

**FY2013 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>
		18.767	21.911	22.349	22.796	23.252	23.717	24.191	24.675	25.169	25.672	26.186	26.709
	1950 hrs	\$36,596.38	\$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	\$52,083.09

<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>
		20.034	23.390	23.858	24.335	24.821	25.318	25.824	26.341	26.867	27.405	27.953	28.512
	1950 hrs	\$39,066.36	\$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	\$55,598.30

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>
		21.657	25.284	25.790	26.306	26.832	27.369	27.916	28.474	29.044	29.625	30.217	30.822
	1950 hrs	\$42,230.88	\$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	\$60,101.98

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>
		23.572	27.520	28.070	28.632	29.204	29.789	30.384	30.992	31.612	32.244	32.889	33.547
	1950 hrs	\$45,964.89	\$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	\$65,416.13

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>
		25.917	30.258	30.864	31.481	32.110	32.753	33.408	34.076	34.757	35.452	36.162	36.885
	1950 hrs	\$50,538.60	\$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	\$71,925.32

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>
		28.661	33.462	34.131	34.814	35.510	36.220	36.945	37.684	38.437	39.206	39.990	40.790
	1950 hrs	\$55,889.48	\$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	\$79,540.57

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
		31.969	37.324	38.070	38.831	39.608	40.400	41.208	42.032	42.873	43.730	44.605	45.497
	1950 hrs	\$62,339.13	\$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	\$88,719.55
	2080 hrs	\$66,495.07	\$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	\$94,634.18

ADPW-Airport/Airport Manager  
Accounting Services Manager  
Communications Coordinator  
Assistant Finance Director  
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
		36.000	42.030	42.871	43.728	44.603	45.495	46.405	47.333	48.279	49.245	50.230	51.234
	1950 hrs	\$70,200.19	\$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	\$99,907.22
	2080 hrs	\$74,880.20	\$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	\$106,567.71

ADPW-Operations/Maintenance 2080 hrs  
ADPW-Utilities 2080 hrs  
IT Director  
Assistant City Attorney  
Police Lieutenant 2080 hrs  
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
		40.885	47.733	48.687	49.661	50.654	51.668	52.701	53.755	54.830	55.927	57.045	58.186
	1950 hrs	\$79,725.03	\$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	\$113,462.75

**Police Commander**  
**Assistant Fire Chief**  
ADPW-Bulding/Eng/Trans  
Planning & Economic Dev Director  
City Attorney  
Assistant City Manager

Grade 9.5	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
		43.960	51.323	52.350	53.397	54.465	55.554	56.665	57.798	58.954	60.133	61.336	62.563
	1950 hrs	\$85,722.00	\$100,080.44	\$102,082.04	\$104,123.68	\$106,206.16	\$108,330.28	\$110,496.89	\$112,706.82	\$114,960.96	\$117,260.18	\$119,605.38	\$121,997.49

**Deputy Fire Chief**  
**Deputy Police Chief**

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
		46.854	54.702	55.796	56.912	58.050	59.211	60.395	61.603	62.835	64.092	65.374	66.681
	1950 hrs	\$91,364.76	\$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	\$130,028.14

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
		53.844	62.863	64.121	65.403	66.711	68.045	69.406	70.794	72.210	73.654	75.127	76.630
<b>City Manager</b>	1950 hrs	\$104,996.56	\$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	\$149,428.59