

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

**CLASSIFIED SALARY SCHEDULE
2022-2023
Effective July 1, 2022**

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			
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	42.5	X		
Brailist	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 (Kern Env. Ed. Program)	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			
Claims Examiner/Processor I	43.5			
Claims Manager - Workers' Compensation	57.0			X
Clerk Typist I	34.0	X		
Clerk Typist II	35.5			
Clerk Typist III	37.5			
College & Career Readiness Facilitator	46.0			
Communication Specialist	50.0			
Contract Review Analyst - Workers' Compensation	52.5		X	
Cook	36.5			
Cook/School Bus Driver - KEEP (Kern Env. Ed. Program)	37.5			
Credentials Technician	42.5			
CSIS - Administrative Secretary (CA School Info Services)	45.0			

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CSIS - Business Analyst (CA School Info Services)	58.5		X	
CSIS - CA Department of Education - Data Reporting Liaison	62.0		X	
CSIS - Client Support Technician (CA School Info Services)	47.0			
CSIS - Data Analyst (CA School Info Services)	58.5		X	
CSIS - Database Programmer/Analyst (CA School Info Services)	59.5		X	
CSIS - Database Specialist (CA School Info Services)	60.0		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	
CSIS - Network Support Technician (CA School Info Services)	51.0			
CSIS - Network Systems Analyst (CA School Info Services)	58.5		X	
CSIS - Network Systems Specialist (CA School Info Services)	55.0		X	
CSIS - Programmer/Analyst (CA School Info Services)	58.5		X	
CSIS - Testing Analyst (CA School Info Services)	58.5		X	
CSIS - Testing Specialist (CA School Info Services)	56.0		X	
CSIS - Usability Designer/Engineer (CA School Info Services)	58.5		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	
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 Specialist - KCSOS	46.5			
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			
Executive Secretary II	49.5			
External District Payroll Technician	43.5			
Facilities Planner	56.0			
Facilities Services Specialist II	49.5			
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		

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Field Trip Scheduler	45.5			
Fingerprint Technician	38.0	X		
Flex Driver	40.0			
Flexible Spending Account Specialist III	49.5		X	
Floor Care Technician	40.0			
Food Production Lead	38.0			
Food Production Planner	37.0			
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 Systems Analyst	56.0			
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 Specialist	57.5			
Instructional Aide I - Reader	34.5	X		
Instructional Aide I - Special Education	34.5	X		
Instructional Aide I - Speech Therapy	34.5			
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 Assistant III - Behavior Emphasis	36.0			
Instructional Resource Clerk I	34.5	X		
Instructional Resource Clerk II	38.0			
Instructional Resource Technician	37.5			
Interpreter/Translator	40.0			
K12 Pathway Specialist	52.5			
Kern Serve Program Manager - School Community Partnerships	53.0		X	X
Labor Compliance Technician I	38.0	X		
Labor Compliance Technician II	40.5			
Lead Accountant	47.5			
Lead Building Security Specialist	40.0			
Lead Claims Examiner - Property & Liability	52.5			
Lead Claims Examiner - Workers' Compensation	52.5			
Lead Cook - KEEP	39.5			
Lead Cook - Food and Nutrition Services	38.0			
Lead Cook/School Bus Driver	40.5			
Lead Custodian	46.0			

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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		
Mechanic II	47.0			
Medi-Cal Administrative Activities (<i>MAA</i>) Account Technician	43.5	X		
Medi-Cal Administrative Activities (<i>MAA</i>) Senior Account Tech.	46.5			
Mental Health Clinician	59.5			
Mental Health Clinician - School Community Partnership (<i>SCP</i>)	59.5			
Migrant Community Liaison	43.5			
Migrant Education School Readiness Assistant	40.0			
Migrant Education School Readiness Liaison	43.5			
Migrant Parent Liaison	43.5			
Naturalist - KEEP (<i>Kern Environmental Education Program</i>)	39.5	X		
Naturalist/School Bus Driver - KEEP (<i>Kern Env. Ed. Program</i>)	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 (<i>California Living Museum</i>)	35.0	X		
Offset Press Operator	38.0	X		
Paraprofessional - Assessment	35.5	X		
Paraprofessional	35.5	X		
Paraprofessional - VOCS	35.5	X		
Payroll Technician	43.5			
Peer Support Specialist	34.5			
Peer Support Specialist - Foster Youth Services	34.5	X		
Prevention Services Facilitator - Foster Youth Services	50.0			
Prevention Services Facilitator - KCNC (<i>Kern Cty Ntwrk for Child</i>)	50.0			
Prevention Services Facilitator - School Community Partnership	50.0			
Prevention Specialist - Foster Youth Services	54.0			
Prevention Specialist - Kern County Gang Prevention Project	54.0			
Prevention Specialist - Kern County Network for Children	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 - Educator Development & Data Support	42.0			

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Project Facilitator - Health Services	42.0			
Project Facilitator - Instructional Services	42.0			
Project Facilitator - Prevention Programs	42.0			
Project Facilitator - School/Community Partnership	42.0			
Project Facilitator - SELPA (<i>Special Education Local Plan Area</i>)	42.0			
Property and Liability Adjuster I	55.5	X		
Property and Liability Adjuster II	59.0		X	
Publications Technician	43.0			
Regional Support Services Aide I	40.0	X		
Regional Support Services Aide II	45.0			
Registered Veterinary Technician - CALM	42.0			
Research Analyst - CCCC	50.0			
Research Analyst - Kern Education Pledge (KEP)	50.0			
Research Associate	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	
School Bus Driver	40.0	X		
School Clerk	37.5			
School District Facility Services Specialist	49.0			
School Secretary	39.5			
Seasonal Cook - KEEP (<i>Kern Environmental Education Program</i>)	36.5	X		
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	
Senior Digital Television Media Producer	46.0			
Senior Legal Secretary	48.5			
Service Advisor - Vehicle Maintenance	42.0	X		
Shop Foreman	50.5			
Sign Language Specialist	39.0			
SISC Account Manager	55.0		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 Data Attendance Specialist II	42.5			
Student Program Assessment Specialist	48.5			
Substance Abuse Specialist	44.5			

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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			
Transporter	36.5	X		
Trauma Informed Care Trainer and Navigator	52.5			
Underwriter/Data Analyst I	47.0			
Underwriter/Data Analyst III	55.0			
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			

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RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
30.5	12THLY	2741.00	2781.00	2823.00	2865.00	2909.00	2952.00
	HOURLY	15.75	15.98	16.22	16.46	16.72	16.97
32.0	12THLY	2768.00	2823.00	2879.00	2937.00	2996.00	3056.00
	HOURLY	15.91	16.22	16.55	16.88	17.22	17.57
32.5	12THLY	2795.00	2851.00	2909.00	2966.00	3026.00	3116.00
	HOURLY	16.07	16.39	16.72	17.05	17.39	17.91
33.0	12THLY	2823.00	2880.00	2937.00	2996.00	3056.00	3148.00
	HOURLY	16.22	16.55	16.88	17.22	17.57	18.09
33.5	12THLY	2852.00	2909.00	2966.00	3026.00	3087.00	3179.00
	HOURLY	16.39	16.72	17.05	17.39	17.73	18.27
34.0	12THLY	2880.00	2938.00	2997.00	3071.00	3148.00	3242.00
	HOURLY	16.55	16.88	17.22	17.65	18.09	18.64
34.5	12THLY	2909.00	2982.00	3057.00	3132.00	3211.00	3339.00
	HOURLY	16.72	17.14	17.57	18.01	18.45	19.19
35.0	12THLY	2938.00	3011.00	3102.00	3195.00	3291.00	3422.00
	HOURLY	16.88	17.30	17.83	18.36	18.91	19.67
35.5	12THLY	2967.00	3057.00	3148.00	3242.00	3340.00	3473.00
	HOURLY	17.05	17.57	18.09	18.64	19.19	19.96
36.0	12THLY	2997.00	3087.00	3179.00	3291.00	3406.00	3576.00
	HOURLY	17.22	17.75	18.27	18.91	19.57	20.55
36.5	12THLY	3027.00	3117.00	3211.00	3323.00	3457.00	3630.00
	HOURLY	17.40	17.91	18.46	19.10	19.87	20.86
37.0	12THLY	3058.00	3149.00	3259.00	3406.00	3560.00	3737.00
	HOURLY	17.57	18.10	18.73	19.57	20.45	21.47
37.5	12THLY	3088.00	3180.00	3308.00	3465.00	3638.00	3820.00
	HOURLY	17.75	18.28	19.01	19.91	20.91	21.96
38.0	12THLY	3119.00	3243.00	3389.00	3550.00	3719.00	3905.00
	HOURLY	17.92	18.64	19.48	20.40	21.38	22.44
38.5	12THLY	3150.00	3308.00	3464.00	3629.00	3801.00	3991.00
	HOURLY	18.10	19.01	19.91	20.85	21.85	22.94
39.0	12THLY	3273.00	3404.00	3557.00	3726.00	3903.00	4098.00
	HOURLY	18.82	19.56	20.44	21.42	22.43	23.55
39.5	12THLY	3320.00	3470.00	3635.00	3807.00	3988.00	4187.00
	HOURLY	19.08	19.94	20.88	21.88	22.92	24.07
40.0	12THLY	3386.00	3546.00	3723.00	3902.00	4089.00	4292.00
	HOURLY	19.48	20.38	21.40	22.43	23.49	24.66
40.5	12THLY	3465.00	3634.00	3804.00	3989.00	4178.00	4389.00
	HOURLY	19.90	20.87	21.87	22.92	24.01	25.21
41.0	12THLY	3546.00	3724.00	3902.00	4090.00	4287.00	4498.00
	HOURLY	20.38	21.40	22.43	23.50	24.62	25.85
41.5	12THLY	3634.00	3804.00	3990.00	4179.00	4387.00	4602.00
	HOURLY	20.87	21.87	22.92	24.02	25.20	26.43
42.0	12THLY	3725.00	3902.00	4090.00	4287.00	4490.00	4712.00
	HOURLY	21.41	22.43	23.50	24.62	25.81	27.07
42.5	12THLY	3804.00	3990.00	4179.00	4387.00	4595.00	4827.00
	HOURLY	21.87	22.92	24.02	25.20	26.41	27.75
43.0	12THLY	3903.00	4090.00	4287.00	4490.00	4708.00	4944.00
	HOURLY	22.44	23.50	24.62	25.81	27.05	28.43
43.5	12THLY	3990.00	4181.00	4388.00	4599.00	4817.00	5057.00
	HOURLY	22.92	24.03	25.21	26.42	27.70	29.07
44.0	12THLY	4093.00	4288.00	4490.00	4709.00	4935.00	5181.00
	HOURLY	23.52	24.64	25.81	27.06	28.37	29.78
44.5	12THLY	4181.00	4389.00	4599.00	4817.00	5059.00	5315.00

Approved By: Mary Barber Date: 8/26/2022

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
	HOURLY	24.03	25.21	26.42	27.70	29.09	30.54
45.0	12THLY	4288.00	4493.00	4711.00	4938.00	5182.00	5442.00
	HOURLY	24.64	25.82	27.07	28.38	29.80	31.29
45.5	12THLY	4389.00	4599.00	4820.00	5062.00	5301.00	5568.00
	HOURLY	25.21	26.42	27.71	29.10	30.49	32.03
46.0	12THLY	4493.00	4711.00	4938.00	5186.00	5437.00	5704.00
	HOURLY	25.82	27.07	28.38	29.82	31.24	32.78
46.5	12THLY	4600.00	4820.00	5062.00	5301.00	5570.00	5844.00
	HOURLY	26.42	27.71	29.10	30.49	32.03	33.59
47.0	12THLY	4711.00	4938.00	5186.00	5437.00	5702.00	5987.00
	HOURLY	27.07	28.38	29.82	31.24	32.76	34.40
47.5	12THLY	4820.00	5062.00	5306.00	5570.00	5840.00	6134.00
	HOURLY	27.71	29.10	30.50	32.03	33.57	35.26
48.0	12THLY	4940.00	5186.00	5437.00	5703.00	5981.00	6279.00
	HOURLY	28.40	29.82	31.24	32.77	34.37	36.08
48.5	12THLY	5067.00	5306.00	5571.00	5837.00	6130.00	6437.00
	HOURLY	29.12	30.50	32.04	33.55	35.23	37.00
49.0	12THLY	5187.00	5438.00	5703.00	5981.00	6279.00	6595.00
	HOURLY	29.83	31.26	32.77	34.37	36.08	37.89
49.5	12THLY	5307.00	5572.00	5841.00	6131.00	6428.00	6744.00
	HOURLY	30.51	32.06	33.58	35.24	36.97	38.77
50.0	12THLY	5439.00	5704.00	5981.00	6279.00	6589.00	6917.00
	HOURLY	31.26	32.78	34.37	36.08	37.85	39.75
50.5	12THLY	5572.00	5842.00	6133.00	6429.00	6738.00	7076.00
	HOURLY	32.06	33.58	35.25	36.97	38.72	40.65
51.0	12THLY	5704.00	5983.00	6281.00	6585.00	6911.00	7253.00
	HOURLY	32.78	34.38	36.09	37.84	39.72	41.71
51.5	12THLY	5842.00	6133.00	6429.00	6738.00	7073.00	7426.00
	HOURLY	33.58	35.25	36.97	38.72	40.62	42.65
52.0	12THLY	5986.00	6281.00	6585.00	6911.00	7249.00	7608.00
	HOURLY	34.39	36.09	37.84	39.72	41.69	43.74
52.5	12THLY	6134.00	6430.00	6739.00	7074.00	7426.00	7796.00
	HOURLY	35.26	36.98	38.72	40.64	42.65	44.80
53.0	12THLY	6282.00	6589.00	6909.00	7249.00	7605.00	7987.00
	HOURLY	36.09	37.85	39.71	41.69	43.72	45.91
53.5	12THLY	6432.00	6740.00	7075.00	7429.00	7787.00	8173.00
	HOURLY	36.98	38.73	40.65	42.66	44.75	46.96
54.0	12THLY	6592.00	6913.00	7250.00	7605.00	7980.00	8377.00
	HOURLY	37.87	39.73	41.70	43.72	45.86	48.16
54.5	12THLY	6740.00	7075.00	7431.00	7788.00	8174.00	8581.00
	HOURLY	38.73	40.65	42.67	44.75	46.98	49.32
55.0	12THLY	6914.00	7254.00	7606.00	7982.00	8379.00	8799.00
	HOURLY	39.74	41.71	43.73	45.87	48.17	50.57
55.5	12THLY	7076.00	7434.00	7789.00	8175.00	8576.00	9007.00
	HOURLY	40.65	42.69	44.77	46.98	49.30	51.77
56.0	12THLY	7254.00	7608.00	7983.00	8379.00	8787.00	9231.00
	HOURLY	41.71	43.74	45.87	48.17	50.52	53.04
56.5	12THLY	7435.00	7790.00	8178.00	8579.00	9006.00	9455.00
	HOURLY	42.70	44.78	47.00	49.31	51.77	54.37
57.0	12THLY	7611.00	7984.00	8382.00	8789.00	9226.00	9687.00
	HOURLY	43.75	45.90	48.17	50.52	53.00	55.66
57.5	12THLY	7794.00	8182.00	8581.00	9007.00	9443.00	9919.00
	HOURLY	44.79	47.01	49.32	51.77	54.27	57.00

Approved By: Mary Clark

Date: 8/26/2022

RANGE		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F*
58.0	12THLY	7988.00	8383.00	8791.00	9228.00	9684.00	10164.00
	HOURLY	45.91	48.18	50.53	53.01	55.65	58.40
58.5	12THLY	8184.00	8586.00	9008.00	9444.00	9919.00	10413.00
	HOURLY	47.03	49.34	51.78	54.27	57.00	59.86
59.0	12THLY	8387.00	8792.00	9232.00	9687.00	10154.00	10663.00
	HOURLY	48.21	50.53	53.04	55.66	58.36	61.30
59.5	12THLY	8587.00	9010.00	9448.00	9921.00	10404.00	10928.00
	HOURLY	49.35	51.79	54.32	57.02	59.81	62.80
60.0	12THLY	8796.00	9233.00	9688.00	10160.00	10664.00	11197.00
	HOURLY	50.56	53.05	55.68	58.38	61.30	64.35
60.5	12THLY	9011.00	9456.00	9925.00	10407.00	10925.00	11470.00
	HOURLY	51.80	54.37	57.04	59.81	62.79	65.93
61.0	12THLY	9233.00	9690.00	10171.00	10664.00	11194.00	11754.00
	HOURLY	53.05	55.68	58.43	61.30	64.32	67.56
61.5	12THLY	9459.00	9927.00	10420.00	10927.00	11468.00	12044.00
	HOURLY	54.38	57.05	59.90	62.80	65.92	69.20
62.0	12THLY	9690.00	10172.00	10674.00	11194.00	11746.00	12336.00
	HOURLY	55.68	58.43	61.35	64.32	67.52	70.91
*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							
24 years = 10% of base salary (Employees hired after 9/1/91)							
24 years = 12% of base salary (Employees hired on or before 9/1/91)							
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							

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