

FY2012 Management Pay Plan

"Two Percent" Pay Plan

Steps - 16.75% First Year Increment then 2% Increments

Grade 1	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
		18.399	21.481	21.911	22.349	22.796	23.252	23.717	24.191	24.675	25.169	25.672	26.186
	1950 hrs	\$35,878.80	\$41,888.50	\$42,726.27	\$43,580.80	\$44,452.41	\$45,341.46	\$46,248.29	\$47,173.25	\$48,116.72	\$49,079.05	\$50,060.64	\$51,061.85

Grade 2	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
		19.641	22.931	23.390	23.858	24.335	24.821	25.318	25.824	26.341	26.867	27.405	27.953
	1950 hrs	\$38,300.35	\$44,715.66	\$45,609.97	\$46,522.17	\$47,452.62	\$48,401.67	\$49,369.70	\$50,357.10	\$51,364.24	\$52,391.52	\$53,439.35	\$54,508.14

Deputy City Clerk
Administrative Associate

Grade 3	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
		21.232	24.789	25.284	25.790	26.306	26.832	27.369	27.916	28.474	29.044	29.625	30.217
	1950 hrs	\$41,402.83	\$48,337.80	\$49,304.56	\$50,290.65	\$51,296.46	\$52,322.39	\$53,368.84	\$54,436.21	\$55,524.94	\$56,635.44	\$57,768.15	\$58,923.51

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

Grade 4	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
		23.110	26.980	27.520	28.070	28.632	29.204	29.789	30.384	30.992	31.612	32.244	32.889
	1950 hrs	\$45,063.62	\$52,611.77	\$53,664.01	\$54,737.29	\$55,832.03	\$56,948.67	\$58,087.65	\$59,249.40	\$60,434.39	\$61,643.08	\$62,875.94	\$64,133.46

Transportation Planner
Management Analyst/HR Coord.

Grade 5	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
		25.409	29.665	30.258	30.864	31.481	32.110	32.753	33.408	34.076	34.757	35.452	36.162
	1950 hrs	\$49,547.65	\$57,846.88	\$59,003.81	\$60,183.89	\$61,387.57	\$62,615.32	\$63,867.63	\$65,144.98	\$66,447.88	\$67,776.84	\$69,132.37	\$70,515.02

Plans Examiner
Community Services Planner
Economic Development Coord.

Grade 6	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
		28.099	32.806	33.462	34.131	34.814	35.510	36.220	36.945	37.684	38.437	39.206	39.990
	1950 hrs	\$54,793.61	\$63,971.54	\$65,250.97	\$66,555.99	\$67,887.11	\$69,244.85	\$70,629.75	\$72,042.34	\$73,483.19	\$74,952.85	\$76,451.91	\$77,980.95

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
			31.342	36.592	37.324	38.070	38.831	39.608	40.400	41.208	42.032	42.873	43.730
	1950 hrs	\$61,116.79	\$71,353.85	\$72,780.93	\$74,236.55	\$75,721.28	\$77,235.71	\$78,780.42	\$80,356.03	\$81,963.15	\$83,602.41	\$85,274.46	\$86,979.95
	2080 hrs	\$65,191.24	\$76,110.78	\$77,632.99	\$79,185.65	\$80,769.37	\$82,384.75	\$84,032.45	\$85,713.10	\$87,427.36	\$89,175.91	\$90,959.42	\$92,778.61

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
			35.294	41.206	42.030	42.871	43.728	44.603	45.495	46.405	47.333	48.279	49.245
	1950 hrs	\$68,823.72	\$80,351.69	\$81,958.72	\$83,597.90	\$85,269.85	\$86,975.25	\$88,714.76	\$90,489.05	\$92,298.83	\$94,144.81	\$96,027.71	\$97,948.26
	2080 hrs	\$73,411.96	\$85,708.47	\$87,422.64	\$89,171.09	\$90,954.51	\$92,773.60	\$94,629.07	\$96,521.66	\$98,452.09	\$100,421.13	\$102,429.55	\$104,478.14

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
			40.083	46.797	47.733	48.687	49.661	50.654	51.668	52.701	53.755	54.830	55.927
	1950 hrs	\$78,161.79	\$91,253.89	\$93,078.97	\$94,940.55	\$96,839.36	\$98,776.15	\$100,751.67	\$102,766.71	\$104,822.04	\$106,918.48	\$109,056.85	\$111,237.99

City Attorney
Assistant City Manager
ADPW-Bulding/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
			45.935	53.629	54.702	55.796	56.912	58.050	59.211	60.395	61.603	62.835	64.092
	1950 hrs	\$89,573.30	\$104,576.83	\$106,668.36	\$108,801.73	\$110,977.76	\$113,197.32	\$115,461.27	\$117,770.49	\$120,125.90	\$122,528.42	\$124,978.99	\$127,478.57

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
			52.789	61.631	62.863	64.121	65.403	66.711	68.045	69.406	70.794	72.210	73.654
City Manager	1950 hrs	\$102,937.81	\$120,179.89	\$122,583.49	\$125,035.16	\$127,535.86	\$130,086.58	\$132,688.31	\$135,342.07	\$138,048.92	\$140,809.89	\$143,626.09	\$146,498.61