

**FY2011 Management Pay Plan**

**"Two Percent" Pay Plan**

**Steps - 16.75% First Year Increment then 2% Increments**

<b>Grade 1</b>	<b>Annual Hours</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
		18.158	21.199	21.623	22.056	22.497	22.947	23.406	23.874	24.351	24.838	25.335	25.842
	1950 hrs	\$35,407.88	\$41,338.70	\$42,165.47	\$43,008.78	\$43,868.95	\$44,746.33	\$45,641.26	\$46,554.09	\$47,485.17	\$48,434.87	\$49,403.57	\$50,391.64

<b>Grade 2</b>	<b>Annual Hours</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
		19.383	22.630	23.083	23.544	24.015	24.496	24.985	25.485	25.995	26.515	27.045	27.586
	1950 hrs	\$37,797.64	\$44,128.75	\$45,011.32	\$45,911.55	\$46,829.78	\$47,766.38	\$48,721.70	\$49,696.14	\$50,690.06	\$51,703.86	\$52,737.94	\$53,792.70

Deputy City Clerk  
Administrative Associate

<b>Grade 3</b>	<b>Annual Hours</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
		20.954	24.463	24.953	25.452	25.961	26.480	27.009	27.550	28.101	28.663	29.236	29.821
	1950 hrs	\$40,859.40	\$47,703.35	\$48,657.41	\$49,630.56	\$50,623.17	\$51,635.64	\$52,668.35	\$53,721.72	\$54,796.15	\$55,892.07	\$57,009.91	\$58,150.11

Executive Secretary  
Administrative Assistant  
Legal Assistant - Corporate  
Legal Assistant - Liability  
Neigh Program Spec/CDBG Coord.

<b>Grade 4</b>	<b>Annual Hours</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
		22.806	26.626	27.159	27.702	28.256	28.821	29.398	29.986	30.585	31.197	31.821	32.457
	1950 hrs	\$44,472.14	\$51,921.22	\$52,959.64	\$54,018.84	\$55,099.21	\$56,201.20	\$57,325.22	\$58,471.73	\$59,641.16	\$60,833.98	\$62,050.66	\$63,291.68

Transportation Planner  
Management Analyst/HR Coord.

<b>Grade 5</b>	<b>Annual Hours</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
		25.076	29.276	29.861	30.458	31.068	31.689	32.323	32.969	33.629	34.301	34.987	35.687
	1950 hrs	\$48,897.31	\$57,087.61	\$58,229.36	\$59,393.95	\$60,581.83	\$61,793.47	\$63,029.34	\$64,289.92	\$65,575.72	\$66,887.23	\$68,224.98	\$69,589.48

Plans Examiner  
Community Services Planner  
Economic Development Coord.

<b>Grade 6</b>	<b>Annual Hours</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
		27.730	32.375	33.023	33.683	34.357	35.044	35.745	36.460	37.189	37.933	38.692	39.465
	1950 hrs	\$54,074.42	\$63,131.88	\$64,394.52	\$65,682.41	\$66,996.06	\$68,335.98	\$69,702.70	\$71,096.76	\$72,518.69	\$73,969.07	\$75,448.45	\$76,957.42

Chief Building Inspector  
Deputy I&T Director  
City Planner  
Chief Property Maint Inspector

Grade 7	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			30.931	36.111	36.834	37.570	38.322	39.088	39.870	40.667	41.481	42.310	43.157
	1950 hrs	\$60,314.61	\$70,417.30	\$71,825.65	\$73,262.16	\$74,727.41	\$76,221.95	\$77,746.39	\$79,301.32	\$80,887.35	\$82,505.09	\$84,155.20	\$85,838.30
	2080 hrs	\$64,335.58	\$75,111.79	\$76,614.03	\$78,146.31	\$79,709.23	\$81,303.42	\$82,929.49	\$84,588.08	\$86,279.84	\$88,005.43	\$89,765.54	\$91,560.85

ADPW-Airport/Airport Manager  
Accounting Services Manager  
Communications Coordinator  
Comptroller/Treasurer  
Oper/Maint Section Manager 2080 hrs  
HR Director  
Principal Planner  
Project Implementation Engineer

Grade 8	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			34.831	40.665	41.478	42.308	43.154	44.017	44.898	45.796	46.711	47.646	48.599
	1950 hrs	\$67,920.37	\$79,297.04	\$80,882.98	\$82,500.64	\$84,150.65	\$85,833.66	\$87,550.34	\$89,301.34	\$91,087.37	\$92,909.12	\$94,767.30	\$96,662.65
	2080 hrs	\$72,448.40	\$84,583.51	\$86,275.18	\$88,000.68	\$89,760.69	\$91,555.91	\$93,387.03	\$95,254.77	\$97,159.86	\$99,103.06	\$101,085.12	\$103,106.82

ADPW-Operations/Maintenance 2080 hrs  
ADPW-Utilities 2080 hrs  
IT Director  
Assistant City Attorney  
Police Lieut - Administration  
Police Lieut - Investigations  
Police Lieut - Patrol  
Assistant Fire Chief - Operations  
Assistant Fire Chief - Admin  
ED & Pol. Admin  
Finance/Purchasing Director

Grade 9	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			39.557	46.183	47.106	48.048	49.009	49.990	50.989	52.009	53.049	54.110	55.193
	1950 hrs	\$77,135.89	\$90,056.15	\$91,857.27	\$93,694.42	\$95,568.30	\$97,479.67	\$99,429.26	\$101,417.85	\$103,446.21	\$105,515.13	\$107,625.43	\$109,777.94

City Attorney  
Assistant City Manager  
ADPW-Building/Eng/Trans  
Planning & Economic Dev Director

Grade 10	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			45.332	52.925	53.984	55.063	56.165	57.288	58.434	59.602	60.794	62.010	63.251
	1950 hrs	\$88,397.61	\$103,204.21	\$105,268.29	\$107,373.66	\$109,521.13	\$111,711.56	\$113,945.79	\$116,224.70	\$118,549.20	\$120,920.18	\$123,338.58	\$125,805.36

Fire Chief  
Police Chief  
Director of Public Works

Grade 11	Annual Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			52.096	60.822	62.038	63.279	64.545	65.835	67.152	68.495	69.865	71.262	72.688
City Manager	1950 hrs	\$101,586.70	\$118,602.48	\$120,974.53	\$123,394.02	\$125,861.90	\$128,379.13	\$130,946.72	\$133,565.65	\$136,236.96	\$138,961.70	\$141,740.94	\$144,575.76