

**FY2015 Management Pay Plan**

**Steps - 16.75% First Year Increment then 2.0% 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>
		19.430	22.684	23.138	23.601	24.073	24.554	25.045	25.546	26.057	26.578	27.110	27.652
	1950 hrs	\$37,888.23	\$44,234.51	\$45,119.20	\$46,021.58	\$46,942.01	\$47,880.85	\$48,838.47	\$49,815.24	\$50,811.54	\$51,827.78	\$52,864.33	\$53,921.62

<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>
		20.741	24.215	24.700	25.194	25.698	26.212	26.736	27.270	27.816	28.372	28.940	29.518
	1950 hrs	\$40,445.40	\$47,220.01	\$48,164.41	\$49,127.69	\$50,110.25	\$51,112.45	\$52,134.70	\$53,177.40	\$54,240.94	\$55,325.76	\$56,432.28	\$57,560.92

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>
		22.421	26.177	26.700	27.234	27.779	28.335	28.901	29.479	30.069	30.670	31.284	31.910
	1950 hrs	\$43,721.63	\$51,045.01	\$52,065.91	\$53,107.23	\$54,169.37	\$55,252.76	\$56,357.81	\$57,484.97	\$58,634.67	\$59,807.36	\$61,003.51	\$62,223.58

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

<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>
		24.404	28.491	29.061	29.643	30.235	30.840	31.457	32.086	32.728	33.382	34.050	34.731
	1950 hrs	\$47,587.45	\$55,558.35	\$56,669.51	\$57,802.90	\$58,958.96	\$60,138.14	\$61,340.90	\$62,567.72	\$63,819.08	\$65,095.46	\$66,397.37	\$67,725.32

Transportation Planner  
Executive Assistant

<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>
		26.832	31.326	31.953	32.592	33.244	33.909	34.587	35.279	35.984	36.704	37.438	38.187
	1950 hrs	\$52,322.61	\$61,086.65	\$62,308.38	\$63,554.55	\$64,825.64	\$66,122.15	\$67,444.60	\$68,793.49	\$70,169.36	\$71,572.74	\$73,004.20	\$74,464.28

Plans Examiner  
Community Services Planner  
Economic Development Coord.  
Management Analyst

<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>
		29.673	34.643	35.336	36.043	36.764	37.499	38.249	39.014	39.794	40.590	41.402	42.230
	1950 hrs	\$57,862.38	\$67,554.33	\$68,905.42	\$70,283.52	\$71,689.19	\$73,122.98	\$74,585.44	\$76,077.15	\$77,598.69	\$79,150.66	\$80,733.68	\$82,348.35

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

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
		33.097	38.641	39.414	40.202	41.006	41.826	42.663	43.516	44.386	45.274	46.180	47.103
	1950 hrs	\$64,539.70	\$75,350.10	\$76,857.10	\$78,394.24	\$79,962.13	\$81,561.37	\$83,192.60	\$84,856.45	\$86,553.58	\$88,284.65	\$90,050.34	\$91,851.35
	2080 hrs	\$68,842.34	\$80,373.44	\$81,980.91	\$83,620.52	\$85,292.93	\$86,998.79	\$88,738.77	\$90,513.54	\$92,323.82	\$94,170.29	\$96,053.70	\$97,974.77

ADPW-Airport/Airport Manager  
Accounting Services Manager  
Communications Coordinator 2080 hrs  
Oper/Maint Section Manager 2080 hrs  
HR Director  
Principal Planner  
Project Implementation Engineer  
Crime Free Housing & Insp. Coord.

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
		37.271	43.514	44.384	45.272	46.177	47.101	48.043	49.004	49.984	50.983	52.003	53.043
	1950 hrs	\$72,678.26	\$84,851.87	\$86,548.90	\$88,279.88	\$90,045.48	\$91,846.39	\$93,683.32	\$95,556.98	\$97,468.12	\$99,417.48	\$101,405.83	\$103,433.95
	2080 hrs	\$77,523.47	\$90,508.66	\$92,318.83	\$94,165.21	\$96,048.51	\$97,969.48	\$99,928.87	\$101,927.45	\$103,966.00	\$106,045.32	\$108,166.22	\$110,329.55

ADPW-Street Operations 2080 hrs  
ADPW-Water Resources 2080 hrs  
IT Director  
Assistant City Attorney  
Police Lieutenant 2080 hrs  
ED & Pol. Admin  
Assistant Finance 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
		42.328	49.418	50.406	51.414	52.443	53.491	54.561	55.652	56.765	57.901	59.059	60.240
	1950 hrs	\$82,539.32	\$96,364.66	\$98,291.95	\$100,257.79	\$102,262.95	\$104,308.21	\$106,394.37	\$108,522.26	\$110,692.70	\$112,906.56	\$115,164.69	\$117,467.98

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

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
		45.512	53.135	54.198	55.282	56.387	57.515	58.665	59.839	61.035	62.256	63.501	64.771
	1950 hrs	\$88,747.99	\$103,613.27	\$105,685.54	\$107,799.25	\$109,955.24	\$112,154.34	\$114,397.43	\$116,685.38	\$119,019.08	\$121,399.46	\$123,827.45	\$126,304.00

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
		48.508	56.633	57.765	58.921	60.099	61.301	62.527	63.778	65.053	66.354	67.681	69.035
	1950 hrs	\$94,589.94	\$110,433.75	\$112,642.43	\$114,895.28	\$117,193.18	\$119,537.05	\$121,927.79	\$124,366.34	\$126,853.67	\$129,390.74	\$131,978.56	\$134,618.13

Fire Chief  
Police Chief  
Director of Public Works  
Finance Director  
Community Development Director  
Assistant City Manager

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
		55.745	65.082	66.384	67.712	69.066	70.447	71.856	73.293	74.759	76.254	77.779	79.335
	1950 hrs	\$108,702.94	\$126,910.68	\$129,448.90	\$132,037.88	\$134,678.63	\$137,372.21	\$140,119.65	\$142,922.04	\$145,780.48	\$148,696.09	\$151,670.02	\$154,703.42