

**Exhibit No.
2
Salary
Rates
SCHEDULE
" D-2"**

EFFECTIVE : September, 2019

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
17															
Hourly	8.71	8.92	9.14	9.36	9.59	9.82	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22
18															
Hourly	8.92	9.14	9.36	9.59	9.82	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52
19															
Hourly	9.14	9.36	9.59	9.82	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83
20															
Hourly	9.36	9.59	9.82	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15
21															
Hourly	9.59	9.82	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47
22															
Hourly	9.82	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80

OR2019-8-78

23	Hourly	10.06	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14
24	Hourly	10.31	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49
25	Hourly	10.56	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85
26	Hourly	10.82	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22
27	Hourly	11.09	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60
28	Hourly	11.36	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99
29	Hourly	11.64	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38
30	Hourly	11.93	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78
31	Hourly	12.22	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19

OR2019-8-78

32	Hourly	12.52	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61
		12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05
33	Hourly	12.83	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05
		13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50
34	Hourly	13.15	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50
		13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96
35	Hourly	13.47	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96
		13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43
36	Hourly	13.80	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43
		14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91
37	Hourly	14.14	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91
		14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40
38	Hourly	14.49	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40
		14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91
39	Hourly	14.85	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91
		15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43
40	Hourly	15.22	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43
		15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.94

Ordinance No. OR2019-8-78 (cont'd)

41	Hourly	15.60	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96
42	Hourly	15.99	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50
43	Hourly	16.38	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06
44	Hourly	16.78	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63
45	Hourly	17.19	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22
46	Hourly	17.61	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82
47	Hourly	18.05	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44
48	Hourly	18.50	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07

49	Hourly	18.96	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72
50	Hourly	19.43	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38
51	Hourly	19.91	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06
52	Hourly	20.40	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76
53	Hourly	20.91	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47
54	Hourly	21.43	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20
55	Hourly	21.96	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95
56	Hourly	22.50	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72
57	Hourly	23.06	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51

OR2019-8-78

58	Hourly	23.63	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32
59	Hourly	24.22	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32	34.15
60	Hourly	24.82	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32	34.15	35.00
61	Hourly	25.44	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32	34.15	35.00	35.87
62	Hourly	26.07	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32	34.15	35.00	35.87	36.76
63	Hourly	26.72	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32	34.15	35.00	35.87	36.76	37.67
64	Hourly	27.38	28.06	28.76	29.47	30.20	30.95	31.72	32.51	33.32	34.15	35.00	35.87	36.76	37.67	38.61