resultant salary may not exceed the April 1, 1987 Job Rate for the M/C grade plus \$1500. Employees who have completed 10 years of such service are entitled to longevity salary increase to the Job Rate of their grade plus \$1500. Longevity maximum salaries are listed on Attachment A.

The appropriate longevity increase is payable from the beginning of Payroll Period 1L to those employees who have completed the eligibility requirements by March 31, 1987. It is also payable from Period 1L to those employees who completed 10 years at a salary equal to (or within 98% of) the job rate on March 31, 1986, but who could receive only one \$750 increase under the provisions governing the 1986 longevity increase.

Employees who complete the requirements on or after April 1, 1987 are entitled to the longevity increase at the beginning of the payroll period which follows the completion of five or ten-years at a salary equal to or within 98% of the maximum job rate salary level.

Continuous service as used in determining eligibility for these longevity awards is paid service (including part-time annual-salaried service and sick leave at half pay) or time on Workers' Compensation leave or Military leave without pay.

For employees whose salary falls within 98% or more of the job rate on March 31, 1987 and who receive a performance advance payment on July 1, 1987, the amount of the advance must be deducted from any longevity salary increase otherwise payable.

Eligible employees who received promotion after March 31, 1987 are entitled to the longevity salary increase followed by recalculation of the promotion salary.

Eligible employees who served the required number of payroll periods to be evaluated and are on leave without pay or permanently separated on their eligibility date or the evaluation date and subsequently are reinstated are entitled to the longevity salary increase.

Eligible employees who died or retired after March 31, 1987 are entitled to the longevity salary increase.

Employees who were not eligible for the Longevity Salary Increase on March 31, 1987 will become eligible if they return to a lower grade position between April 1, 1987 and March 31, 1988, and would have been eligible for the payment if they had been in the lower position on March 31, 1987 and remain in the lower grade position for at least 6 payroll periods and

- a. the promotion was temporary and the employee has been reinstated to her or his previous position or appointed to another position in the lower grade or
- b. the promotion was permanent, but the demotion occurred
 1. in lieu of lay off
 2. as a result of failure of a probationary period
 3. voluntarily during the probationary period.

Employees demoted as a result of disciplinary action or who take a voluntary demotion from a permanent position after the completion of the probationary period are not eligible for the payment.

In Determining Eligibility:

1. Employees who have been continuously occupying the same position without any break in service must have reached a salary within 98% of the job rate of the grade by April 1, 1977 or April 1, 1982. For employees who have a break in service, any service prior to those dates during which the employee was receiving a salary within 98% of job rate or maximum can be counted towards the 10 or 5 years requirement.

Attached to this Bulletin is a list of the salaries which an employee must have been receiving in order to be considered to fall within 98% of the job rate for the years 1974 through 1987 (Attachment D).

2. Employees who have occupied a higher grade position at anytime in the past will receive credit for all service during which they earned a salary which was within 98% of the job rate of the grade of the position which they occupied on March 31, 1987.
3. Employees who had been receiving a salary equal to (or within 98% of) the job rate of the grade who upon promotion to a higher grade received a salary within 98% of the job rate of the new grade will receive credit for service in the current position and for all service in the prior position during which they were receiving a salary within 98% of the job rate of the lower grade.

4. Employees who were receiving a salary equal to (or within 98% of) the job rate of the grade whose positions have been reallocated, whose resulting salary was below the job rate of the new grade but whose salary on March 31, 1987 was within 98% of the job rate will receive credit for all service subsequent to the reallocation and for all service in the position prior to reallocation during which their salary was within 98% of the job rate of the lower grade.
5. On July 1, 1980 and October 1, 1981, the job rates on the Management/Confidential Salary Schedules were increased by an amount greater than the percentage increases. These increases do not affect eligibility for the Longevity Salary Increase for employees who were receiving a salary within 98% of the job rate prior to the effective dates of the new schedules.

C. PERFORMANCE AWARDS - EMPLOYEES IN GRADES 603-617 WITH LESS THAN
5 YEARS AT JOB RATE
MERIT AWARDS - EMPLOYEES IN GRADES 618-667

Employees in grades 603-617 with less than 5 years of service credit at the Job Rate and employees in grades 618-667 whose salary, prior to the application of any performance advance due on July 1, 1987, is equal to or within 98% of the job rate are eligible for performance/merit awards if they:

1. have 20 payroll periods of creditable service between July 1, 1986 and June 30, 1987
and
2. are rated "Highly Effective" or "Outstanding".

For employees in positions allocated or equated to grades 603-617 the Performance Award is a fixed amount as follows:

Grade 603	\$400	Grade 611	\$600
604	425	612	625
605	450	613	650
606	475	614	675
607	500	615	700
608	525	616	725
609	550	617	750
610	575		

Merit Awards for employees in positions allocated or equated to grades 618-667 will fall within the following ranges:

<u>M/C GRADE</u>	<u>AWARD RANGE</u>
618-662	\$1000 - 2500
663-667	1500 - 3500

Employees receiving a salary prior to July 1, 1987 equal to or greater than the salary shown below for their grade may be eligible for awards.

Grade 603	\$15368	Grade 617	\$32119
604	16087	618	32224
605	16892	619	33924
606	17781	620	35650
607	18769	621	37514
608	19760	622	39511
609	20836	623	42086
610	22018	661	46001
611	23267	662	51069
612	24511	663	56714
613	25899	664	62692
614	27349	665	69742
615	28852	666	76924
616	30416	667	83529

The actual amount of the Award, full or pro-rated depending on the employee's status on July 1, is determined as follows:

1. Full-time employees who were on leave with partial pay on July 1, 1987 receive the full payment.
2. Full-time employees who are on Voluntary Furlough (Reduced Work Schedule) on July 1, 1987 receive the full payment.
3. Part-time employees on July 1, 1987 receive a pro-rated payment based on their part-time percentage on that date.
4. Part-time employees on leave with partial pay on July 1, 1987 receive pro-rated payment based on their regular part-time percentage.

For employees whose salary falls within 98% or more of the job rate, any performance advance payment on July 1, 1987 must be deducted from the award amount otherwise payable. The definition of job rate is (1) the salary as shown on the graded schedule or (2) the maximum "capped" salary for a position as established by the Director of the Budget.

Employees who serve the required number of payroll periods and are on leave with or without pay on July 1, are entitled to be evaluated and if appropriately rated receive a performance award, whether or not they return to full pay or active payroll status. Employees permanently separated on July 1 may receive this award.

The Division of the Budget will allocate sufficient funds to permit payment of awards to at least 40% of all eligible employees within an agency, as explained in Budget Bulletin D-1065.

NOTE - Lump sum Award payments are included in overtime compensation which is earned between July 1, 1987 and June 30, 1988 (refer to "OVERTIME COMPENSATION", Part III, Page 1 of your OSC Salary Manual).

Preparation of PR-75 forms

Agencies which have completed their evaluations and ratings may submit PR-75s to process the various payments using the transaction codes below.

Where an employee occupies an unallocated position which is equated to grade and is eligible for any of these payments, the agency must make certain the equation is shown on an Approved Budget Certificate, a Budget Director's Approval (BDA) form, or CC-4 form on file in OSC or submitted with the PR-75.

Payment of a longevity or award to an employee who occupies a seasonal position requires approval from the Director of the Budget.

A. PERFORMANCE ADVANCES

1. To report a performance advance due in the current grade for an active or inactive employee: PERF ADV.
2. To report an adjustment in current salary as a result of a performance advance in a previous grade or a promotion recalculation: COR SAL.
3. To report an adjustment only for an employee due a performance advance in a former position when the current salary will not change: ADJ SAL PA.
4. To report an "Unsatisfactory" rating: UNSAT PERF.

B. LONGEVITY SALARY INCREASES

1. To report a \$750 longevity salary increase: COR SAL with the additional transaction code LONG PAY.

C. PERFORMANCE/MERIT AWARDS

1. To report a lump sum performance (grades 603-617) or merit (grades 618-667) award: PERF AWARD.

NOTE: For an employee whose salary is within 98% or less of the job rate and eligible for a performance/merit lump sum, report PERF ADV in block 07 and or PERF AWARD, as appropriate in the Additional Transaction Code block.

Should you require assistance in determining correct salary entitlement contact the Salary Determination Unit on (518) 474-3564.

Attachments (4)

July 30, 1987

OFFICE OF THE STATE COMPTROLLER
 BUREAU OF PAYROLL AUDIT-SALARY DETERMINATION SECTION
 SALARY SCHEDULE FOR MANAGEMENT/CONFIDENTIAL
 NEGOTIATING UNITS 06, 46 & 66
 EFFECTIVE APRIL 1, 1987

<u>Grade</u>	<u>Hiring Rate</u>	<u>Job Rate</u>	<u>Job Rate Plus \$750</u>	<u>Longevity Maximum</u>
M/C 3	\$12,162	\$15,681	\$16,431	\$17,181
M/C 4	12,720	16,415	17,165	17,915
M/C 5	13,513	17,236	17,986	18,736
M/C 6	14,106	18,143	18,893	19,643
M/C 7	14,948	19,152	19,902	20,652
M/C 8	15,794	20,163	20,913	21,663
M/C 9	16,723	21,261	22,011	22,761
M/C 10	17,651	22,467	23,217	23,967
M/C 11	18,749	23,741	24,491	25,241
M/C 12	19,762	25,011	25,761	26,511
M/C 13	20,942	26,427	27,177	27,927
M/C 14	22,213	27,907	28,657	29,407
M/C 15	23,477	29,440	30,190	30,940
M/C 16	24,829	31,036	31,786	32,536
M/C 17	26,263	32,774	33,524	34,274
M/C 18	26,404	32,881		
M/C 19	27,846	34,616		
M/C 20	29,291	36,377		
M/C 21	30,896	38,279		
M/C 22	32,581	40,317		
M/C 23	34,276	42,944		
M 1	37,037	46,939		
M 2	41,124	52,111		
M 3	45,696	57,871		
M 4	50,593	63,971		
M 5	56,227	71,165		
M 6	62,306	78,493		
M 7	68,726	85,233		
M 8	57,872+			

Payroll Bulletin No. P-534

July 30, 1987

M/C PERFORMANCE ADVANCES
(NU 06, 46 AND 66)
JULY 1987

<u>Grade and Range</u>		<u>33-1/3%</u>	<u>25%</u>	<u>16-2/3%</u>	<u>Grade and Range</u>		<u>33-1/3%</u>	<u>25%</u>	<u>16-2/3%</u>
603	Full	\$1173	\$880	\$587	611	Full	\$1664	\$1248	\$832
\$3519	3/4	880	660	441	\$4992	3/4	1248	936	624
	1/2	587	440	294		1/2	832	624	416
	1/4	294	220	147		1/4	416	312	208
604	Full	\$1232	\$924	\$616	612	Full	\$1750	\$1313	\$875
\$3695		924	693	462	\$5249	3/4	1313	985	657
	1/2	616	462	308		1/2	875	657	438
	1/4	308	231	154		1/4	438	329	219
605	Full	\$1241	\$931	\$621	613	Full	\$1829	\$1372	\$915
\$3723	3/4	931	699	466	\$5485	3/4	1372	1029	687
	1/2	621	466	311		1/2	915	686	458
	1/4	311	233	156		1/4	458	343	229
606	Full	\$1346	\$1010	\$673	614	Full	\$1898	\$1424	\$949
\$4037	3/4	1010	758	505	\$5694	3/4	1424	1068	712
	1/2	673	505	337		1/2	949	712	475
	1/4	337	253	169		1/4	475	356	238
607	Full	\$1402	\$1051	\$701	615	Full	\$1988	\$1491	\$994
\$4204	3/4	1052	789	526	\$5963	3/4	1491	1119	746
	1/2	701	526	351		1/2	994	746	497
	1/4	351	263	176		1/4	497	373	249
608	Full	\$1457	\$1093	\$729	616	Full	\$2069	\$1552	\$1035
\$4369	3/4	1093	820	546	\$6207	3/4	1552	1164	777
	1/2	729	547	365		1/2	1035	776	518
	1/4	365	274	183		1/4	518	388	259
609	Full	\$1513	\$1135	\$757	617	Full	\$2171	\$1628	\$1086
\$4538	3/4	1135	852	568	\$6511	3/4	1629	1221	815
	1/2	757	568	379		1/2	1086	814	543
	1/4	379	284	190		1/4	543	407	272
610	Full	\$1606	\$1204	\$803	618	Full	\$2159	\$1620	\$1080
\$4816	3/4	1205	903	603	\$6477	3/4	1620	1215	810
	1/2	803	602	402		1/2	1080	810	540
	1/4	402	301	201		1/4	540	405	270

Full Advance = 24-26 periods
 3/4 Advance = 18-23 periods
 1/2 Advance = 12-17 periods
 1/4 Advance = 6-11 periods

Payroll Bulletin No. P-534

-2-

July 30, 1987

<u>Grade and Range</u>		<u>33-1/3%</u>	<u>25%</u>	<u>16-2/3%</u>	<u>Grade and Range</u>		<u>33-1/3%</u>	<u>25%</u>	<u>16-2/3%</u>
619	Full	\$2257	\$1693	\$1129	662	Full	\$3663	\$2747	\$1832
\$6770	3/4	1693	1270	847	\$10987	3/4	2748	2061	1374
	1/2	1129	847	565		1/2	1832	1374	916
	1/4	565	424	283		1/4	916	687	458
620	Full	\$2362	\$1772	\$1181	663	Full	\$4059	\$3044	\$2030
\$7086	3/4	1772	1329	886	\$12175	3/4	3045	2283	1523
	1/2	1181	886	591		1/2	2030	1522	1015
	1/4	591	443	296		1/4	1015	761	508
621	Full	\$2461	\$1846	\$1231	664	Full	\$4460	\$3345	\$2230
\$7383	3/4	1846	1385	924	\$13378	3/4	3345	2509	1673
	1/2	1231	923	616		1/2	2230	1673	1115
	1/4	616	462	308		1/4	1115	837	558
622	Full	\$2579	\$1934	\$1290	665	Full	\$4980	\$3735	\$2490
\$7736	3/4	1935	1451	968	\$14938	3/4	3735	2802	1868
	1/2	1290	967	645		1/2	2490	1868	1245
	1/4	645	484	323		1/4	1245	934	623
623	Full	\$2890	\$2167	\$1445	666	Full	\$5396	\$4047	\$2698
\$8668	3/4	2168	1626	1084	\$16187	3/4	4047	3036	2024
	1/2	1445	1084	723		1/2	2698	2024	1349
	1/4	723	542	362		1/4	1349	1012	675
661	Full	\$3301	\$2476	\$1651	667	Full	\$5503	\$4127	\$2752
\$9902	3/4	2476	1857	1239	\$16507	3/4	4128	3096	2064
	1/2	1651	1238	826		1/2	2752	2064	1376
	1/4	826	619	413		1/4	1376	1032	688

Full Advance = 24-26 periods
 3/4 Advance = 18-23 periods
 1/2 Advance = 12-17 periods
 1/4 Advance = 6-11 periods

M/C 25% PERFORMANCE ADVANCES AND JOB RATES
APRIL 1986 M/C SCHEDULE FOR COMPUTING PROMOTION RECALCULATION

<u>Grade and Job Rate</u>	<u>25%</u>	<u>Grade and Job Rate</u>	<u>25%</u>	<u>Grade and Job Rate</u>	<u>25%</u>
603 \$14793	Full \$830 3/4 623 1/2 415 1/4 208	613 \$24931	Full \$1294 3/4 971 1/2 647 1/4 324	622 \$38397	Full 1842 3/4 1382 1/2 921 1/4 461
604 \$15485	Full \$872 3/4 654 1/2 436 1/4 218	614 \$26327	Full \$1343 3/4 1008 1/2 672 1/4 336	623 \$40899	Full \$2064 3/4 1548 1/2 1032 1/4 516
605 \$16260	Full \$878 3/4 659 1/2 439 1/4 220	615 \$27773	Full \$1407 3/4 1056 1/2 704 1/4 352	661 \$44703	Full \$2358 3/4 1769 1/2 1179 1/4 590
606 \$17116	Full \$953 3/4 715 1/2 477 1/4 239	616 \$29279	Full \$1464 3/4 1098 1/2 732 1/4 366	662 \$49629	Full \$2616 3/4 1962 1/2 1308 1/4 654
607 \$18067	Full \$992 3/4 744 1/2 496 1/4 248	617 \$30918	Full \$1536 3/4 1152 1/2 768 1/4 384	663 \$55115	Full \$2899 3/4 2175 1/2 1450 1/4 725
608 \$19021	Full \$1031 3/4 774 1/2 516 1/4 258	618 \$31315	Full \$1543 3/4 1158 1/2 772 1/4 386	664 \$60924	Full \$3186 3/4 2390 1/2 1593 1/4 797
609 \$20057	Full \$1071 3/4 804 1/2 536 1/4 268	619 \$32967	Full \$1612 3/4 1209 1/2 806 1/4 403	665 \$67776	Full \$3557 3/4 2668 1/2 1779 1/4 890
610 \$21195	Full \$1136 3/4 852 1/2 568 1/4 284	620 \$34644	Full \$1687 3/4 1266 1/2 844 1/4 422	666 \$74755	Full \$3854 3/4 2891 1/2 1927 1/4 964
611 \$22397	Full \$1178 3/4 884 1/2 589 1/4 295	621 \$36456	Full \$1758 3/4 1319 1/2 879 1/4 440	667 \$81174	Full \$3931 3/4 2949 1/2 1966 1/4 983
612 \$23595	Full \$1238 3/4 929 1/2 619 1/4 310				

July 30, 1987

98% Maximum/Job Rate Salaries for determining
eligibility for M/C Longevity Salary Increase

	April 1974	April 1977	Oct 1977	April 1978	April 1979	July 1980	Jan 1981	Oct 1981	April 1982	April 1983	Sept 1983	April 1984	Sept 1984	June 1985	April 1986	April 1987
603	6832	7175	7448	7821	8375	8825	9124	9921	10815	11356	11897	12492	13086	13741	14498	15368
604	7162	7519	7807	8195	8776	9241	9554	10386	11320	11887	12453	13077	13699	14384	15176	16087
605	7517	7892	8196	8608	9212	9707	10036	10906	11888	12483	13077	13731	14385	15104	15935	16892
606	7926	8323	8641	9072	9707	10220	10566	11479	12513	13139	13765	14454	15141	15899	16774	17781
607	8362	8778	9113	9568	10251	10793	11159	12118	13209	13869	14530	15257	15983	16783	17706	18769
608	8820	9264	9618	10096	10805	11367	11752	12758	13907	14602	15297	16063	16827	17669	18641	19760
609	9310	9775	10146	10655	11403	11990	12396	13452	14663	15397	16130	16937	17743	18631	19656	20836
610	9839	10332	10729	11267	12054	12675	13104	14215	15495	16270	17046	17898	18751	19689	20772	22018
611	10401	10923	11336	11902	12750	13400	13854	15023	16375	17195	18013	18914	19814	20805	21950	23267
612	10975	11521	11962	12559	13446	14120	14598	15825	17249	18113	18975	19925	20874	21917	23124	24511
613	11606	12188	12651	13282	14220	14927	15432	16722	18228	19139	20050	21053	22055	23159	24433	25899
614	12264	12880	13371	14041	15024	15769	16302	17658	19248	20210	21172	22232	23290	24455	25801	27349
615	12949	13599	14118	14826	15857	16641	17203	18628	20305	21320	22336	23453	24570	25799	27218	28852
616	13669	14351	14896	15638	16739	17548	18142	19638	21406	22477	23547	24725	25902	27197	28694	30416
617	14440	15163	15742	16529	17694	18537	19164	20737	22604	23735	24865	26109	27352	28720	30300	32119