

FY2014 Management 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
		19.143	22.349	22.796	23.252	23.717	24.191	24.675	25.169	25.672	26.186	26.709	27.243
	1950 hrs	\$37,328.30	\$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	\$53,124.75

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
		20.435	23.858	24.335	24.821	25.318	25.824	26.341	26.867	27.405	27.953	28.512	29.082
	1950 hrs	\$39,847.69	\$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	\$56,710.27

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
		22.090	25.790	26.306	26.832	27.369	27.916	28.474	29.044	29.625	30.217	30.822	31.438
	1950 hrs	\$43,075.50	\$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	\$61,304.02

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
		24.043	28.070	28.632	29.204	29.789	30.384	30.992	31.612	32.244	32.889	33.547	34.218
	1950 hrs	\$46,884.19	\$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	\$66,724.45

Transportation Planner
Management Analyst/HR Coord.
Executive Assistant

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
		26.436	30.864	31.481	32.110	32.753	33.408	34.076	34.757	35.452	36.162	36.885	37.622
	1950 hrs	\$51,549.37	\$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	\$73,363.83

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
		29.234	34.131	34.814	35.510	36.220	36.945	37.684	38.437	39.206	39.990	40.790	41.606
	1950 hrs	\$57,007.27	\$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	\$81,131.38

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
			32.608	38.070	38.831	39.608	40.400	41.208	42.032	42.873	43.730	44.605	45.497
	1950 hrs	\$63,585.91	\$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	\$90,493.94
	2080 hrs	\$67,824.97	\$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	\$96,526.87

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
			36.720	42.871	43.728	44.603	45.495	46.405	47.333	48.279	49.245	50.230	51.234
	1950 hrs	\$71,604.19	\$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	\$101,905.37
	2080 hrs	\$76,377.81	\$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	\$108,699.06

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
			41.702	48.687	49.661	50.654	51.668	52.701	53.755	54.830	55.927	57.045	58.186
	1950 hrs	\$81,319.53	\$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	\$115,732.00

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
			44.839	52.350	53.397	54.465	55.554	56.665	57.798	58.954	60.133	61.336	62.563
	1950 hrs	\$87,436.44	\$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	\$124,437.44

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
			47.791	55.796	56.912	58.050	59.211	60.395	61.603	62.835	64.092	65.374	66.681
	1950 hrs	\$93,192.06	\$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	\$132,628.70

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
			54.921	64.121	65.403	66.711	68.045	69.406	70.794	72.210	73.654	75.127	76.630
	1950 hrs	\$107,096.49	\$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	\$152,417.16

City Manager