

**OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**CLASSIFIED SALARY SCHEDULE
2019-2020
Effective July 1, 2019**

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Account Clerk I	38.0	X		
Account Clerk II	40.5			
Account Clerk III	42.5			
Accountant	47.0			
Administrative Secretary I	43.5			
Administrative Secretary II	45.5			X
Administrative Secretary/Legislative Assistant	45.0			
AmeriCorps Local Facilitator	43.0			
Air Conditioning/Heating Mechanic I	47.0	X		
Air Conditioning/Heating Mechanic II	50.0			
Animal Keeper I	36.0	X		
Animal Keeper II	37.0			
Animal Keeper III	39.0			
Application Integration Solutions Specialist I	52.0	X		
Application Integration Solutions Specialist II	55.0			
Application Integration Solutions Specialist III	57.5			
Assessment Facilitator - Special Education (Bilingual)	40.5			
Audiometrist	52.0			
Automotive Parts Technician	40.5	X		
Automotive Service Worker	39.5	X		
Benefit Technician Assistant	40.5	X		
Braillist	38.0			
Broadcast Microwave Telecommunications Technician I	54.5			
Building Security Specialist	36.5	X		
Business Information Systems Analyst	58.5			
Campus Supervisor	36.5	X		
Career Associate	38.0			
Caretaker/School Bus Driver - KEEP (<i>Kern Env. Ed. Program</i>)	43.0			
Certified Occupational Therapy Assistant (COTA)	53.0			
Child & Family Services Facilitator	50.0			
Child Development Aide	32.5			
Child Development Associate	32.5			
Child Development Center Aide	30.5	X		
Claims Assistant	42.5	X		
Claims Examiner I	43.5	X		
Claims Examiner II	46.5			
Claims Examiner III	49.5			
Clerk Typist I	34.0	X		
Clerk Typist II	35.5			
Clerk Typist III	37.5			
Contract Review Analyst - Workers' Compensation	52.5		X	X
Cook	36.5			
Cook/School Bus Driver - KEEP (<i>Kern Env. Ed. Program</i>)	37.5			
Credentials Technician	42.5			
CSIS - Administrative Secretary (<i>CA School Info Services</i>)	45.0			
CSIS - Business Analyst (<i>CA School Info Services</i>)	58.5		X	X
CSIS - CA Department of Education - Data Reporting Liaison	62.0		X	X
CSIS - Client Support Technician (<i>CA School Info Services</i>)	47.0			
CSIS - Data Analyst (<i>CA School Info Services</i>)	58.5		X	X

**OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**CLASSIFIED SALARY SCHEDULE
2019-2020
Effective July 1, 2019**

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
CSIS - Database Programmer/Analyst (CA School Info Services)	59.5		X	X
CSIS - Database Specialist (CA School Info Services)	60.0		X	X
CSIS - Field Support Specialist (CA School Info Services)	54.0			
CSIS - Field Support Technician (CA School Info Services)	48.5			
CSIS - Implementation Specialist (CA School Info Services)	60.0		X	X
CSIS - Network Support Technician (CA School Info Services)	51.0			
CSIS - Network Systems Specialist (CA School Info Services)	55.0		X	X
CSIS - Programmer/Analyst (CA School Info Services)	58.5		X	X
CSIS - Testing Analyst (CA School Info Services)	58.5		X	X
CSIS - Testing Specialist (CA School Info Services)	56.0		X	X
CSIS - Usability Designer/Engineer (CA School Info Services)	58.5		X	X
Custodian I	38.5	X		
Custodian II	40.0			
Database Specialist I	50.0	X		
Database Specialist II	55.0			
Database Specialist III	57.5		X	X
Defined Benefit Specialist I	43.5	X		
Digital TV/Media Specialist	43.0	X		
Dispatcher	45.5			
Early Learning Coach I	52.5	X		
Early Learning Coach I - Bilingual	52.5	X		
Early Learning Coach II	54.0			
Early Start Instructional Assistant	38.0			
Early Start Instructional Assistant - Bilingual/Bicultural	39.0			
Early Start Instructional Assistant - Sign Language	39.0			
Educational Assistant - Construction	34.5	X		
Educational Associate	46.0			
Educational Associate - Technology	50.0			
Employee Benefits Technician I - SISC	43.5	X		
Employee Benefits Technician II - SISC	46.5			
Employee Benefits Technician III - SISC	49.5			
Executive Secretary I	47.5			X
Executive Secretary II	49.5			X
External District Payroll Technician	43.5			
Facilities Planner	56.0			
Facilities Support Operations Specialist	57.5			
Facilities Use and Planning Assistant I	40.5	X		
Facilities Use and Planning Assistant II	43.5			
Family Advocate	34.5	X		
Family Advocate II	38.0			
Family Advocate II - Special Projects	38.0			
Family Services Aide	34.5	X		
Feeding Aide	32.5	X		
Field Trip Scheduler	45.5			
Fingerprint Technician	38.0	X		
Flex Driver	40.0			
Flexible Spending Account Specialist III	49.5		X	X
Floor Care Technician	40.0			
Food Production Lead	38.0			
Food Production Planner	37.0			

**OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**CLASSIFIED SALARY SCHEDULE
2019-2020
Effective July 1, 2019**

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Food Service Assistant - KEEP (<i>Kern Env. Ed. Program</i>)	34.0	X		
Food Service Assistant	34.0	X		
Food Service Associate	35.0			
Foster Youth Specialist	40.0			
Graphic Artist I	43.0	X		
Grounds Worker I	39.0	X		
Grounds Worker II	40.5			
Human Resources Assistant	38.5	X		
Human Resources Specialist	49.0			
Human Resources Technician I	40.5	X		
Human Resources Technician II	42.5			
Human Resources Technician III	44.0			
Information Systems Technician	44.5	X		
Information Technology Support Operations Speciliast	57.5			
Instructional Aide I - Reader	34.5	X		
Instructional Aide I - Special Education	34.5	X		
Instructional Aide I - Valley Oaks Charter School	34.5	X		
Instructional Aide II - Bilingual / Bicultural	35.5			
Instructional Aide II - Braille Transcriber	35.5			
Instructional Aide II - Migrant Education Extended Day	35.5			
Instructional Aide II - Sign Language	37.5			
Instructional Aide III - Health	36.0			
Instructional Aide III - Speech Therapy	36.5			
Instructional Aide V - Interpreter for the Deaf	43.0			
Instructional Resource Clerk I	34.5	X		
Instructional Resource Clerk II	38.0			
Instructional Resource Technician	37.5			
Interpreter/Translator	40.0			
Labor Compliance Technician I	38.0	X		
Labor Compliance Technician II	40.5			
Lead Accountant	47.5			
Lead Claims Examiner - Property & Liability	52.5			
Lead Claims Examiner - Workers' Compensation	52.5			
Lead Cook	39.5			
Lead Cook/School Bus Driver	40.5			
Lead Custodian	46.0			
Lead Mechanic	48.5			
Lead Naturalist - KEEP (<i>Kern Environmental Ed. Program</i>)	42.0			
Lead Naturalist/School Bus Driver - KEEP (<i>Kern Env. Ed. Prog</i>)	43.0			
Lead Network Engineer	58.5			
Lead School Bus Driver	43.0			
Lead User Support Technician	46.0			
Lead Warehouse Operations	41.0			
Legal Secretary	46.5			
Legal Transcriber/Receptionist	43.0			
Local Facilitator - AmeriCorps	43.0			
Mail Courier/Driver	38.5	X		
Maintenance Worker I	40.0	X		
Maintenance Worker II	42.5			
Mechanic I	44.0	X		

**OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**CLASSIFIED SALARY SCHEDULE
2019-2020
Effective July 1, 2019**

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Mechanic II	47.0			
Medi-Cal Administrative Activities (MAA) Account Technician	43.5	X		
Medi-Cal Administrative Activities (MAA) Senior Account Tech.	46.5			
Mental Health Clinician	59.5			
Migrant Community Liaison	43.5			
Migrant Education School Readiness Assistant	40.0			
Naturalist - KEEP (Kern Environmental Education Program)	39.5	X		
Naturalist/School Bus Driver - KEEP (Kern Env. Ed. Program)	40.5	X		
Network Systems Engineer I	52.0	X		
Network Systems Engineer II	55.0			
Network Systems Engineer III	57.5			
Office Assistant - CALM (California Living Museum)	35.0	X		
Offset Press Operator	38.0	X		
Paraprofessional - Assessment	35.5	X		
Paraprofessional	35.5	X		
Payroll Technician	43.5			
Prevention Services Facilitator - Foster Youth Services	50.0			
Prevention Services Facilitator - KCNC (Kern Cty Ntwrk for Child)	50.0			
Prevention Specialist - Kern County Gang Prevention Project	54.0			
Prevention Specialist - School Community Partnership	54.0			
Print Production/Service Technician	42.0			
Production Clerk	35.5	X		
Program Facilitator I	35.5	X		
Program Facilitator II	40.5			
Program Quality Specialist - Early Childhood	46.5			
Program Support Facilitator	37.0			
Project Facilitator - Health Services	42.0			
Project Facilitator - Instructional Services	42.0			
Project Facilitator - School/Community Partnership	42.0			
Project Facilitator - SELPA (Special Education Local Plan Area)	42.0			
Property and Liability Adjuster I	55.5	X		
Property and Liability Adjuster II	59.0		X	X
Publications Technician	43.0			
Regional Support Services Aide I	40.0	X		
Regional Support Services Aide II	45.0			
Registered Veterinary Technician	42.0			
Research Analyst - CCCC	50.0			
Research Associate - Child Development & Family Services	50.0			
Retirement Technician I	40.5			
Retirement Technician II	42.5			
Route Driver	36.5	X		
Safety and Loss Control Clerk	40.5			
Safety and Loss Control Specialist I	47.0	X		
Safety and Loss Control Specialist II	52.5			
Safety and Loss Control Specialist III	55.0		X	X
School Bus Driver	40.0	X		
School Clerk	37.5			
School District Facility Services Specialist	49.0			X
School Secretary	39.5			
Seasonal Cook - KEEP (Kern Environmental Education Program)	36.5	X		

**OFFICE OF MARY C. BARLOW
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**CLASSIFIED SALARY SCHEDULE
2019-2020
Effective July 1, 2019**

JOB CLASSIFICATION / POSITION TITLE	SALARY RANGE	ENTRY LEVEL	EXEMPT STATUS	1 YEAR PROBATION
Seasonal Lead Cook - KEEP (<i>Kern Environmental Ed Program</i>)	39.5			
Seasonal Lead Naturalist - KEEP (<i>Kern Env. Education Program</i>)	42.0			
Seasonal Lead Naturalist/Bus Driver - KEEP (<i>Kern Env. Ed. Prog</i>)	43.0			
Seasonal Naturalist - KEEP (<i>Kern Environmental Ed. Program</i>)	39.5	X		
Seasonal School Bus Driver - KEEP (<i>Kern Env. Education Prog</i>)	40.0	X		
Secretary I	38.0	X		
Secretary II	40.5			
Senior Broadcast Engineer	54.5		X	X
Senior Digital Television Media Producer	46.0			
Senior Legal Secretary	48.5			
Service Advisor - Vehicle Maintenance	35.5	X		
Shop Foreman	50.5			
Sign Language Specialist	39.0			
SISC Account Manager	55.0		X	X
Special Projects Facilitator - KCNC (<i>Kern Cty Ntwrk for Children</i>)	42.0			
Special Services Analyst	52.0			
Special Services Facilitator	43.5	X		
Student Data Attendance Clerk I	39.5	X		
Student Data Attendance Clerk II	40.5			
Student Data Attendance Specialist	42.5			
Student Program Assessment Specialist	48.5			
Support Services Aide - Migrant Education Extended Day	40.0			
Technical Writer - FCMAT (<i>Fiscal Crisis & Mgmt Asst Team</i>)	52.5			
Technology Assistant	43.5			
Technology Support Planner	45.5			
Telecommunications System Specialist	55.0	X		
Transportation Aide	34.5	X		
Transportation Instructor I	43.0			
Transportation Instructor II	47.0			
Transportation Planner	47.0			
Trauma Informed Care Trainer and Navigator	52.5			
Underwriter/Data Analyst I	47.0			
Underwriter/Data Analyst III	55.0			X
User Support Technician	46.0			
User Support Technician Assistant	40.0	X		
Utility Building and Grounds Worker	39.0			
Utility Worker	38.5	X		
Warehouse/Delivery Worker	40.0			
Web Developer	52.5			
Word Processing Specialist I	38.5	X		
Zoo Assistant - CALM (<i>California Living Museum</i>)	40.5			

Effective July 1, 2019

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
30.5	12THLY	2262.00	2262.00	2262.00	2262.00	2365.00	2483.00
	HOURLY	13.00	13.00	13.00	13.00	13.59	14.27
32.0	12THLY	2262.00	2262.00	2312.00	2417.00	2533.00	2659.00
	HOURLY	13.00	13.00	13.29	13.90	14.56	15.30
32.5	12THLY	2262.00	2262.00	2365.00	2477.00	2597.00	2724.00
	HOURLY	13.00	13.00	13.59	14.23	14.93	15.66
33.0	12THLY	2262.00	2312.00	2417.00	2536.00	2659.00	2792.00
	HOURLY	13.00	13.29	13.90	14.58	15.30	16.04
33.5	12THLY	2262.00	2365.00	2478.00	2597.00	2722.00	2859.00
	HOURLY	13.00	13.59	14.23	14.93	15.65	16.44
34.0	12THLY	2313.00	2417.00	2536.00	2659.00	2788.00	2926.00
	HOURLY	13.29	13.90	14.58	15.30	16.02	16.82
34.5	12THLY	2365.00	2478.00	2597.00	2722.00	2847.00	2992.00
	HOURLY	13.59	14.23	14.93	15.65	16.35	17.21
35.0	12THLY	2417.00	2536.00	2659.00	2788.00	2919.00	3069.00
	HOURLY	13.90	14.58	15.30	16.02	16.78	17.64
35.5	12THLY	2478.00	2597.00	2724.00	2847.00	2989.00	3139.00
	HOURLY	14.23	14.93	15.66	16.35	17.19	18.01
36.0	12THLY	2537.00	2659.00	2789.00	2919.00	3067.00	3217.00
	HOURLY	14.58	15.30	16.03	16.78	17.63	18.48
36.5	12THLY	2598.00	2724.00	2847.00	2989.00	3137.00	3291.00
	HOURLY	14.94	15.66	16.35	17.19	18.00	18.90
37.0	12THLY	2661.00	2789.00	2921.00	3067.00	3212.00	3374.00
	HOURLY	15.30	16.03	16.80	17.63	18.46	19.39
37.5	12THLY	2725.00	2848.00	2991.00	3138.00	3291.00	3454.00
	HOURLY	15.66	16.38	17.20	18.01	18.90	19.85
38.0	12THLY	2790.00	2921.00	3069.00	3212.00	3369.00	3538.00
	HOURLY	16.03	16.80	17.64	18.46	19.37	20.34
38.5	12THLY	2849.00	2992.00	3139.00	3291.00	3443.00	3616.00
	HOURLY	16.38	17.21	18.01	18.90	19.78	20.78
39.0	12THLY	2922.00	3070.00	3214.00	3371.00	3535.00	3713.00
	HOURLY	16.80	17.65	18.46	19.38	20.32	21.34
39.5	12THLY	2992.00	3139.00	3293.00	3447.00	3614.00	3792.00
	HOURLY	17.21	18.01	18.91	19.82	20.77	21.79
40.0	12THLY	3070.00	3215.00	3375.00	3537.00	3706.00	3891.00
	HOURLY	17.65	18.47	19.40	20.33	21.29	22.36
40.5	12THLY	3141.00	3294.00	3448.00	3615.00	3787.00	3978.00
	HOURLY	18.04	18.92	19.82	20.78	21.76	22.86
41.0	12THLY	3215.00	3376.00	3537.00	3707.00	3886.00	4078.00
	HOURLY	18.47	19.40	20.33	21.30	22.32	23.43
41.5	12THLY	3294.00	3448.00	3616.00	3788.00	3976.00	4171.00
	HOURLY	18.92	19.82	20.78	21.77	22.85	23.96
42.0	12THLY	3377.00	3537.00	3707.00	3886.00	4070.00	4272.00
	HOURLY	19.41	20.33	21.30	22.32	23.39	24.54
42.5	12THLY	3448.00	3616.00	3788.00	3976.00	4165.00	4375.00
	HOURLY	19.82	20.78	21.77	22.85	23.94	25.15
43.0	12THLY	3538.00	3707.00	3886.00	4070.00	4268.00	4482.00
	HOURLY	20.34	21.30	22.32	23.39	24.52	25.77
43.5	12THLY	3616.00	3790.00	3977.00	4168.00	4366.00	4584.00
	HOURLY	20.78	21.78	22.86	23.95	25.10	26.35
44.0	12THLY	3709.00	3887.00	4070.00	4269.00	4474.00	4696.00
	HOURLY	21.32	22.34	23.39	24.53	25.71	26.99
44.5	12THLY	3790.00	3978.00	4168.00	4366.00	4586.00	4818.00

Effective July 1, 2019

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
	HOURLY	21.78	22.86	23.95	25.10	26.36	27.68
45.0	12THLY	3887.00	4073.00	4271.00	4477.00	4697.00	4933.00
	HOURLY	22.34	23.40	24.54	25.72	27.00	28.36
45.5	12THLY	3978.00	4168.00	4368.00	4589.00	4806.00	5048.00
	HOURLY	22.86	23.95	25.11	26.37	27.63	29.02
46.0	12THLY	4073.00	4271.00	4477.00	4700.00	4928.00	5170.00
	HOURLY	23.40	24.54	25.72	27.02	28.31	29.71
46.5	12THLY	4169.00	4368.00	4589.00	4806.00	5049.00	5298.00
	HOURLY	23.95	25.11	26.37	27.63	29.02	30.45
47.0	12THLY	4271.00	4477.00	4700.00	4928.00	5168.00	5427.00
	HOURLY	24.54	25.72	27.02	28.31	29.69	31.18
47.5	12THLY	4368.00	4589.00	4809.00	5049.00	5294.00	5560.00
	HOURLY	25.11	26.37	27.64	29.02	30.43	31.96
48.0	12THLY	4478.00	4700.00	4928.00	5169.00	5421.00	5692.00
	HOURLY	25.74	27.02	28.31	29.70	31.15	32.71
48.5	12THLY	4593.00	4809.00	5050.00	5291.00	5556.00	5834.00
	HOURLY	26.39	27.64	29.03	30.41	31.93	33.53
49.0	12THLY	4701.00	4929.00	5169.00	5421.00	5692.00	5978.00
	HOURLY	27.03	28.33	29.70	31.15	32.71	34.35
49.5	12THLY	4810.00	5051.00	5295.00	5557.00	5827.00	6113.00
	HOURLY	27.65	29.05	30.44	31.94	33.50	35.13
50.0	12THLY	4930.00	5170.00	5421.00	5692.00	5972.00	6270.00
	HOURLY	28.33	29.71	31.15	32.71	34.31	36.04
50.5	12THLY	5051.00	5296.00	5559.00	5828.00	6107.00	6414.00
	HOURLY	29.05	30.44	31.95	33.50	35.10	36.84
51.0	12THLY	5170.00	5423.00	5694.00	5968.00	6265.00	6575.00
	HOURLY	29.71	31.16	32.72	34.30	36.01	37.80
51.5	12THLY	5296.00	5559.00	5828.00	6107.00	6411.00	6731.00
	HOURLY	30.44	31.95	33.50	35.10	36.82	38.67
52.0	12THLY	5426.00	5694.00	5968.00	6265.00	6571.00	6897.00
	HOURLY	31.17	32.72	34.30	36.01	37.78	39.65
52.5	12THLY	5560.00	5829.00	6108.00	6412.00	6731.00	7067.00
	HOURLY	31.96	33.51	35.10	36.86	38.67	40.62
53.0	12THLY	5695.00	5972.00	6263.00	6571.00	6894.00	7240.00
	HOURLY	32.72	34.31	36.00	37.78	39.63	41.61
53.5	12THLY	5831.00	6109.00	6413.00	6733.00	7059.00	7408.00
	HOURLY	33.51	35.11	36.84	38.68	40.57	42.57
54.0	12THLY	5975.00	6267.00	6572.00	6894.00	7234.00	7594.00
	HOURLY	34.33	36.02	37.79	39.63	41.57	43.65
54.5	12THLY	6109.00	6413.00	6735.00	7060.00	7409.00	7778.00
	HOURLY	35.11	36.84	38.69	40.57	42.59	44.71
55.0	12THLY	6268.00	6576.00	6895.00	7236.00	7595.00	7976.00
	HOURLY	36.03	37.80	39.64	41.58	43.66	45.84
55.5	12THLY	6414.00	6738.00	7061.00	7410.00	7774.00	8164.00
	HOURLY	36.84	38.71	40.59	42.59	44.69	46.92
56.0	12THLY	6576.00	6897.00	7237.00	7595.00	7965.00	8367.00
	HOURLY	37.80	39.65	41.58	43.66	45.79	48.08
56.5	12THLY	6739.00	7062.00	7413.00	7776.00	8163.00	8571.00
	HOURLY	38.72	40.60	42.61	44.70	46.92	49.28
57.0	12THLY	6899.00	7238.00	7597.00	7966.00	8363.00	8781.00
	HOURLY	39.66	41.60	43.66	45.79	48.05	50.46
57.5	12THLY	7065.00	7416.00	7778.00	8164.00	8559.00	8991.00
	HOURLY	40.61	42.62	44.71	46.92	49.19	51.67

Effective July 1, 2019

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
58.0	12THLY	7241.00	7598.00	7968.00	8365.00	8778.00	9213.00
	HOURLY	41.61	43.67	45.80	48.06	50.45	52.94
58.5	12THLY	7418.00	7783.00	8165.00	8560.00	8991.00	9439.00
	HOURLY	42.64	44.73	46.93	49.19	51.67	54.26
59.0	12THLY	7602.00	7969.00	8368.00	8781.00	9203.00	9665.00
	HOURLY	43.69	45.80	48.08	50.46	52.90	55.56
59.5	12THLY	7784.00	8167.00	8564.00	8993.00	9431.00	9906.00
	HOURLY	44.74	46.94	49.23	51.68	54.21	56.93
60.0	12THLY	7973.00	8369.00	8782.00	9209.00	9666.00	10149.00
	HOURLY	45.83	48.09	50.48	52.92	55.56	58.33
60.5	12THLY	8168.00	8572.00	8996.00	9433.00	9903.00	10397.00
	HOURLY	46.95	49.28	51.70	54.21	56.92	59.76
61.0	12THLY	8369.00	8784.00	9220.00	9666.00	10146.00	10654.00
	HOURLY	48.09	50.48	52.97	55.56	58.31	61.24
61.5	12THLY	8575.00	8998.00	9446.00	9905.00	10395.00	10916.00
	HOURLY	49.29	51.71	54.30	56.93	59.75	62.72
62.0	12THLY	8784.00	9221.00	9676.00	10146.00	10647.00	11182.00
	HOURLY	50.48	52.97	55.61	58.31	61.20	64.27
*F step is a longevity step, which requires 10 years of service with the office and at least one year at step E prior to advancement.							
Longevity stipends for completed years of qualified service are paid as follows:							
15 years = 2% of base salary							
18 years = 4% of base salary							
21 years = 8% of base salary							
Employees hired on or prior to 09/01/1991 are eligible for the following stipend:							
24 years = 12% of base salary							
Employees hired prior to 07/01/1989 are eligible for the following stipends:							
27 years = 16% of base salary							
30 years = 20% of base salary							