

FISCAL YEAR 09-10

NON-EXEMPT	YEARS OF SERVICE IN THE DEPARTMENT (Based on Fall Time Hire Date in Department)												21	22	23	24	25									
	1	2	3	4	5	6	7	8	9	10	11	12														
Supplemental hourly rate	9.4888	9.6088	9.7305	9.8537	9.9784	10.1048	10.2329	10.3624	10.4937	10.6265	10.7611	10.8972	11.0352	11.1749	11.3161	11.4591	11.6040	11.7508	11.8990	12.0496	12.2018	12.3561	12.5123	12.6704	12.8305	12.9925
Supplemental hourly rate	5.6831	5.7653	5.8393	5.9122	5.9870	6.0629	6.1397	6.2174	6.2962	6.3759	6.4567	6.5383	6.6211	6.7049	6.7897	6.8755	6.9624	7.0504	7.1394	7.2297	7.3212	7.4136	7.5074	7.6022	7.6983	7.7955
Supplemental hourly rate	11.1903	11.3068	11.4348	11.5643	11.6956	11.8284	11.9630	12.0992	12.2371	12.3768	12.5180	12.6611	12.8059	12.9525	13.1010	13.2515	13.4038	13.5580	13.7142	13.8722	14.0320	14.1936	14.3569	14.5220	14.6888	14.8572
Supplemental hourly rate	6.7082	6.7941	6.8609	6.9386	7.0174	7.0971	7.1778	7.2595	7.3422	7.4261	7.5108	7.5966	7.6835	7.7715	7.8606	7.9509	8.0423	8.1348	8.2285	8.3234	8.4195	8.5166	8.6146	8.7136	8.8136	8.9144
Supplemental hourly rate	13.0376	13.1671	13.2984	13.4312	13.5658	13.7019	13.8398	13.9796	14.1208	14.2638	14.4087	14.5553	14.7037	14.8543	15.0066	15.1608	15.3170	15.4751	15.6352	15.7972	15.9610	16.1266	16.2940	16.4631	16.6339	16.8064
Supplemental hourly rate	7.8225	7.9002	7.9790	8.0587	8.1395	8.2212	8.3039	8.3877	8.4725	8.5583	8.6452	8.7332	8.8222	8.9126	9.0044	9.0965	9.1902	9.2850	9.3811	9.4783	9.5766	9.6760	9.7764	9.8778	9.9801	10.0834
Supplemental hourly rate	21.0721	21.2793	21.4894	21.7019	21.9173	22.1351	22.3558	22.5793	22.8053	23.0341	23.2658	23.5005	23.7390	23.9818	24.2276	24.4762	24.7276	24.9818	25.2388	25.4986	25.7612	26.0264	26.2941	26.5643	26.8370	27.1121
Supplemental hourly rate	8.5437	8.6214	8.7002	8.7798	8.8606	8.9423	9.0251	9.1089	9.1936	9.2794	9.3663	9.4543	9.5434	9.6337	9.7251	9.8176	9.9114	10.0062	10.1020	10.1988	10.2966	10.3954	10.4951	10.5958	10.6974	10.7999
Supplemental hourly rate	22.9952	23.2024	23.4125	23.6250	23.8404	24.0582	24.2788	24.5024	24.7283	24.9567	25.1889	25.4235	25.6610	25.9019	26.1462	26.3939	26.6450	26.8996	27.1576	27.4190	27.6838	27.9520	28.2236	28.4986	28.7770	29.0581
Supplemental hourly rate	9.5838	9.6626	9.7422	9.8230	9.9047	9.9874	10.0713	10.1560	10.2418	10.3287	10.4167	10.5058	10.5961	10.6875	10.7800	10.8737	10.9686	11.0647	11.1618	11.2599	11.3590	11.4591	11.5602	11.6623	11.7654	11.8695
Supplemental hourly rate	25.7687	25.9788	26.1913	26.4067	26.6248	26.8452	27.0687	27.2947	27.5235	27.7553	27.9909	28.2274	28.4663	28.7076	28.9514	29.1976	29.4462	29.6973	29.9508	30.2068	30.4652	30.7261	30.9894	31.2551	31.5231	31.7934

NOTE: Step 1 represents the year an employee completes the first year of employment. Step 2 represents the fiscal year an employee completes the second year of employment, and so on.

Example on how to calculate regular earnings and applicable scheduled overtime earnings for non-exempt employees:

If an employee works 2,080 regular hours over the course of the year, and the hourly pay rate is \$10.00/hr.  
 Then regular earnings will equal = 2,080 x \$10.00 = \$20,800.  
 And Overtime earnings will equal = (832 x \$10.00) x 1.5 = \$12,480.  
 Total earnings = \$33,280.

Note: The state incentive pay (which is currently \$3,100/yr) is paid separately from the biweekly checks, in payments of approximately \$258.33/mo.

Incremental Pay: Employees receive their first incremental pay amount as follows:

The July of the same fiscal year in which they complete their fifth year, or for upper ranks on probation, after completion of their probationary period, whichever comes first.  
 2nd-5th increments: After the first increment is received, then additional increments will be received every July, until the maximum increment is reached.

Note: If an employee changes from a non-exempt position to an exempt position, then the non-exempt column will no longer apply.  
 If an employee changes from an exempt position to a non-exempt position, then the non-exempt column will no longer apply.  
 If an employee changes from a non-exempt 40 hr/wk position, to a Non-Exempt 24 hr shifts position, then "Non-Exempt 40 hr/wk personnel" column no longer applies.  
 If an employee changes from a non-exempt 40 hr/wk position, to a Non-exempt 40 hr/wk personnel column no longer applies.

	Exempt*	Non-Exempt (works 24 hr shifts)***	Non-Exempt (works 24 hr shifts)*** (40 hr/wk personnel)**
First Increment	\$ 400.00	\$ 0.120192	\$ 0.072115
Second Increment	\$ 600.00	\$ 0.180288	\$ 0.108173
Third Increment	\$ 800.00	\$ 0.240385	\$ 0.144231
Fourth Increment	\$ 1,000.00	\$ 0.300481	\$ 0.180288
MAXIMUM	\$ 4,000.00	\$ 1.201920	\$ 0.721150

\*This amount will be added to annual salary. May be rounded for administrative purposes.  
 \*\*This amount will be added to the supplemental hourly pay, rate only, for time periods when the above supplemental hourly rate is applicable, in accordance with policy. May be rounded for administrative purposes.  
 \*\*\*This amount will be added to the supplemental hourly pay, rate only, for time periods when the above supplemental hourly rate is applicable, in accordance with policy. May be rounded for administrative purposes.

Supplemental hourly rate:  
 Refer to applicable policies in regard to supplemental hourly rate.

Overtime/Callback (Non-exempt 40 hr/wk personnel):  
 Overtime pay may be paid for such time using the following calculation:  
 [(Regular hourly rate) + (1.49)] (1.5)  
 \$ 1.49 assumes an annual state incentive amount of \$3,100/yr.\*

Callback (Non-exempt personnel who work 24 hr shifts (average of 2.912 hours):  
 Non-exempt personnel who work 24 hr shifts may be paid for callback time using the following calculation:  
 [(Regular hourly rate + supplemental hourly rate) + (1.49)] (1.5)

Unscheduled Overtime (Non-Exempt personnel who work 24 hr shifts (average of 2.912 hours):  
 Non-exempt employees who work an average of 2.912 hours per year (by working 24 hours on, followed by 48 hours off), and whose overtime hours exceed their "regularly scheduled overtime" during a given work week (i.e., they work "unscheduled overtime"), may be paid for such unscheduled overtime using the following calculation:  
 [(Regular hourly rate + supplemental hourly rate) + (1.49)] (1.5)