

**RESOLUTION APPROVING MERIT PAY FOR ELIGIBLE CITY EMPLOYEES,
AMENDING ARTICLE II OF THE CITY OF WINSTON-SALEM PERSONNEL
RESOLUTION REGARDING CHANGES TO THE PAY PLANS, AMENDING
ARTICLE I REGARDING RESTRICTIONS ON EMPLOYEE ACCESS TO
PERSONNEL RECORDS AND AMENDING ARTICLE III REGARDING
OBSERVANCE OF VETERANS DAY AS A LEGAL HOLIDAY**

WHEREAS, eligible full-time and part-time City employees and temporary City employees certified for benefits are eligible for merit increase consideration after their annual June 30 performance evaluation; and

WHEREAS, for FY 2018-19, the Finance Committee has recommended merit pay adjustments based on performance for all eligible full-time and part-time City employees and temporary City employees certified for benefits according to the following performance ratings: 1.5% - Solid Performer rating, 2% - Strong Performer rating, 3% - Top Performer rating; and

WHEREAS, City staff hired a classification and compensation consultant to conduct a market pay study to assess whether the pay for city jobs is competitive with pay for comparable jobs in the market.

WHEREAS, the consultant studied 122 City administrative, professional, technical, supervisory, and managerial positions and 15 certified fire and sworn police positions; and

WHEREAS, the consultant determined that, on average, entry level rates of pay for City administrative, professional, technical, supervisory, and managerial jobs are 6.09% behind the market and certified Fire and sworn Police jobs are, on average, 1.66% behind the market; and

WHEREAS, the consultant recommends that: (1) the City adopt a new 30-grade pay plan, the Revised General Pay Plan, which more closely reflects the average market minimum, midpoint and maximum pay for the positions studied; (2) the minimum hourly rate of pay for this new pay plan be set at \$12.50/hour, with consideration of future adjustments that raise minimum

hourly rate of pay to \$15.00/hour by 2021; (3) employees on this pay plan whose current salaries are below the proposed new pay plan minimums for their respective pay grades receive pay adjustments to bring those salaries up the new pay plan minimums or 2%, whichever is greatest; (4) employees on this pay plan whose current salaries are above the proposed new pay plan minimums, but below the new pay plan maximums for their respective pay grades, receive a 2% pay adjustment to address compression resulting from increasing the pay plan minimums; (5) employees on this pay plan whose current pay is above the new pay plan maximum for their respective pay grades receive no adjustment for the implementation of the new pay plan; however, any person employed with the city as of the adoption of the aforementioned recommendations will receive merit pay adjustments to their base salary (corresponding with their performance ratings) even if the adjustment will result in their base salaries exceeding the maximum of their pay grade; and

WHEREAS, these Revised General Pay Plan recommendations would become effective on April 8, 2019; and

WHEREAS, the consultant recommends that: (1) the Public Safety Pay Plan for certified Fire and sworn Police employees be revised to include 20 pay grades which more closely reflect the average market minimum, midpoint and maximum pay for these positions; (2) employees on this pay plan whose current salaries are below the proposed new pay plan minimums for their respective pay grades receive pay adjustments to bring those salaries up the new pay plan minimums or 2%, whichever is greatest; (3) employees on this pay plan whose current salaries are above the proposed new pay plan minimums, but below the new pay plan maximums for their respective pay grades, receive a 2% pay adjustment to address compression resulting from increasing the pay plan minimums; (4) employees on this pay plan whose current pay is above

the new pay plan maximums for their respective pay grades receive no adjustment for the implementation of the new pay plan; however, any person employed with the city as of the adoption of the aforementioned recommendations will receive merit pay adjustments to their base salary (corresponding with their performance ratings) even if the adjustment will result in their base salaries exceeding the maximum of their pay grade; and

WHEREAS, these Public Safety Pay Plan recommendations would become effective on April 8, 2019; and

WHEREAS, the aforementioned merit, market pay, and compression adjustments will be implemented in the following order: (1) adjust all eligible City employee salaries for merit pay consistent with the amount that correlates with their performance appraisal rating, effective July 2, 2018; (2) adjust Revised General Pay Plan and Public Safety Plan employee salaries that are below the new pay plan minimums, by at least 2%, up to the new minimums, effective April 8, 2019; (3) adjust Revised General Pay Plan and Public Safety Pay Plan employee salaries that are above the proposed new pay plan minimums but below the new pay plan maximums for their respective pay grades by 2% for compression, effective April 8, 2019; and

WHEREAS, the North Carolina General Assembly has amended the statutory provisions regarding personnel privacy and access to employee records which requires an update to the City's Personnel Resolution; and

WHEREAS, currently the City observes the following days as holidays with pay for eligible City employees: New Year's Day, the third Monday in January for Martin Luther King, Jr.'s birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day, and a day designated by the City Manager (floating holiday); and

WHEREAS, according to a survey conducted by the NC League of Municipalities, of North Carolina cities with populations over 100,000, the following city governments observe Veterans Day, in addition to the other holidays that the City of Winston-Salem observes: Cary, Charlotte, Durham, Fayetteville, Greensboro, Raleigh, and Wilmington; and

WHEREAS, Forsyth County government also observes Veterans Day as a holiday for its employees; and

WHEREAS, the City staff recommends that Veterans Day be designated as a legal holiday to be observed by the City of Winston-Salem, effective November 12, 2018.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Winston-Salem City Council, that for FY 2018-19, the above-described: (1) recommended implementation of a Revised General Pay Plan and associated pay adjustments; (2) recommended implementation of Public Safety Pay Plan and associated pay adjustments; (3) implementation of a \$12.50/hour minimum rate of pay with the goal for future adjustments that, subject to funding availability, raise the minimum hourly rate of pay to \$15.00/hour by 2021; (4) update to the provisions regarding restrictions on access to employee personnel records; and (5) designation of Veterans Day as a legal holiday observed by the City of Winston-Salem, are hereby approved and authorized for implementation in the manner set forth herein.

BE IT FURTHER RESOLVED that the following amendments to the Personnel Resolution are approved:

Section 1: Section 22. Restriction on access to employee personnel records is hereby amended to read as follows:

“Sec. 22. - Restrictions on access to employee personnel records.

~~(a) The following information is a matter of public record:~~

~~(1) Name;~~

~~(2) Age;~~

- ~~(3) — Date of original employment or appointment to the service;~~
- ~~(4) — The terms of any contract by which the employee is employed whether written Or oral, past and current, to the extent that the city has the written contract or a record of the oral contract in its possession;~~
- ~~(5) — Current position;~~
- ~~(6) — Title;~~
- ~~(7) — Current salary;~~
- ~~(8) — Date and amount of each increase or decrease in salary;~~
- ~~(9) — Date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification;~~
- ~~(10) — Date and general description of the reasons for each promotion;~~
- ~~(11) — Date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the city. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the city setting forth the specific acts or omissions that are the basis of the dismissal; and~~
- ~~(12) — The office to which the employee is currently assigned.~~

~~For the purposes of this section, the term "salary" includes pay, benefits, incentives, bonuses, and deferred and all other forms of compensation paid by the city. Any person may have access to public record information during regular business hours in the human resources department.~~

- ~~(b) — City departments shall maintain the following information: Name, position classification, code and title, payroll data, job description and current attendance~~
- ~~(c) — All other personnel information, with the exception of records required by the State of North Carolina Criminal Justice Training and Standards Council pertaining to the official status of sworn law enforcement officers, shall be maintained in the human resources department.~~
- ~~(d) — All information, other than the public records noted above, is confidential and shall be open to inspection in the human resources department only in the following instances:

 - ~~(1) — Employee or his duly authorized agent may inspect the file except letters of reference solicited prior to employment and medical disability information that a prudent physician would not divulge to his patient;~~
 - ~~(2) — Physician designated in writing by employee may examine employee's medical record;~~
 - ~~(3) — Unless prohibited by law, an employee's supervisor may examine employee's entire personnel file;~~
 - ~~(4) — Court order may provide anyone access to a personnel file;~~
 - ~~(5) — An official of an agency of federal, state or governmental subdivision may inspect any portion of a personnel file when such inspection is deemed by the city official having custody of such records to be necessary and essential to the pursuance of a proper function of the inspecting agency. No information may be~~~~

~~divulged to assist in a criminal prosecution or assist in investigation of tax liability. However, the city official having custody of such records may release the name, address and telephone number from a personnel file for the purpose of assisting in a criminal investigation. In all cases, the city official having custody of said records shall consult with the city attorney's office before permitting such inspection.~~

- ~~(6) — An employee may sign a written release, to be placed with his personnel file, that permits the person with custody of the file to provide, either in person, by telephone, or by mail, information specified in the release to prospective employers, educational institutions or other persons specified in the release;~~
- ~~(7) — The city manager, with concurrence of the council, may inform any person of the employment or nonemployment, promotion, demotion, suspension or other disciplinary action, reinstatement, transfer or termination of a city employee and the reasons for that personnel action. Before releasing the information, the manager or council shall determine in writing that the release is essential to maintaining public confidence in the administration of city services or to maintaining the level and quality of city services. This written determination shall be retained in the office of the manager or the city clerk, and is a record available for public inspection and shall become part of the employee's personnel file.~~
- ~~(e) — Even if considered part of an employee's personnel file, the following information need not be disclosed to an employee nor to any other person:
 - ~~(1) — Testing or examination material used solely to determine individual qualifications for appointment, employment or promotion in the city's service, when disclosure would compromise the objectivity or the fairness of the testing or examination process;~~
 - ~~(2) — Investigative reports or memoranda and other information concerning the investigation of possible criminal actions of an employee, until the investigation is completed and no criminal action taken or until the criminal action is concluded;~~
 - ~~(3) — Information that might identify an undercover law enforcement officer or a law enforcement informer;~~
 - ~~(4) — Notes, preliminary drafts and internal communications concerning an employee. In the event such materials are used for any official personnel decision, then the employee or his duly authorized agent shall have a right to inspect such materials.~~~~
- ~~(f) The city council may permit access, subject to limitations they may impose, to selected personnel files by a professional representative of a training, research or academic institution if that person certifies that he will not release information identifying the employees whose files are opened and that the information will be used solely for statistical, research or teaching purposes. This certification shall be retained by the city as long as each personnel file examined is retained.~~

- ~~(g) Any city employee who objects to material in his or her file on grounds that it is inaccurate or misleading may seek, through the grievance process, to have the material removed from the file or may place in the file a statement relating to the material.~~
- ~~(h) Any public official or employee who knowingly, willfully, and with malice, permits any person to have access to any information contained in a personnel file, except as expressly authorized by law, is guilty of a class 3 misdemeanor and, upon conviction, shall be fined an amount not more than five hundred dollars (\$500.00) (pursuant N.C.G.S. § 160A-168).~~
- ~~(i) Any person not specifically authorized to have access to a personnel file designated as confidential, who shall knowingly and willfully examine in its official filing place, remove or copy any portion of a confidential personnel file shall be guilty of a class 3 misdemeanor and, upon conviction, shall be fined in the discretion of the court, but not in excess of five hundred dollars (\$500.00) (pursuant N.C.G.S. § 160A-168).~~
- ~~(j) If an employee is dismissed, he shall be notified by his office head, division head, department head or city manager in writing of the reasons for such dismissal, and such writing shall be delivered personally to the dismissed employee or by registered mail to his last known address. A copy of the dismissal is to be placed in the personnel files for such employee and is to be treated as confidential and subject to inspection only in those instances stated hereinabove.~~
- ~~(k) The City Council of the City of Winston-Salem has determined that the release to the complainant of confidential personnel information relating to the investigation, review or hearing of his complaint, including notification of appropriate disciplinary action, if any, is essential to maintaining public confidence in the administration of city services and the level and quality of city services. A copy of this resolution shall be retained in the offices of the city manager and the city secretary and shall be available for public inspection. A copy shall be placed in the personnel file of each employee subsequently affected by the resolution.~~
- (a) The following information with respect to each city employee is a matter of public record:
- (1) Name.
 - (2) Age.
 - (3) Date of original employment or appointment to the service.
 - (4) The terms of any contract by which the employee is employed whether written or oral, past and current, to the extent that the city has the written contract or a record of the oral contract in its possession.
 - (5) Current position.
 - (6) Title.
 - (7) Current salary.
 - (8) Date and amount of each increase or decrease in salary with the city.

- (9) Date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with the city.
 - (10) Date and general description of the reasons for each promotion with the city.
 - (11) Date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the city. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the city setting forth the specific acts or omissions that are the basis of the dismissal.
 - (12) The office to which the employee is currently assigned.
- (b) For the purposes of this subsection, the term "salary" includes pay, benefits, incentives, bonuses, and deferred and all other forms of compensation paid by the employing entity.
- (b1) The city council shall determine in what form and by whom this information will be maintained. Any person may have access to this information for the purpose of inspection, examination, and copying, during regular business hours, subject only to such rules and regulations for the safekeeping of public records as the city council may have adopted. Any person denied access to this information may apply to the appropriate division of the General Court of Justice for an order compelling disclosure, and the court shall have jurisdiction to issue such orders.
- (c) All information contained in a city employee's personnel file, other than the information made public, is confidential and shall be open to inspection only in the following instances:
- (1) The employee or his duly authorized agent may examine all portions of his personnel file except (i) letters of reference solicited prior to employment, and (ii) information concerning a medical disability, mental or physical, that a prudent physician would not divulge to his patient.
 - (2) A licensed physician designated in writing by the employee may examine the employee's medical record.
 - (3) A city employee having supervisory authority over the employee may examine all material in the employee's personnel file. This does not include the employee's medical information unless the employee has signed a release authorizing the supervisor to have access to said information.
 - (4) By order of a court of competent jurisdiction, any person may examine such portion of an employee's personnel file as may be ordered by the court.
 - (5) An official of an agency of the State or federal government, or any political subdivision of the State, may inspect any portion of a personnel file when such inspection is deemed by the official having custody of such records to be inspected to be necessary and essential to the pursuance of a proper function of the inspecting agency, but no information shall be divulged for the purpose of assisting in a criminal prosecution (of the employee), or for the purpose of assisting in an investigation of (the employee's) tax liability. However, the official having custody of such records may release the name, address, and

telephone number from a personnel file for the purpose of assisting in a criminal investigation.

- (6) An employee may sign a written release, to be placed with his personnel file, that permits the person with custody of the file to provide, either in person, by telephone, or by mail, information specified in the release to prospective employers, educational institutions, or other persons specified in the release.
- (7) The city manager, with concurrence of the council, or, in cities not having a manager, the council may inform any person of the employment or nonemployment, promotion, demotion, suspension or other disciplinary action, reinstatement, transfer, or termination of a city employee and the reasons for that personnel action. Before releasing the information, the manager or council shall determine in writing that the release is essential to maintaining public confidence in the administration of city services or to maintaining the level and quality of city services. This written determination shall be retained in the office of the manager or the city clerk, and is a record available for public inspection and shall become part of the employee's personnel file.

(c1) Even if considered part of an employee's personnel file, the following information need not be disclosed to an employee nor to any other person:

- (1) Testing or examination material used solely to determine individual qualifications for appointment, employment, or promotion in the city's service, when disclosure would compromise the objectivity or the fairness of the testing or examination process.
- (2) Investigative reports or memoranda and other information concerning the investigation of possible criminal actions of an employee, until the investigation is completed and no criminal action taken, or until the criminal action is concluded.
- (3) Information that might identify an undercover law enforcement officer or a law enforcement informer.
- (4) Notes, preliminary drafts and internal communications concerning an employee. In the event such materials are used for any official personnel decision, then the employee or his duly authorized agent shall have a right to inspect such materials.

(c2) The city council may permit access, subject to limitations they may impose, to selected personnel files by a professional representative of a training, research, or academic institution if that person certifies that he will not release information identifying the employees whose files are opened and that the information will be used solely for statistical, research, or teaching purposes. This certification shall be retained by the city as long as each personnel file examined is retained.

(c3) Even if considered part of an employee's personnel file, the following information regarding any sworn law enforcement officer shall not be disclosed to an employee or any other person, unless disclosed in accordance with G.S. 132-1.4, or in accordance with G.S. 132-1.10, or for the personal safety of that sworn law enforcement officer or any other person residing in the same residence:

- (1) Information that might identify the residence of a sworn law enforcement officer.
 - (2) Emergency contact information.
- (d) Any city employee who objects to material in his or her file on grounds that it is inaccurate or misleading may seek, through the grievance process, to have the material removed from the file or may place in the file a statement relating to the material.
- (e) Any public official or employee who knowingly, willfully, and with malice, permits any person to have access to any information contained in a personnel file, except as expressly authorized by law, is guilty of a class 3 misdemeanor and, upon conviction, shall be fined an amount not more than five hundred dollars (\$500.00) (pursuant N.C.G.S. § 160A-168).
- (f) Any person not specifically authorized to have access to a personnel file designated as confidential, who shall knowingly and willfully examine in its official filing place, remove or copy any portion of a confidential personnel file shall be guilty of a class 3 misdemeanor and, upon conviction, shall be fined in the discretion of the court, but not in excess of five hundred dollars (\$500.00) (pursuant N.C.G.S. § 160A-168).
- (g) If an employee is dismissed, he shall be notified by his office head, division head, department head or city manager in writing of the reasons for such dismissal, and such writing shall be delivered personally to the dismissed employee or by registered mail to his last known address. A copy of the dismissal is to be placed in the personnel files for such employee and is subject to inspection only in those instances stated hereinabove.
- (h) The City Council of the City of Winston-Salem has determined that the release to the complainant of confidential personnel information relating to the investigation, review or hearing of his complaint, including notification of appropriate disciplinary action, if any, is essential to maintaining public confidence in the administration of city services and the level and quality of city services. A copy of this resolution shall be retained in the offices of the city manager and the city secretary and shall be available for public inspection. A copy shall be placed in the personnel file of each employee subsequently affected by the resolution.”

Section 2: Article II. Compensation, Sec. 30 General Policy-Pay is hereby amended to revise language associated with the elimination of the General Pay Plan, effective April 7, 2019 and its replacement with the Revised General Pay Plan, effective April 8, 2019:

It is the policy of the City of Winston-Salem to provide employee compensation plans that are externally competitive and internally equitable. In order to maintain the competitiveness of the plans, the city manager from time to time will recommend to the city council adjustments in the pay bands. In addition to maintaining competitive compensation plans, individual employee's pay will be based to a large measure on job performance. In order to provide for the above, the city has developed four (4) distinct pay plans: General, Revised General, ~~Police/Fire~~ Public Safety (sworn Police/certified Fire), and Flat Rate. The General Pay Plan will be in effect through April 7, 2019 and will be replaced by the Revised General Pay Plan, effective April 8, 2019. The following information reflects the pay ranges and/or bands and administrative policies for each plan. All city council approved classifications are assigned to the appropriate pay plan by the city

manager upon recommendation by of the human resources department. When the city council approves a pay plan adjustment(s) to a position classification/title, that adjustment(s) shall apply to the position classification/title regardless of the employment status (full-time, part-time, temporary or seasonal) associated with that position title/classification.

- (a) *General Pay Plan.* This pay plan, which will be in effect through April 7, 2019, consists of nine (9) bands (Bands 1—9). All positions, except ~~for~~ sworn police and certified fire suppression and positions on the Revised General Pay Plan and the Flat Rate Pay Plan, are included in this pay plan. All classifications in the General Pay Plan are assigned to one (1) of the nine (9) bands. For each classification, the city manager and/or his designee will determine the market reference point (MRP). A competitive market range (CMR) of ninety (90) to one hundred ten (110) per cent of the MRP will be established for each classification in the General Pay Plan.

Section 3: Article II. Compensation, Sec. 30 General Policy-Pay (b) *Revised General Pay Plan*, is hereby amended, effective April 8, 2019, to update the number of pay grades in the pay plan:

- (b) *Revised General Pay Plan.* Effective April 8, 2019, this pay plan consists of ~~fifteen~~ thirty (15 30) pay grades (Grades 1-~~15~~ 30). All positions, except for sworn police and certified fire suppression and positions on the general pay plan and flat rate pay plan, are included in this pay plan. All classifications in the revised general pay plan are assigned to one (1) of the ~~fifteen~~ thirty (15 30) pay grades. Each pay grade has a minimum, midpoint, and maximum rate of pay established by the city manager and/or his designee.

Section 4: Article II. Compensation, Sec. 30 General Policy-Pay (b) *Revised General Pay Plan*, (2) *Performance evaluations: merit increase consideration* (i) *basis for allowable amount of increase* and (iii) *Other compensation* is hereby amended, effective April 8, 2019, to exclude current employees from base pay maximum ceilings when implementing merit increases:

- (i) *Basis for allowable amount of increase.* The allowable amount of an employee's pay increase will be based upon his/her overall performance rating. The city manager, upon recommendation of the human resources department, will annually set the allowable pay adjustments and type of award (cash award, base salary change or a combination of both) for each of the overall performance ratings not to exceed the amount/percentage adopted by the city council for that fiscal year. Effective April 8, 2019, ~~with~~ the exception of employees who are hired by the city prior to July 1 April 8, 2017, in no case, shall the authorized pay adjustment result in a salary amount that exceeds the maximum of the assigned pay grade.
- (iii) *Other compensation.* The city provides a performance appraisal and merit pay system to reward employees for overall meritorious job performance. However, when employees have exhibited performance that warrants immediate monetary recognition or in order to address market compensation issues, documented by the human resources department for individual positions, the city manager may initiate or act upon the supervisor's recommendation to initiate an increase in an individual

employee's compensation. In these instances, only the city manager is authorized to approve market or merit increases and the authorized increase shall not exceed ten (10) per cent of the recipient's annual salary. Effective April 8, 2019, with the exception of employees who are hired by the city prior to July 1, 2017, in no case, shall the authorized increase exceed the maximum of the assigned pay grade. Employees are eligible for such increases once in a twelve-month period and recipients of such increases shall retain their evaluation date. A record of any such increases will be made and retained in the human resources department.

Section 5: Article II. Compensation, Sec. 30 General Policy-Pay (b) *Revised General Pay Plan*, (11) *Pay grades and alphabetical listing of classifications assigned to pay plan* is hereby amended, effective April 8, 2019, to update the pay scale for each pay grade and the positions assigned to each pay grade:

(11) *Pay grades and alphabetical listing of classifications assigned to pay plan.*

Pay Grade	Minimum	Midpoint	Maximum
1	<u>23,400.00</u> <u>26,000.00</u>	<u>29,250.00</u> <u>32,500.00</u>	<u>35,100.00</u> <u>39,000.00</u>
2	<u>25,038.00</u> <u>27,820.00</u>	<u>31,297.50</u> <u>34,775.00</u>	<u>37,557.00</u> <u>41,730.00</u>
3	<u>26,790.66</u> <u>29,767.40</u>	<u>33,488.33</u> <u>37,209.25</u>	<u>40,185.99</u> <u>44,651.10</u>
4	<u>28,661.01</u> <u>31,851.12</u>	<u>35,832.51</u> <u>39,813.90</u>	<u>42,999.01</u> <u>47,776.68</u>
5	<u>30,672.63</u> <u>34,080.70</u>	<u>38,340.78</u> <u>42,600.87</u>	<u>46,008.94</u> <u>51,121.04</u>
6	<u>32,819.71</u> <u>36,466.34</u>	<u>41,024.64</u> <u>45,582.93</u>	<u>49,229.57</u> <u>54,699.52</u>
7	<u>35,117.09</u> <u>39,018.99</u>	<u>43,896.36</u> <u>48,773.74</u>	<u>52,675.64</u> <u>58,528.48</u>
8	<u>37,575.29</u> <u>41,750.32</u>	<u>46,969.11</u> <u>52,187.90</u>	<u>56,362.93</u> <u>62,625.48</u>
9	<u>40,205.56</u> <u>44,672.84</u>	<u>50,256.95</u> <u>55,841.05</u>	<u>60,308.33</u> <u>67,009.26</u>
10	<u>43,019.95</u> <u>47,799.94</u>	<u>53,774.93</u> <u>59,749.92</u>	<u>64,529.92</u> <u>71,699.91</u>
11	<u>46,031.34</u> <u>51,145.94</u>	<u>57,539.18</u> <u>63,932.42</u>	<u>69,047.01</u> <u>76,718.90</u>
12	<u>49,253.54</u> <u>54,726.15</u>	<u>61,566.92</u> <u>68,407.69</u>	<u>73,880.30</u> <u>82,089.23</u>
13	<u>52,701.28</u> <u>58,556.98</u>	<u>65,876.60</u> <u>73,196.23</u>	<u>79,051.92</u> <u>87,835.47</u>

14	<u>56,390.37</u> <u>62,655.97</u>	<u>70,487.97</u> <u>78,319.96</u>	<u>84,585.56</u> <u>93,983.96</u>
15	<u>60,337.70</u> <u>67,041.89</u>	<u>75,422.12</u> <u>83,802.36</u>	<u>90,506.55</u> <u>100,562.83</u>
<u>16</u>	<u>71,734.82</u>	<u>89,668.53</u>	<u>107,602.23</u>
<u>17</u>	<u>76,756.26</u>	<u>95,945.32</u>	<u>115,134.39</u>
<u>18</u>	<u>82,129.20</u>	<u>102,661.49</u>	<u>123,193.79</u>
<u>19</u>	<u>87,878.24</u>	<u>109,847.80</u>	<u>131,817.36</u>
<u>20</u>	<u>94,029.72</u>	<u>117,537.14</u>	<u>141,044.57</u>
<u>21</u>	<u>100,611.80</u>	<u>125,764.75</u>	<u>150,917.69</u>
<u>22</u>	<u>107,654.62</u>	<u>134,568.28</u>	<u>161,481.93</u>
<u>23</u>	<u>115,190.45</u>	<u>143,988.06</u>	<u>172,785.67</u>
<u>24</u>	<u>123,253.78</u>	<u>154,067.22</u>	<u>184,880.66</u>
<u>25</u>	<u>131,881.54</u>	<u>164,851.93</u>	<u>197,822.31</u>
<u>26</u>	<u>141,113.25</u>	<u>176,391.56</u>	<u>211,669.87</u>
<u>27</u>	<u>150,991.18</u>	<u>188,738.97</u>	<u>226,486.76</u>
<u>28</u>	<u>161,560.56</u>	<u>201,950.70</u>	<u>242,340.84</u>
<u>29</u>	<u>172,869.80</u>	<u>216,087.25</u>	<u>259,304.70</u>
<u>30</u>	<u>184,970.68</u>	<u>231,213.35</u>	<u>277,456.02</u>

Title	Pay Grade
<u>Accounting Clerk</u>	<u>3</u>
<u>Accounting Services Manager</u>	<u>16</u>
<u>Accounting Technician</u>	<u>5</u>
<u>Administrative Assistant</u>	<u>8</u>
<u>Administrative Council Clerk</u>	<u>6</u>
<u>Administrative Intern</u>	<u>3</u>
<u>Administrative Secretary</u>	<u>6</u>
Adult Recreation Program Supervisor	9
<u>Applications and Database Coordinator</u>	<u>19</u>
<u>Assistant Chemist</u>	<u>9</u>
<u>Assistant City Attorney</u>	<u>17</u>
<u>Assistant City Manager</u>	<u>26</u>
<u>Assistant Contact Center Director</u>	<u>13</u>
<u>Assistant Curbside Supervisor</u>	<u>10</u>
<u>Assistant Field Operations Manager</u>	<u>15</u>
<u>Assistant Finance Officer</u>	<u>19</u>
Assistant Golf Professional	6
Assistant Historic Parks Supervisor	8
<u>Assistant Planning Director</u>	<u>17</u>

Assistant Recreation Center Supervisor	9
<u>Assistant Recreation Director</u>	<u>17</u>
<u>Assistant Risk Manager</u>	<u>15</u>
<u>Assistant Sanitation Director</u>	<u>14</u>
<u>Assistant Storm Water Director</u>	<u>15</u>
<u>Assistant to City Manager</u>	<u>15</u>
<u>Assistant to Fair Director</u>	<u>10</u>
<u>Assistant to the Director of Operations</u>	<u>12</u>
Assistant Traffic Maintenance Supervisor – Markings	10
Assistant Traffic Maintenance Supervisor – Signals	10
<u>Assistant Utility Director - Business Services</u>	<u>20</u>
<u>Assistant Utility Director - Solid Waste</u>	<u>20</u>
<u>Assistant Utility Plant Superintendent</u>	<u>15</u>
Associate Fleet Technician	4
<u>Auxiliary Programs Coordinator</u>	<u>11</u>
<u>Background Investigator</u>	<u>6</u>
<u>Body-Worn Camera Assistant</u>	<u>6</u>
<u>Box Office Coordinator</u>	<u>10</u>
<u>Budget and Evaluation Analyst</u>	<u>12</u>
<u>Budget and Evaluation Director</u>	<u>21</u>
Building Inspector	10
Building Maintenance Coordinator – Custodial	10
Building Maintenance Coordinator – HVAC	10
Building Maintenance Mechanic	5
Building Maintenance Supervisor	12
<u>Business Analyst</u>	<u>13</u>
<u>Business Inclusion Manager</u>	<u>14</u>
<u>Business Office Coordinator</u>	<u>13</u>
<u>Buyer</u>	<u>9</u>
<u>Buyer - Construction Specialist</u>	<u>9</u>
<u>Cemetery Supervisor</u>	<u>11</u>
<u>Central Warehouse Manager</u>	<u>14</u>
<u>Chemist</u>	<u>10</u>
<u>Chief Building Official</u>	<u>17</u>
<u>Chief Financial Officer</u>	<u>24</u>
<u>Chief Information Officer</u>	<u>24</u>
<u>City Engineer</u>	<u>21</u>
<u>City Manager Office Coordinator</u>	<u>10</u>
<u>City Revenue Collector</u>	<u>16</u>

<u>City Secretary</u>	<u>13</u>
<u>City Surveyor</u>	<u>13</u>
<u>City-County Purchasing Director</u>	<u>18</u>
<u>City-County Utilities Director</u>	<u>24</u>
<u>Civil Engineer</u>	<u>13</u>
<u>Civil Engineer Design Manager</u>	<u>17</u>
<u>Civil Engineer Field Manager</u>	<u>16</u>
<u>Civil Engineer Finance Manager</u>	<u>16</u>
<u>Civil Engineering Coordinator</u>	<u>13</u>
<u>Code Enforcement Senior Project Supervisor</u>	<u>13</u>
<u>Community Assistance Liaison</u>	<u>11</u>
<u>Community Development Director</u>	<u>21</u>
Concrete Finisher	6
<u>Construction Inspection Supervisor</u>	<u>13</u>
<u>Construction Inspector</u>	<u>9</u>
<u>Construction Management Project Manager</u>	<u>12</u>
<u>Contact Center Director</u>	<u>16</u>
<u>Contact Center Team Lead</u>	<u>7</u>
Craft Shop Coordinator	7
Craft Shop Worker	2
Crew Coordinator – C&M	8
Crew Coordinator – Landscape	8
Crew Coordinator – Meter	8
Crew Coordinator – PFM	8
Crew Coordinator – Rec	8
Crew Coordinator – Sanitation	8
Crew Coordinator – Sewer CCTV	8
Crew Coordinator – Solid Waste	8
Crew Leader – C&M	6
Crew Leader – Golf	6
Crew Leader – PFM	6
Crew Leader – Playground Inspector	6
Crew Leader – Rec	6
Crew Leader – Sewer	6
Crew Leader – Transportation	6
<u>Crime Analyst</u>	<u>10</u>
Curbside Collection Supervisor	9
Custodian – PFM	1
Custodian – Solid Waste	1

Custodian – Wastewater	1
Custodian Coordinator – PFM	4
<u>Customer Contact Service Representative</u>	4
<u>Customer Service Clerk</u>	2
Dead Animal Control	3
<u>Deputy Budget and Evaluation Director</u>	17
<u>Deputy Community Development Director</u>	18
<u>Deputy City Attorney</u>	19
<u>Deputy City Secretary</u>	10
<u>Deputy Director of Sanitation</u>	17
<u>Deputy Director of Traffic Field Operations</u>	18
<u>Deputy Director of Transportation</u>	18
<u>Deputy Marketing and Communications Director</u>	17
<u>Deputy Property and Facilities Management Director</u>	18
<u>Deputy Planning Development Services Director</u>	19
<u>Deputy Utilities Director</u>	21
Director - Office of the Mayor	16
<u>Director of Business Inclusion and Advancement</u>	19
<u>Director of Operations</u>	23
<u>Director of Performance and Accountability</u>	18
<u>Director of Sanitation</u>	20
<u>Director of Traffic Field Operations</u>	21
<u>Director of Transportation</u>	21
District Recreation Supervisor	12
<u>Diversity Compliance Specialist</u>	9
Dryer Technician	6
Electrical Inspector	10
Electrician – PFM	8
<u>Emergency Management Coordinator</u>	14
<u>Emergency Management Director</u>	19
<u>Energy Management Coordinator</u>	12
<u>Engineering Technician</u>	8
<u>Environmental Control Officer</u>	7
Equipment Maintenance Technician	7
<u>Equipment Mechanic – Light</u>	5
<u>Erosion Control Inspector</u>	10
<u>Erosion Control Program Manager</u>	12
<u>Events and Operations Coordinator</u>	10
<u>Events Maintenance Leader</u>	4

<u>Facility Management Project Coordinator</u>	<u>11</u>
<u>Fair Director</u>	<u>15</u>
<u>False Alarm Coordinator</u>	<u>6</u>
<u>Field Operations Manager</u>	<u>19</u>
<u>Field Zoning Inspector</u>	<u>7</u>
<u>Financial Analyst</u>	<u>12</u>
<u>Financial Clerk</u>	<u>4</u>
<u>Financial Technician</u>	<u>6</u>
<u>Fire Apparatus Maintenance Supervisor</u>	<u>10</u>
<u>Fire Apparatus Mechanic</u>	<u>8</u>
<u>Fire Chief</u>	<u>23</u>
<u>Fire Records Specialist</u>	<u>5</u>
<u>Firearms and Toolmark Examiner</u>	<u>9</u>
<u>Fiscal Program Coordinator</u>	<u>11</u>
<u>Fleet Attendant – PFM</u>	<u>2</u>
<u>Fleet Data Technician</u>	<u>6</u>
<u>Fleet Services Supervisor – PFM</u>	<u>12 14</u>
<u>Forensic Services Division Supervisor</u>	<u>15</u>
<u>Forensic Services Squad Supervisor</u>	<u>10</u>
<u>Forensic Services Technician</u>	<u>7</u>
<u>GIS Administrator – Sanitation</u>	<u>12</u>
<u>GIS Coordinator</u>	<u>14</u>
<u>Golf Course Maintenance Supervisor</u>	<u>9</u>
<u>Golf Professional – General Manager</u>	<u>10</u>
<u>Grants Analyst</u>	<u>10</u>
<u>Graphic Artist</u>	<u>7</u>
<u>Graphic Design Coordinator</u>	<u>11</u>
<u>Health Services Coordinator</u>	<u>15</u>
<u>Heavy Equipment Operator – C&M</u>	<u>6</u>
<u>Heavy Equipment Operator – CBD</u>	<u>6</u>
<u>Heavy Equipment Operator – PFM</u>	<u>6</u>
<u>Heavy Equipment Operator – Rec</u>	<u>6</u>
<u>Heavy Equipment Operator – Solid Waste</u>	<u>6</u>
<u>Heavy Equipment Operator – Transportation</u>	<u>6</u>
<u>Historic Parks Supervisor</u>	<u>12</u>
<u>Housing and Development Program Coordinator</u>	<u>11</u>
<u>Housing and Development Program Supervisor</u>	<u>13</u>
<u>Housing Inspector Supervisor</u>	<u>11</u>
<u>Housing Programs Manager</u>	<u>16</u>

<u>Human Relations Director</u>	<u>19</u>
<u>Human Relations Outreach Specialist</u>	<u>10</u>
<u>Human Relations Specialist</u>	<u>10</u>
<u>Human Resources Analyst</u>	<u>12</u>
<u>Human Resources Director</u>	<u>22</u>
<u>Human Resources Specialist</u>	<u>6</u>
<u>Human Resources Technician</u>	<u>5</u>
Industrial Waste Control Technician	4
<u>Information Systems Administrator</u>	<u>14</u>
<u>Information Systems Analyst</u>	<u>14</u>
<u>Information Systems Communications Analyst</u>	<u>12</u>
<u>Information Systems Project Coordinator</u>	<u>16</u>
<u>Information Systems Supervisor</u>	<u>17</u>
<u>Infrastructure Asset Management Engineer</u>	<u>15</u>
<u>Infrastructure Services Coordinator</u>	<u>19</u>
<u>Inspection Records Specialist</u>	<u>5</u>
Instrumentation Technician	8
<u>Instrumentation Technician Manager</u>	<u>15</u>
<u>Intake Specialist</u>	<u>5</u>
<u>Internal Audit Administrator</u>	<u>15</u>
<u>Internal Auditor</u>	<u>13</u>
<u>Investment Analyst</u>	<u>14</u>
<u>Keep W-S Beautiful Coordinator</u>	<u>11</u>
Laborer – Rec	2
Laborer – Sanitation	2
Laborer – Solid Waste	2
<u>Lake Attendant</u>	<u>3</u>
Lakes Program Supervisor	12
<u>Land Use Coordinator</u>	<u>16</u>
<u>Latent Print Examiner</u>	<u>9</u>
<u>Legal Assistant</u>	<u>8</u>
Light Equipment Operator – C&M	4
Light Equipment Operator – PFM	4
Light Equipment Operator – PFM Cemetery	4
Light Equipment Operator – Rec	4
Light Equipment Operator – Sewer	4
Light Equipment Operator – Transportation	4
Light Equipment Operator – Wastewater	4
Maintenance Mechanic – Rec	5

Maintenance Worker – C&M	3
Maintenance Worker – CBD	3
Maintenance Worker – Golf Course	3
Maintenance Worker – Grounds	3
Maintenance Worker – Landscape	3
Maintenance Worker – Outfall	3
Maintenance Worker – PFM Cemetery	3
Maintenance Worker – Sewer CCTV	3
Maintenance Worker – Transportation	3
<u>Marketing and Communications Director</u>	<u>20</u>
Master Fleet Technician	9
Master Fleet Technician – Heavy Equipment	9
Mechanical Inspector	10
Medium Equipment Operator – C&M	5
Medium Equipment Operator – Outfall	5
Medium Equipment Operator – PFM	5
Medium Equipment Operator – Rec	5
Medium Equipment Operator – Solid Waste	5
Medium Equipment Operator – Transportation	5
Medium Equipment Operator – Wastewater	5
Meter Reader	4
Meter Repairer	4
<u>Neighborhood Conservation Officer</u>	<u>9</u>
<u>Office Assistant</u>	<u>3</u>
Painter	3
<u>Parking Attendant</u>	<u>1</u>
<u>Parking Control Supervisor</u>	<u>10</u>
<u>Parking Enforcement Officer</u>	<u>3</u>
Parking Equipment Technician	5
<u>Parking Security Attendant</u>	<u>2</u>
Parks Maintenance Supervisor	10
<u>Parks Superintendent</u>	<u>16</u>
Parts Team Leader	6
Parts Technician	3
<u>Performance Management Technician</u>	<u>9</u>
<u>Permit Office Supervisor</u>	<u>12</u>
<u>Permit Technician</u>	<u>6</u>
<u>Property and Facilities Management Administrative Services Manager</u>	<u>17</u>
<u>Planner</u>	<u>10</u>

<u>Planning and Development Coordinator</u>	<u>17</u>
<u>Planning and Development Services Director</u>	<u>23</u>
<u>Planning Graphics Coordinator</u>	<u>7</u>
<u>Plans Examiner</u>	<u>10</u>
<u>Plans Review Coordinator</u>	<u>11</u>
<u>Plumbing Inspector</u>	<u>10</u>
<u>Police Applications Specialist</u>	<u>10</u>
<u>Police Chief</u>	<u>23</u>
<u>Police Evidence Assistant Supervisor</u>	<u>8</u>
<u>Police Evidence Specialist</u>	<u>5</u>
<u>Police Evidence Supervisor</u>	<u>13</u>
<u>Police Fiscal Analyst</u>	<u>12</u>
<u>Police Processing Technician</u>	<u>5</u>
<u>Police Records Specialist</u>	<u>5</u>
<u>Police Records Squad Supervisor</u>	<u>8</u>
<u>Police Records Supervisor</u>	<u>12</u>
<u>Pool Maintenance Coordinator</u>	<u>7</u>
<u>Pool Maintenance Specialist</u>	<u>6</u>
<u>Principal Planner</u>	<u>15</u>
<u>Project Planner</u>	<u>11</u>
<u>Project Supervisor</u>	<u>11</u>
<u>Property and Facilities Management Director</u>	<u>21</u>
<u>Public Assembly Facilities Manager</u>	<u>18</u>
<u>Public Safety Attorney</u>	<u>17</u>
<u>Public Safety Communications Operator</u>	<u>6</u>
<u>Public Safety Communications Squad Supervisor</u>	<u>10</u>
<u>Public Safety Communications Supervisor</u>	<u>13</u>
<u>Public Safety IS Manager</u>	<u>18</u>
<u>Public Safety Research Analyst</u>	<u>8</u>
<u>Public Works Dispatcher</u>	<u>5</u>
<u>Real Estate Director</u>	<u>15</u>
<u>Recreation Administrative Manager</u>	<u>12</u>
<u>Recreation Center Supervisor</u>	<u>7</u>
<u>Recreation Leader</u>	<u>2</u>
<u>Recreation Maintenance Supervisor</u>	<u>11</u>
<u>Recreation and Parks Director</u>	<u>21</u>
<u>Recreation Technician</u>	<u>5</u>
<u>Registered Nurse</u>	<u>11</u>
<u>Rehabilitation Construction Advisor</u>	<u>8</u>

<u>Rehabilitation Loan Officer</u>	<u>9</u>
<u>Rehabilitation Construction Supervisor</u>	<u>12</u>
<u>Risk Administrator</u>	<u>16</u>
<u>Safety and Loss Claims Investigator</u>	<u>10</u>
<u>Safety Inspector</u>	<u>12</u>
Recycling Program Administrator	12
Sanitation Equipment Operator	6
Sanitation Equipment Operator - Senior	7
<u>Sanitation Ombudsman</u>	<u>12</u>
Sanitation Operations Supervisor	11
<u>Sanitation Safety Inspector</u>	<u>10</u>
Sanitation Supervisor	11
<u>Senior Accounting Clerk</u>	<u>6</u>
<u>Senior Administrative Assistant</u>	<u>10</u>
<u>Senior Administrative Clerk</u>	<u>5</u>
<u>Senior Administrative Council Clerk</u>	<u>8</u>
Senior Building Inspector	12
<u>Senior Buyer</u>	<u>10</u>
<u>Senior Chemist</u>	<u>11</u>
<u>Senior Civil Engineer</u>	<u>15</u>
<u>Senior Civil Engineer - Solid Waste</u>	<u>15</u>
<u>Senior Community Assistance Liaison</u>	<u>12</u>
<u>Senior Community Educator</u>	<u>10</u>
Senior Concrete Finisher	7
<u>Senior Contact Center Representative</u>	<u>5</u>
Senior Crew Coordinator	9
Senior Crew Coordinator	9
Senior Crew Coordinator – C&M	9
Senior Crew Coordinator – Outfall	9
Senior Crew Coordinator – PFM	9
Senior Crew Coordinator – Rec	9
Senior Crew Coordinator – Solid Waste	9
Senior Crew Coordinator – Transportation	9
Senior Crew Coordinator – Wastewater	9
Senior Crew Coordinator II – C&M	9
<u>Senior Crime Analyst</u>	<u>12</u>
Senior Dryer Technician	8
Senior Electrical Inspector	12
Senior Electrician/Electrical Specialist	9

<u>Senior Engineering Technician</u>	<u>10</u>
<u>Senior Financial Analyst</u>	<u>14</u>
<u>Senior Financial Clerk</u>	<u>5</u>
<u>Senior Financial Technician</u>	<u>8</u>
Senior Fleet Technician	7
<u>Senior Human Resources Analyst</u>	<u>15</u>
<u>Senior Information Systems Administrator</u>	<u>15</u>
<u>Senior Information Systems Analyst</u>	<u>15</u>
Senior Instrumentation Technician	9
Senior Mechanical Inspector	12
Senior Meter Repair	6
<u>Senior Office Assistant</u>	<u>5</u>
<u>Senior Parking Enforcement Officer</u>	<u>4</u>
<u>Senior Plans Examiner</u>	<u>15</u>
Senior Plumber	7
Senior Plumbing Inspector	12
Senior Project Supervisor	13
Senior Public Safety Communications Operator	8
Senior Real Estate Agent	6
<u>Senior Recreation Center Supervisor</u>	<u>10</u>
<u>Senior Recreation Leader</u>	<u>7</u>
Senior Recreation Maintenance Mechanic	6
<u>Senior Rehabilitation Construction Advisor</u>	<u>11</u>
<u>Senior Rehabilitation Loan Officer</u>	<u>10</u>
<u>Senior Special Projects Coordinator</u>	<u>13</u>
Senior Traffic Signal Technician	8
Senior Utilities Plant Supervisor – Water Treatment	12
Senior Utilities Mechanic – Lift Stations	8
Senior Utilities Plant Mechanic – Water Treatment	8
Senior Utilities Plant Mechanic – WWM	8
Senior Utilities Plant Operator – Elledge	8
Senior Utilities Plant Operator – Wastewater	8
Senior Utilities Plant Operator – Water Treatment	8
Senior Utilities Plant Supervisor – Wastewater	12
<u>Senior Video Producer</u>	<u>11</u>
<u>Senior Video Production Specialist</u>	<u>11</u>
<u>Senior Warehouse Clerk</u>	<u>6</u>
Senior Water Servicer – Meter	6
Senior Weighmaster	6

<u>Senior Zoning Inspector</u>	<u>12</u>
Service Writer	3
<u>Small Business Development Manager</u>	<u>14</u>
<u>Small Business Development Specialist</u>	<u>9</u>
<u>Solid Waste Administrative Supervisor</u>	<u>14</u>
<u>Solid Waste Engineering Supervisor</u>	<u>18</u>
<u>Solid Waste Operations Analyst</u>	<u>13</u>
Solid Waste Operations Supervisor	11
Solid Waste Supervisor	11
Special Facilities – Athletic Supervisor	12
<u>Special Projects Coordinator</u>	<u>11</u>
<u>Stormwater Civil Engineer</u>	<u>14</u>
<u>Stormwater Operations Analyst</u>	<u>14</u>
<u>Stormwater Operations Supervisor</u>	<u>13</u>
Stormwater Technician	9
Street Lighting Specialist	6
Streets Supervisor	11
Survey Party Chief	12
Survey Technician	6
Survey Worker	3
<u>Sustainability Program Manager</u>	<u>14</u>
<u>Team Leader - Fleet Services</u>	<u>10</u>
<u>Telecommunications Response Operator</u>	<u>4</u>
Therapeutic Recreation Program Supervisor	9
Trades Helper	5
Trades Helper – HVAC	4
Trades Helper – Urban Forestry	4
Traffic Electronics Technician	8
Traffic Maintenance Coordinator	7
Traffic Maintenance Supervisor	11
Traffic Maintenance Worker	5
Traffic Sign Maker	5
Traffic Signal System Supervisor	10
Traffic Signal System Technician	7
Traffic Signal Technician	7
<u>Transportation Engineer</u>	<u>15</u>
<u>Transportation Finance Manager</u>	<u>15</u>
<u>Transportation Operations Manager</u>	<u>17</u>
<u>Transportation Planner</u>	<u>10</u>

<u>Transportation Principal Planner</u>	<u>15</u>
<u>Transportation Project Planner</u>	<u>11</u>
<u>Treasury Manager</u>	<u>16</u>
Tree Trimmer – PFM	6
Urban Forester – PFM	10
<u>Utilities Capital Project Engineer</u>	<u>17</u>
Utilities Electrical Specialist	9
<u>Utilities Financial Analyst</u>	<u>12</u>
Utilities Operation Specialist – Meter	7
Utilities Operations Specialist – C&M	7
Utilities Plant Mechanic – Lift	8
Utilities Plant Mechanic – Water Treatment	8
Utilities Plant Mechanic – WWM	8
Utilities Plant Operator – Elledge	8
Utilities Plant Operator – Wastewater	8
Utilities Plant Operator – Water Treatment	8
Utilities Plant Operator – WWM	8
Utilities Plant Supervisor – Dryer	11
Utilities Plant Supervisor – Solid Waste	11
Utilities Plant Supervisor – Wastewater	11
<u>Utilities Services Coordinator</u>	<u>11</u>
Utilities Supervisor – C&M	11 <u>12</u>
Utilities Supervisor – Collections	12
Utilities Supervisor – GIS	12
Utilities Supervisor – Second Shift - C&M	12
Utilities Supervisor – Technicians	12
Utilities Supervisor – Wastewater	12
Utilities Supervisor – Water Treatment	12
Utilities Supervisor – WWM	12
<u>Utilities Warehouse Manager</u>	<u>11</u>
<u>Utility Billing System Specialist</u>	<u>7</u>
<u>Utility Customer Service Manager</u>	<u>15</u>
<u>Utility Services Communications Coordinator</u>	<u>12</u>
<u>Vegetation Management Director</u>	<u>16</u>
<u>Vegetation Management Supervisor</u>	<u>11</u>
<u>Vehicle for Hire Inspector</u>	<u>6</u>
Vehicle Operator – PFM	3
Vehicle Operator – Sanitation	3
<u>Victim Assistance Coordinator</u>	<u>9</u>

<u>Video Productions Specialist</u>	<u>10</u>
<u>Warehouse Clerk</u>	<u>4</u>
<u>Warehouse Supervisor</u>	<u>9</u>
Waste Residuals Technician – Dryer	6
Wastewater Collection System Supervisor – C&M	12
<u>Wastewater Plant Superintendent</u>	<u>19</u>
Water Service Field Supervisor – Meter	9
Water Servicer – Meter	4
Water Servicer Inspector – Meter	6
Water System Distribution Supervisor – Meter	12
<u>Water Treatment Plant Superintendent</u>	<u>19</u>
<u>Web Content Coordinator</u>	<u>12</u>
Weighmaster	1
Welder	7
<u>Wellness Nurse</u>	<u>9</u>
<u>Zoning Plans Examiner</u>	<u>10</u>

Section 6: Article II. Compensation, Sec. 30 General Policy-Pay (c) *Police/Fire Pay Plan*, and (2) *Performance evaluations; merit increase consideration* are hereby amended, effective April 8, 2019, to revise the name of the pay plan and the number of pay grades in the pay plan:

~~(c) *Police/Fire Public Safety (sworn Police/certified Fire) Pay Plan.* This plan consists of twenty-one (21) ~~ranges~~ pay grades and covers sworn police and certified fire personnel up to and including assistant police chief and assistant fire chief. ~~Ranges AP-FP are assigned to police classifications and ranges AF-IF are assigned to fire classifications.~~~~

(2) *Performance evaluations; merit increase consideration.* Employees appointed to full-time positions or receiving employee benefits, as described in Article III, Section 46, within the police/fire public safety (sworn police/certified fire) pay plan will be scheduled for evaluation and merit increase consideration in accordance with the following schedule:

Initial employment —Conversion to common evaluation date of June 30 and annually thereafter. Merit increase consideration each year will be effective beginning the first pay period of the new fiscal year and based on the amount/percentage adopted by the city council for that fiscal year.

Promotion —No change in employee evaluation schedule.

Demotion (voluntarily or involuntarily) —No change in employee evaluation schedule.

Lateral transfer —No change to employee evaluation schedule.

Reclassification —No change to employee evaluation schedule.

Regrade —No change to employee evaluation schedule.

Pay plan adjustments —No change to employee evaluation schedule.

The city manager is authorized to establish the performance evaluation dates for all city employees.

Supervisors may schedule employees for additional performance review as deemed necessary. Eligibility for pay changes, however, will be in accordance with the previous schedule.

Section 7: Article II. Compensation, Sec. 30 General Policy-Pay (c) *Police/Fire Pay Plan*, (2) *Performance evaluations: merit increase consideration* (iii) *Other compensation* is hereby amended, effective April 8, 2019, to exclude current employees from base pay maximum ceilings when implementing merit increases:

(iii) *Other compensation.* The city provides a performance appraisal and merit pay system to reward employees for overall meritorious job performance. However, when employees have exhibited performance that warrant immediate monetary recognition or in order to address market compensation issues, documented by the human resources department for individual positions, the city manager may initiate or act upon the supervisor's recommendation to initiate an increase in the individual employee's compensation. In these instances, only the city manager is authorized to approve market or merit increases and the authorized increase shall not exceed ten (10) per cent of the recipient's annual salary. Effective April 8, 2019, with the exception of employees who are hired by the city prior to July 4 April 8, 2017~~9~~, in no case, shall the authorized increase exceed the maximum of the assigned pay range. Employees are eligible for such increases once in a twelve- month period and recipients of such increases shall retain their evaluation date. A record of any such increases will be made and retained in the human resources department.

Section 8: Article II. Compensation, Sec. 30 General Policy-Pay (c) *Police/Fire Pay Plan* is hereby amended to revise section (11) *Pay grades and alphabetical listing of classifications assigned to pay plan* to delete the Certified Fire Pay Schedule (Eff.2/1/16) and replace it with Certified Fire Pay Schedule (Eff. 7/1/17) to correct rates of pay on the Fire Pay Plan:

~~CERTIFIED FIRE PAY SCHEDULE (Eff. 2/1/16)~~

Job Title	Pay Range		Regular Minimum	Minimum (Associates Degree)	Minimum (Bachelors Degree)	Regular Maximum	Maximum (Associates Degree)	Maximum (Bachelors Degree)
Firefighter Trainee	AF	A	\$32,091.28	\$33,696.00	\$35,380.80	\$62,050.30	\$65,152.36	\$68,255.72
(40 Hour Week)		M	\$2,674.27	\$2,808.00	\$2,948.40	\$5,170.86	\$5,429.36	\$5,687.98
		B	\$1,234.28	\$1,296.00	\$1,360.80	\$2,386.55	\$2,505.86	\$2,625.22
		W	\$617.14	\$648.00	\$680.40	\$1,193.28	\$1,252.93	\$1,312.61
		H	\$15.4285	\$16.2000	\$17.0100	\$29.8319	\$31.3233	\$32.8153
Firefighter	AF	A	\$33,969.00	\$35,380.80	\$37,149.84	\$62,050.30	\$65,152.36	\$68,255.72
(56 Hour Week)		M	\$2,830.75	\$2,948.40	\$3,095.82	\$5,170.86	\$5,429.36	\$5,687.98
		B	\$1,306.50	\$1,360.80	\$1,428.84	\$2,386.55	\$2,505.86	\$2,625.22
		W	\$653.25	\$680.40	\$714.42	\$1,193.28	\$1,252.93	\$1,312.61
		H	\$11.6652	\$12.1500	\$12.7575	\$21.3085	\$22.3738	\$23.4395
Fire Engineer	BF	A	\$43,856.54	\$46,049.12	\$48,351.68	\$79,739.40	\$83,725.20	\$87,713.60
(56 Hour Week)		M	\$3,654.71	\$3,837.43	\$4,029.31	\$6,644.95	\$6,977.10	\$7,309.47
		B	\$1,686.79	\$1,771.12	\$1,859.68	\$3,066.90	\$3,220.20	\$3,373.60
		W	\$843.40	\$885.56	\$929.84	\$1,533.45	\$1,610.10	\$1,686.80
		H	\$15.0606	\$15.8136	\$16.6043	\$27.3830	\$28.7518	\$30.1214
Fire Inspector	CF	A	\$43,856.54	\$46,049.12	\$48,351.68	\$79,739.40	\$83,725.20	\$87,713.60
(40 Hour Week)		M	\$3,654.71	\$3,837.43	\$4,029.31	\$6,644.95	\$6,977.10	\$7,309.47

		B	\$1,686.79	\$1,771.12	\$1,859.68	\$3,066.90	\$3,220.20	\$3,373.60
		W	\$843.40	\$885.56	\$929.84	\$1,533.45	\$1,610.10	\$1,686.80
		H	\$21.0849	\$22.1390	\$23.2460	\$38.3363	\$40.2525	\$42.1700
Fire Investigator	DF	A	\$48,065.16	\$50,468.60	\$52,991.90	\$81,334.76	\$85,399.08	\$89,463.66
(40 Hour Week)		M	\$4,005.43	\$4,205.72	\$4,415.99	\$6,777.90	\$7,116.59	\$7,455.31
		B	\$1,848.66	\$1,941.10	\$2,038.15	\$3,128.26	\$3,284.58	\$3,440.91
		W	\$924.33	\$970.55	\$1,019.08	\$1,564.13	\$1,642.29	\$1,720.46
		H	\$23.1083	\$24.2638	\$25.4769	\$39.1033	\$41.0573	\$43.0114
Deputy Fire Marshal	EF	A	\$49,324.34	\$51,789.66	\$54,377.96	\$83,358.13	\$87,524.53	\$91,898.75
		M	\$4,110.36	\$4,315.81	\$4,531.50	\$6,946.51	\$7,293.71	\$7,658.23
		B	\$1,897.09	\$1,991.91	\$2,091.46	\$3,206.08	\$3,366.33	\$3,534.57
		W	\$948.55	\$995.96	\$1,045.73	\$1,603.04	\$1,683.16	\$1,767.28
		H	\$23.7136	\$24.8989	\$26.1433	\$40.0760	\$42.0791	\$44.1821
Fire Captain	FF	A	\$55,086.98	\$57,841.42	\$60,733.66	\$85,188.74	\$89,452.48	\$93,704.78
(56 Hour Week)		M	\$4,590.58	\$4,820.12	\$5,061.14	\$7,099.06	\$7,454.37	\$7,808.73
		B	\$2,118.73	\$2,224.67	\$2,335.91	\$3,276.49	\$3,440.48	\$3,604.03
		W	\$1,059.37	\$1,112.34	\$1,167.96	\$1,638.25	\$1,720.24	\$1,802.02
		H	\$18.9172	\$19.8631	\$20.8563	\$29.2544	\$30.7186	\$32.1788
Administrative Fire Captain	FF	A	\$55,086.98	\$57,841.42	\$60,733.66	\$85,188.74	\$89,452.48	\$93,704.78

(40 Hour Week)		M	\$4,590.58	\$4,820.12	\$5,061.14	\$7,099.06	\$7,454.37	\$7,808.73
		B	\$2,118.73	\$2,224.67	\$2,335.91	\$3,276.49	\$3,440.48	\$3,604.03
		W	\$1,059.37	\$1,112.34	\$1,167.96	\$1,638.25	\$1,720.24	\$1,802.02
		H	\$26.4841	\$27.8084	\$29.1989	\$40.9561	\$43.0060	\$45.0504
Shift Safety & Training Officer	FF	A	\$55,086.98	\$57,841.42	\$60,733.66	\$85,188.74	\$89,452.48	\$93,704.78
(56 Hour Week)		M	\$4,590.58	\$4,820.12	\$5,061.14	\$7,099.06	\$7,454.37	\$7,808.73
		B	\$2,118.73	\$2,224.67	\$2,335.91	\$3,276.49	\$3,440.48	\$3,604.03
		W	\$1,059.37	\$1,112.34	\$1,167.96	\$1,638.25	\$1,720.24	\$1,802.02
		H	\$18.9172	\$19.8631	\$20.8563	\$29.2544	\$30.7186	\$32.1788
Battalion Fire Chief	GF	A	\$65,020.80	\$68,271.84	\$71,685.64	\$100,472.06	\$105,499.94	\$110,516.64
(56 Hour Week)		M	\$5,418.40	\$5,689.32	\$5,973.80	\$8,372.67	\$8,791.66	\$9,209.72
		B	\$2,500.80	\$2,625.84	\$2,757.14	\$3,864.31	\$4,057.69	\$4,250.64
		W	\$1,250.40	\$1,312.92	\$1,378.57	\$1,932.16	\$2,028.85	\$2,125.32
		H	\$22.3286	\$23.4450	\$24.6173	\$34.5028	\$36.2294	\$37.9521
Division Fire Chief	HF	A	\$68,257.34	\$71,670.04	\$75,253.62	\$100,472.06	\$105,499.94	\$110,516.64
(56 Hour Week)		M	\$5,688.11	\$5,972.50	\$6,271.14	\$8,372.67	\$8,791.66	\$9,209.72
		B	\$2,625.28	\$2,756.54	\$2,894.37	\$3,864.31	\$4,057.69	\$4,250.64
		W	\$1,312.64	\$1,378.27	\$1,447.19	\$1,932.16	\$2,028.85	\$2,125.32

		H	\$23,440.00	\$24,612.00	\$25,842.60	\$34,502.80	\$36,229.40	\$37,952.10
Assistant Fire Chief	IF	A	\$72,847.32	\$76,488.10	\$80,310.96	\$109,270.98	\$114,732.15	\$120,466.44
(40 Hour Week)		M	\$6,070.61	\$6,374.01	\$6,692.58	\$9,105.92	\$9,561.01	\$10,038.87
		B	\$2,801.82	\$2,941.85	\$3,088.88	\$4,202.73	\$4,412.78	\$4,633.32
		W	\$1,400.91	\$1,470.93	\$1,544.44	\$2,101.37	\$2,206.39	\$2,316.66
		H	\$35.0228	\$36.7731	\$38.6110	\$52.5341	\$55.1597	\$57.9166

CERTIFIED FIRE PAY SCHEDULE (Eff. 7/1/17)

(Estimated Annualized Pay Amounts)

Classification and Pay Grade		Regular - No degree			Associates Degree			Bachelors Degree		
		Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum
<u>Firefighter Trainee</u> <u>40 hour week</u>	<u>AF</u>	<u>\$32,091.28</u>	<u>\$33,695.84</u>	<u>\$62,050.30</u>	<u>\$33,696.00</u>	<u>\$35,380.80</u>	<u>\$65,152.82</u>	<u>\$35,380.80</u>	<u>\$37,149.84</u>	<u>\$68,255.72</u>
<u>Firefighter</u> <u>56 hour week</u>	<u>AF</u>	<u>\$33,696.00</u>	<u>\$35,380.80</u>	<u>\$62,050.30</u>	<u>\$35,380.80</u>	<u>\$37,149.84</u>	<u>\$65,152.82</u>	<u>\$37,149.84</u>	<u>\$39,007.33</u>	<u>\$68,255.72</u>
<u>Fire Engineer</u> <u>56 hour week</u>	<u>BF</u>	<u>\$43,856.54</u>	<u>\$46,049.37</u>	<u>\$79,739.40</u>	<u>\$46,049.37</u>	<u>\$48,351.84</u>	<u>\$83,726.37</u>	<u>\$48,351.68</u>	<u>\$50,769.26</u>	<u>\$87,713.60</u>
<u>Fire Inspector</u> <u>40 hour week</u>	<u>CF</u>	<u>\$43,856.54</u>	<u>\$46,049.37</u>	<u>\$79,739.40</u>	<u>\$46,049.37</u>	<u>\$48,351.84</u>	<u>\$83,726.37</u>	<u>\$48,351.68</u>	<u>\$50,769.26</u>	<u>\$87,713.60</u>
<u>Fire Investigator</u> <u>40 hour week</u>	<u>DF</u>	<u>\$48,065.16</u>	<u>\$50,468.42</u>	<u>\$81,334.76</u>	<u>\$50,468.60</u>	<u>\$52,992.03</u>	<u>\$85,401.50</u>	<u>\$52,991.90</u>	<u>\$55,641.50</u>	<u>\$89,468.24</u>
<u>Deputy Fire Marshal</u> <u>40 hour week</u>	<u>EF</u>	<u>\$49,324.34</u>	<u>\$51,790.56</u>	<u>\$83,358.13</u>	<u>\$51,790.56</u>	<u>\$54,380.08</u>	<u>\$87,526.04</u>	<u>\$54,377.96</u>	<u>\$57,096.86</u>	<u>\$91,898.75</u>
<u>Fire Captain</u> <u>56 hour week</u>	<u>FF</u>	<u>\$55,086.98</u>	<u>\$57,841.33</u>	<u>\$85,188.74</u>	<u>\$57,841.42</u>	<u>\$60,733.49</u>	<u>\$89,452.48</u>	<u>\$60,733.66</u>	<u>\$63,770.34</u>	<u>\$93,707.61</u>
<u>Fire Administrative Captain</u> <u>40 hour week</u>	<u>FF</u>	<u>\$55,086.98</u>	<u>\$57,841.33</u>	<u>\$85,188.74</u>	<u>\$57,841.42</u>	<u>\$60,733.49</u>	<u>\$89,452.48</u>	<u>\$60,733.66</u>	<u>\$63,770.34</u>	<u>\$93,707.61</u>
<u>Shift Safety & Training Officer</u> <u>56 hour week</u>	<u>FF</u>	<u>\$55,086.98</u>	<u>\$57,841.33</u>	<u>\$85,188.74</u>	<u>\$57,841.42</u>	<u>\$60,733.49</u>	<u>\$89,452.48</u>	<u>\$60,733.66</u>	<u>\$63,770.34</u>	<u>\$93,707.61</u>
<u>Battalion Fire Chief</u> <u>56 hour week</u>	<u>GF</u>	<u>\$65,020.80</u>	<u>\$68,271.84</u>	<u>\$100,472.06</u>	<u>\$68,271.84</u>	<u>\$71,685.43</u>	<u>\$105,499.94</u>	<u>\$71,685.64</u>	<u>\$75,269.92</u>	<u>\$110,519.27</u>
<u>Division Fire Chief</u> <u>56 hour week</u>	<u>HF</u>	<u>\$68,257.34</u>	<u>\$71,670.21</u>	<u>\$100,472.06</u>	<u>\$71,670.21</u>	<u>\$75,253.72</u>	<u>\$105,499.94</u>	<u>\$75,253.62</u>	<u>\$79,016.30</u>	<u>\$110,519.27</u>
<u>Assistant Fire Chief</u> <u>40 hour week</u>	<u>IF</u>	<u>\$72,847.32</u>	<u>\$76,489.69</u>	<u>\$109,270.98</u>	<u>\$76,489.69</u>	<u>\$80,314.17</u>	<u>\$114,734.53</u>	<u>\$80,310.96</u>	<u>\$84,326.51</u>	<u>\$120,466.44</u>

NOTE: Employee pay rates are derived by dividing the appropriate annual amount from the table above by the estimated standard, annual working hours for the position type to produce an hourly rate. That rate is maintained to four significant digits (to the nearest 1/100 of a penny).

Section 9: Article II. Compensation, Sec. 30 General Policy-Pay (c) *Police/Fire Pay Plan* is hereby amended to revise section (11) *Pay grades and alphabetical listing of classifications assigned to pay plan* to delete the Sworn Police Pay Schedule (Eff. 7/1/17) and replace it with Sworn Police Pay Schedule (Eff. 7/1/17) to correct rates of pay on the Police Pay Plan:

SWORN POLICE PAY SCHEDULE (Eff. 7/1/17)

Job Title	Pay Range		Regular Minimum	Minimum (Associates Degree)	Minimum (Bachelors Degree)	Regular Maximum	Maximum (Associates Degree)	Maximum (Bachelors Degree)
Police Officer Trainee	AP	A	\$35,800.00	\$37,590.02	\$39,380.12	\$53,700.00	\$56,385.16	\$59,069.92
(40 Hour Week)		M	\$2,983.33	\$3,132.50	\$3,281.68	\$4,475.00	\$4,698.76	\$4,922.49
		B	\$1,376.92	\$1,445.77	\$1,514.62	\$2,065.38	\$2,168.66	\$2,271.92
		W	\$688.46	\$722.89	\$757.31	\$1,032.69	\$1,084.33	\$1,135.96
		H	\$17.2115	\$18.0721	\$18.9328	\$25.8173	\$27.1083	\$28.3990
Police Officer	AP	A	\$37,590.00	\$39,469.56	\$41,348.84	\$56,385.00	\$59,204.08	\$62,023.26
(40 Hour Week)		M	\$2,962.42	\$3,110.53	\$3,266.08	\$5,736.81	\$6,023.83	\$6,338.56
		B	\$1,445.77	\$1,518.06	\$1,590.34	\$2,168.65	\$2,277.08	\$52,385.51
		W	\$722.88	\$759.03	\$795.17	\$1,084.33	\$1,138.54	\$1,192.76
		H	\$18.0721	\$18.9758	\$19.8793	\$27.1082	\$28.4635	\$29.8189
Police Corporal	BP	A	\$45,690.88	\$47,975.46	\$50,260.08	\$68,536.32	\$71,963.06	\$75,389.86
(40 Hour Week)		M	\$3,807.57	\$3,997.96	\$4,188.34	\$5,711.36	\$5,996.92	\$6,282.49

		B	\$1,757.34	\$1,845.21	\$1,933.08	\$2,636.01	\$2,767.81	\$2,899.61
		W	\$878.67	\$922.61	\$966.54	\$1,318.01	\$1,383.91	\$1,449.81
		H	\$21.9668	\$23.0651	\$24.1635	\$32.9502	\$34.5976	\$36.2451
Police Detective	BP	A	\$45,690.88	\$47,975.46	\$50,260.08	\$68,536.32	\$71,963.06	\$75,389.86
(40 Hour Week)		M	\$3,807.57	\$3,997.96	\$4,188.34	\$5,711.36	\$5,996.92	\$6,282.49
		B	\$1,757.34	\$1,845.21	\$1,933.08	\$2,636.01	\$2,767.81	\$2,899.61
		W	\$878.67	\$922.61	\$966.54	\$1,318.01	\$1,383.91	\$1,449.81
		H	\$21.9668	\$23.0651	\$24.1635	\$32.9502	\$34.5976	\$36.2451
Police Staff Sergeant	CP	A	\$55,537.55	\$58,314.36	\$61,091.42	\$83,306.33	\$87,471.80	\$91,637.00
(40 Hour Week)		M	\$4,628.13	\$4,859.53	\$5,090.95	\$6,942.19	\$7,289.32	\$7,636.42
		B	\$2,136.06	\$2,242.86	\$2,349.67	\$3,204.09	\$3,364.30	\$3,524.50
		W	\$1,068.03	\$1,121.43	\$1,174.84	\$1,602.04	\$1,682.15	\$1,762.25
		H	\$26.7007	\$28.0358	\$29.3709	\$40.0511	\$42.0538	\$44.0563
Police Sergeant	CP	A	\$55,537.55	\$58,314.36	\$61,091.42	\$83,306.33	\$87,471.80	\$91,637.00
(40 Hour Week)		M	\$4,628.13	\$4,859.53	\$5,090.95	\$6,942.19	\$7,289.32	\$7,636.42
		B	\$2,136.06	\$2,242.86	\$2,349.67	\$3,204.09	\$3,364.30	\$3,524.50
		W	\$1,068.03	\$1,121.43	\$1,174.84	\$1,602.04	\$1,682.15	\$1,762.25

		H	\$26.7007	\$28.0358	\$29.3709	\$40.0511	\$42.0538	\$44.0563
Police Lieutenant	DP	A	\$65,984.62	\$69,284.02	\$72,748.26	\$104,591.76	\$109,819.32	\$115,046.36
(40 Hour Week)		M	\$5,498.72	\$5,773.67	\$6,062.36	\$8,715.98	\$9,151.61	\$9,587.20
		B	\$2,537.87	\$2,664.77	\$2,798.01	\$4,022.76	\$4,223.82	\$4,424.86
		W	\$1,268.94	\$1,332.39	\$1,399.01	\$2,011.38	\$2,111.91	\$2,212.43
		H	\$31.7234	\$33.3096	\$34.9751	\$50.2845	\$52.7978	\$55.3108
Police Captain	EP	A	\$69,282.72	\$72,748.26	\$76,385.66	\$106,937.48	\$112,284.12	\$117,631.54
(40 Hour Week)		M	\$5,773.56	\$6,062.36	\$6,365.47	\$8,911.46	\$9,357.01	\$9,802.63
		B	\$2,664.72	\$2,798.01	\$2,937.91	\$4,112.98	\$4,318.62	\$4,524.29
		W	\$1,332.36	\$1,399.01	\$1,468.96	\$2,056.49	\$2,159.31	\$2,262.15
		H	\$33.3090	\$34.9751	\$36.7239	\$51.4123	\$53.9828	\$56.5536
Assistant Police Chief	FP	A	\$72,847.32	\$76,488.10	\$80,310.96	\$109,270.98	\$114,732.15	\$120,466.44
(40 Hour Week)		M	\$6,070.61	\$6,374.01	\$6,692.58	\$9,105.92	\$9,561.01	\$10,038.87
		B	\$2,801.82	\$2,941.85	\$3,088.88	\$4,202.73	\$4,412.78	\$4,633.32
		W	\$1,400.91	\$1,470.93	\$1,544.44	\$2,101.37	\$2,206.39	\$2,316.66
		H	\$35.0228	\$36.7731	\$38.6110	\$52.5341	\$55.1597	\$57.9166

SWORN POLICE PAY SCHEDULE (Eff. 7/1/17)

(Estimated Annualized Pay Amounts)

Classification and Pay Grade		Regular - No degree			Associates Degree			Bachelors Degree		
		Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum
Police Officer Trainee 40 hour week	AP	\$37,590.00	\$39,469.50	\$53,700.00	\$39,469.50	\$41,442.98	\$56,385.16	\$41,349.00	\$43,416.45	\$59,069.92
Police Officer 40 hour week	AP	\$39,469.50	\$41,442.98	\$56,385.16	\$41,442.98	\$43,515.12	\$59,204.08	\$43,416.45	\$45,587.27	\$62,023.26
Police Corporal 40 hour week	BP	\$45,690.88	\$47,975.42	\$68,536.32	\$47,975.46	\$50,374.23	\$71,963.06	\$50,260.08	\$52,773.08	\$75,389.86
Police Detective 40 hour week	BP	\$45,690.88	\$47,975.42	\$68,536.32	\$47,975.46	\$50,374.23	\$71,963.06	\$50,260.08	\$52,773.08	\$75,389.86
Police Sergeant 40 hour week	CP	\$55,537.55	\$58,314.43	\$83,306.33	\$58,314.36	\$61,230.08	\$87,471.80	\$61,091.42	\$64,145.99	\$91,637.00
Police Staff Sergeant 40 hour week	CP	\$55,537.55	\$58,314.43	\$83,306.33	\$58,314.36	\$61,230.08	\$87,471.80	\$61,091.42	\$64,145.99	\$91,637.00
Police Lieutenant 40 hour week	DP	\$65,984.62	\$69,283.85	\$104,591.76	\$69,284.02	\$72,748.22	\$109,819.32	\$72,748.26	\$76,385.67	\$115,046.36
Police Captain 40 hour week	EP	\$69,282.72	\$72,746.86	\$106,937.48	\$72,748.26	\$76,385.67	\$112,284.12	\$76,385.66	\$80,204.94	\$117,631.54
Assistant Police Chief 40 hour week	FP	\$72,847.32	\$76,489.69	\$109,270.98	\$76,489.69	\$80,314.17	\$114,732.15	\$80,310.96	\$84,326.51	\$120,466.44

NOTE: Employee pay rates are derived by dividing the appropriate annual amount from the table above by the estimated standard, annual working hours for the position type to produce an hourly rate. That rate is maintained to four significant digits (to the nearest 1/100 of a penny).

Section 10: Article II. Compensation, Sec. 30 General Policy-Pay (c) *Police/Fire Pay Plan* is hereby amended to revise section (11) *Pay grades and alphabetical listing of classifications assigned to pay plan* to replace the Certified Fire Pay Schedule (Eff. 7/1/17) and the Sworn Police Pay Schedule (Eff. 7/1/17) with the Public Safety Pay Plan (Eff: 4/8/19), both of which will cease to be in effect on April 7, 2019, and to implement the Public Safety Pay Plan, effective April 8, 2019:

PUBLIC SAFETY PAY PLAN (Eff. 4/8/19)

(Estimated Annualized Pay Amounts Without Incentives for Education and Military Service)

<u>Pay Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<u>1</u>	<u>37,590.00</u>	<u>46,987.50</u>	<u>56,385.00</u>
<u>2</u>	<u>39,469.50</u>	<u>49,336.88</u>	<u>59,204.25</u>
<u>3</u>	<u>41,442.98</u>	<u>51,803.72</u>	<u>62,164.46</u>
<u>4</u>	<u>43,515.12</u>	<u>54,393.90</u>	<u>65,272.69</u>
<u>5</u>	<u>45,690.88</u>	<u>57,113.60</u>	<u>68,536.32</u>
<u>6</u>	<u>47,975.42</u>	<u>59,969.28</u>	<u>71,963.14</u>
<u>7</u>	<u>50,374.20</u>	<u>62,967.74</u>	<u>75,561.29</u>
<u>8</u>	<u>52,892.90</u>	<u>66,116.13</u>	<u>79,339.36</u>
<u>9</u>	<u>55,537.55</u>	<u>69,421.94</u>	<u>83,306.33</u>
<u>10</u>	<u>58,314.43</u>	<u>72,893.03</u>	<u>87,471.64</u>
<u>11</u>	<u>61,230.15</u>	<u>76,537.69</u>	<u>91,845.22</u>
<u>12</u>	<u>64,291.66</u>	<u>80,364.57</u>	<u>96,437.48</u>
<u>13</u>	<u>67,506.24</u>	<u>84,382.80</u>	<u>101,259.36</u>
<u>14</u>	<u>70,881.55</u>	<u>88,601.94</u>	<u>106,322.33</u>
<u>15</u>	<u>74,425.63</u>	<u>93,032.04</u>	<u>111,638.44</u>
<u>16</u>	<u>78,146.91</u>	<u>97,683.64</u>	<u>117,220.37</u>
<u>17</u>	<u>82,054.26</u>	<u>102,567.82</u>	<u>123,081.38</u>
<u>18</u>	<u>86,156.97</u>	<u>107,696.21</u>	<u>129,235.45</u>
<u>19</u>	<u>90,464.82</u>	<u>113,081.02</u>	<u>135,697.23</u>
<u>20</u>	<u>94,988.06</u>	<u>118,735.07</u>	<u>142,482.09</u>

NOTE: Employee pay rates are derived by dividing the appropriate annual amount from the table above by the estimated standard, annual working hours for the position type to produce an hourly rate. That rate is maintained to four significant digits (to the nearest 1/100 of a penny).

(Estimated Annualized Pay Amounts)

Classification and Pay Range		Regular - No degree			Associates Degree			Bachelors Degree		
		Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum	Minimum	Min w/ Military	Maximum
Firefighter Trainee 40 hour week	1	\$37,590.00	\$39,469.50	\$56,385.00	\$39,469.50	\$41,442.98	\$59,204.25	\$41,349.00	\$43,416.45	\$62,023.50
Police Officer Trainee 40 hour week	2	\$39,469.50	\$41,442.98	\$59,204.25	\$41,442.98	\$43,515.12	\$62,164.46	\$43,416.45	\$45,587.27	\$65,124.68
Firefighter 56 hour week	2	\$39,469.50	\$41,442.98	\$59,204.25	\$41,442.98	\$43,515.12	\$62,164.46	\$43,416.45	\$45,587.27	\$65,124.68
Police Officer 40 hour week	3	\$41,442.98	\$43,515.13	\$62,164.46	\$43,515.12	\$45,690.89	\$65,272.69	\$45,587.28	\$47,866.64	\$68,380.92
Fire Engineer 56 hour week	5	\$45,690.88	\$47,975.42	\$68,536.32	\$47,975.42	\$50,374.20	\$71,963.14	\$50,259.97	\$52,772.97	\$75,389.95
Fire Inspector 40 hour week	6	\$47,975.42	\$50,374.19	\$71,963.14	\$50,374.19	\$52,892.90	\$75,561.29	\$52,772.96	\$55,411.61	\$79,159.44
Police Corporal 40 hour week	6	\$47,975.42	\$50,374.19	\$71,963.14	\$50,374.19	\$52,892.90	\$75,561.29	\$52,772.96	\$55,411.61	\$79,159.44
Police Detective 40 hour week	6	\$47,975.42	\$50,374.19	\$71,963.14	\$50,374.19	\$52,892.90	\$75,561.29	\$52,772.96	\$55,411.61	\$79,159.44
Fire Investigator 40 hour week	7	\$50,374.20	\$52,892.91	\$75,561.29	\$52,892.91	\$55,537.56	\$79,339.37	\$55,411.62	\$58,182.20	\$83,117.43
Deputy Fire Marshal 40 hour week	9	\$55,537.55	\$58,314.43	\$83,306.33	\$58,314.43	\$61,230.15	\$87,471.64	\$61,091.31	\$64,145.87	\$91,636.96
Fire Captain 56 hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Fire Administrative Captain 40 hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Shift Safety & Training Officer 56 hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Police Sergeant 40 hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Police Staff Sergeant 40 hour week	10	\$58,314.43	\$61,230.15	\$87,471.64	\$61,230.15	\$64,291.66	\$91,845.23	\$64,145.87	\$67,353.17	\$96,218.81
Battalion Fire Chief 56 hour week	12	\$64,291.66	\$67,506.24	\$96,437.48	\$67,506.24	\$70,881.56	\$101,259.36	\$70,720.83	\$74,256.87	\$106,081.24
Police Lieutenant 40 hour week	14	\$70,881.55	\$74,425.63	\$106,322.33	\$74,425.63	\$78,146.91	\$111,638.44	\$77,969.71	\$81,868.19	\$116,954.56
Division Fire Chief 56 hour week	15	\$74,425.63	\$78,146.91	\$111,638.44	\$78,146.91	\$82,054.26	\$117,220.37	\$81,868.19	\$85,961.60	\$122,802.29

<u>Police Captain</u> 40 hour week	16	<u>\$78,146.91</u>	<u>\$82,054.26</u>	<u>\$117,220.37</u>	<u>\$82,054.26</u>	<u>\$86,156.97</u>	<u>\$123,081.38</u>	<u>\$85,961.60</u>	<u>\$90,259.68</u>	<u>\$128,942.40</u>
<u>Assistant Fire Chief</u> 40 hour week	18	<u>\$86,156.97</u>	<u>\$90,464.82</u>	<u>\$129,235.45</u>	<u>\$90,464.82</u>	<u>\$94,988.06</u>	<u>\$135,697.23</u>	<u>\$94,772.67</u>	<u>\$99,511.30</u>	<u>\$142,159.00</u>
<u>Assistant Police Chief</u> 40 hour week	19	<u>\$90,464.82</u>	<u>\$94,988.06</u>	<u>\$135,697.23</u>	<u>\$94,988.06</u>	<u>\$99,737.46</u>	<u>\$142,282.09</u>	<u>\$99,511.30</u>	<u>\$104,486.87</u>	<u>\$149,266.95</u>

NOTE: Employee pay rates are derived by dividing the appropriate annual amount from the table above by the estimated standard, annual working hours for the position type to produce an hourly rate. That rate is maintained to four significant digits (to the nearest 1/100 of a penny).

Section 12: Article III. Benefits, Sec. 43 Legal Holidays is hereby amended to include the observance of Veterans Day as a legal holiday:

- (a) The following and such other days as the city council may authorize are holidays with pay for all eligible employees of the city: New Year's Day, the third Monday in January for Martin Luther King, Jr.'s birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day, and a day to be designated by the city manager.

Section 13. Article II. Compensation, Sec. 30 General Policy-Pay (c) Police/Fire Pay Plan is hereby amended to delete the following plans and schedules entitled:

“Fire Pay Plan (Eff. 10/1/02)” and the schedule entitled “Certified Fire Pay Schedule > 56 Hour Week” that immediately follows said plan;

“Fire Pay Plan (Eff. 1/1/03)” and the schedule entitled “Certified Fire Pay Schedule>56 Hour Week” that immediately follows said plan;

“Fire Pay Plan (Eff. 7/7/03)” and the schedule entitled “Certified Fire Pay Schedule > 56 Hour Week” that immediately follows said plan;

“Fire Pay Plan (Eff. 7/4/05)” and the schedule entitled “Certified Fire Pay Schedule > 56 Hour Week” that immediately follows said plan;

“Fire Pay Plan (Eff. 4/2/08)” and the schedule entitled “Certified Fire Pay Schedule” that immediately follows said plan;

“Firefighter Trainee Pay Plan (Eff. 7/1/11)”;

“Certified Fire Pay Schedule (Eff. 7/1/14)”;

“Certified Fire Pay Schedule (Eff. 7/1/15)”;

“Police Pay Plan (Eff. 10/01/02)” and companion “Sworn Police Pay Schedule” that immediately follows said plan;

Police Pay Plan (Eff. 1/1/03)” and “Sworn Police Pay Schedule” that immediately follows said plan;

Police Pay Plan (Eff. 7/4/05)” and “Sworn Police Pay Schedule” that immediately follows said plan;

Police Pay Plan (Eff. 4/2/08)” and “Sworn Police Pay Schedule” that immediately follows said plan;

“Police Officer Trainee Pay Plan (Eff. 7/1/11)”;

“Sworn Police Pay Schedule (Eff. 7/1/14)”;

“Sworn Police Pay Schedule (Eff. 7/1/15)”;

Section 14: This resolution shall become effective July 1, 2018.