

# CITY COUNCIL DISCUSSION ON THE FY 2020 PROPOSED BUDGET AND COMPENSATION



June 10, 2019

# AGENDA

## ■ **FY 2020 PROPOSED BUDGET**

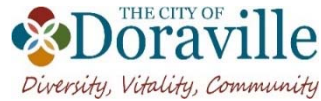
- Any Clarification Needed About Previous Responses to Questions
- Council Discussion & Any Additional/Remaining Questions

## ■ **PROPOSED COMPENSATION PLAN**

- Overview of Budget Funding
- Results of Benchmark Salary Survey
- Overview of Compensation Plan and Implementation Approach

## ■ **COUNCIL FOLLOW-UP DIRECTIONS**

# **FY2020 PROPOSED BUDGET Q & A**



**FY2020 PROPOSED BUDGET  
SUPPLEMENTAL INFORMATION**

Requestor	Budget Section	Requested Information/Question	Response
Clarification to a Comment or General Question	N/A— throughout the Budget	What are the major adds proposed in the FY2020 Budget as compared against the additional revenue that is projected to be collected from not rolling back the millage rate to a point of collecting the same revenue as the FY2019 budget?	See Attachment A-1.
Clarification to a Comment or General Question	N/A— throughout the Budget	What are the new positions in the proposed FY2020 budget and show position -by-position any offset of changing and/or deleting positions in the FY2019 budget? Also, include other existing authorized positions that are vacant.	See Attachment A-2.
Clarification to a Comment or General Question	Police Department	Does the City lease (rent) police vehicles?	In 2016 to expediate the purchase of public safety vehicles and equipment to include patrol vehicles, radio equipment, cameras, plate readers, and an animal control vehicle, and other public safety equipment and supplies, the City began participating in the Georgia Municipal Association’s (GMA) Direct Lease Financing program. This program involves pooling our purchases with other municipalities to acquire low interest rates. During the loan period the purchases are considered “leased” until the loan is paid off fully. The City has benefited because the program provides a low-interest rate (\$1.740%) and flexible payment terms. Once the lease term has expired, the City will own all the equipment and supplies

Requestor	Budget Section	Requested Information/Question	Response
			<p>acquired through the leasing program without any additional payments due. Currently, we are in year three of the loan program. After the City's annual payment of \$318,336.26 (August 2019), there will be a balance due of \$620,432.68. Final payment to GMA is due in August 2021. A review is underway by the Administration to analyze the feasibility of acquiring additional vehicles and equipment in FY2021 to address the aging fleet.</p>
<p>Clarification to a Comment or General Question</p>	<p>Economic Development</p>	<p>Does the City provide funds to developers or to development projects such as the Assembly?</p>	<p>The Georgia State Constitution's "gratuities prohibition" clause prevents local governments from providing funds or any other special benefits to the private sector (business, residents or others). Development authorities may, on a limited basis, exchange incentives for public benefits related to community and economic development, but such incentives do not come directly or indirectly from the City.</p>
<p>Clarification to a Comment or General Question</p>		<p>Provide clarification on the existing Contingency and a reserve. What is the City's current method of gaining interest income or dividends?</p>	<p>Setting aside formal accounting definitions, the following is the best way to describe the difference between the contingency (i.e. fund balance) and reserves as talked about by the City Administration and included in the budget exercise given to residents at the public information session.</p> <p>Commonly referred to as Contingency, is a percentage of the annual budget that remains from year to year and is only used in case of future risks, such as, revenue shortfalls and unanticipated expenditures created by unusual and critical occurrences. Subsequently, once able the Contingency is replenished to the policy level.</p> <p>The Government Finance Officers Association (GFOA) recommends that governments strive to maintain a minimum fund balance of at least 15% of expenditures or approximately 54 days.</p> <p>The City adopted a Fund Balance Financial Policy that goes beyond the minimum 15% and states the City will strive to maintain a fund balance percentage of 25%. The table on the following page outlines the financial impact of the difference in the two policies.</p>

Requestor	Budget Section	Requested Information/Question	Response																	
			<table border="1" data-bbox="1054 237 1946 696"> <thead> <tr> <th data-bbox="1054 237 1306 303"></th> <th data-bbox="1306 237 1602 303">City Council Adopted Policy</th> <th data-bbox="1602 237 1946 303">GFOA Recommended Policy Guidance</th> </tr> </thead> <tbody> <tr> <td data-bbox="1054 303 1306 467"><b>Policy Description</b></td> <td data-bbox="1306 303 1602 467">Maintain minimum of 25% which is equivalent approximately to 90 days of operational expenses.</td> <td data-bbox="1602 303 1946 467">Maintain minimum of no less than 15% which is equivalent approximately to 54 days of operational expenses.</td> </tr> <tr> <td data-bbox="1054 467 1306 566"><b>Current Contingency (Fund Balance)</b></td> <td data-bbox="1306 467 1602 566">2,976,387.00 (23.9%)</td> <td data-bbox="1602 467 1946 566">2,976,387.00 23.9%</td> </tr> <tr> <td data-bbox="1054 566 1306 664"><b>Required Amount to Meet Policy</b></td> <td data-bbox="1306 566 1602 664">3,360,600.00</td> <td data-bbox="1602 566 1946 664">2,016,360</td> </tr> <tr> <td data-bbox="1054 664 1306 696"><b>Difference</b></td> <td data-bbox="1306 664 1602 696">\$ 310,817.00</td> <td data-bbox="1602 664 1946 696">(\$ 960,027)</td> </tr> </tbody> </table> <p data-bbox="1026 737 1984 979">Reserves, on the other hand, are often created within an annual budget to prepare for expenditures that may not be readily identified when the budget is adopted. For example, a City may know they desire to purchase real estate or other capital expenditures yet to be determined or to create a program that has not been finalized; or to save for debt service payments; therefore, a reserve is set aside for those expenditure(s). As shown above the City has a fund balance, but it does not have a reserve as described herein.</p> <p data-bbox="1026 1024 1984 1122">The difference between the Contingency (fund balance) is that it should only be spent in the case of emergencies but Reserves are set up assuming they will be spent, if not within the fiscal year, certainly at a future time.</p> <p data-bbox="1026 1167 1984 1265">Currently, the City monitors its cash flow and temporarily idle cash is kept in an interest-bearing investment bank account. The proposed budget projects receiving interest revenue of \$30,000 during the course of the fiscal year.</p>				City Council Adopted Policy	GFOA Recommended Policy Guidance	<b>Policy Description</b>	Maintain minimum of 25% which is equivalent approximately to 90 days of operational expenses.	Maintain minimum of no less than 15% which is equivalent approximately to 54 days of operational expenses.	<b>Current Contingency (Fund Balance)</b>	2,976,387.00 (23.9%)	2,976,387.00 23.9%	<b>Required Amount to Meet Policy</b>	3,360,600.00	2,016,360	<b>Difference</b>	\$ 310,817.00	(\$ 960,027)
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Requestor	Budget Section	Requested Information/Question	Response
Council Member Joseph Geierman		<p>Is it possible to do an analysis of our police force that compares our force to others in metro Atlanta a few different ways:</p> <ul style="list-style-type: none"> <li>• Ratio of police per population headcount</li> <li>• Ratio of police per vehicles that travel through the city each day</li> <li>• Ratio of police per square mile</li> <li>• Average officer salary (for Doraville, and nearby cities)</li> <li>• Starting officer salary (for Doraville, and nearby cities)</li> <li>• How many emergency calls to the police average per day - and how has this changed over time (maybe over the last 5/10 years).</li> </ul>	See Attachment A-3.

**Tax Rollback as Compared to New Expenditures in the Proposed Budget**

Additional Revenue from No Tax Rollback	FY2020 Proposed New Expenditures	
<b>\$158,000</b>	<b>Non-Discretionary</b>	
	Increase Health Insurance Renewal - 2%	\$29,328
	Increase Defined Benefit Plan Contribution - 7.7%	56,200
	Increase in Transfer to E911 Fund	<u>38,300</u>
		<b>Subtotal</b>
		<b>\$123,828</b>
	<b>Discretionary</b>	
	FY2020 Pay Adjustment - 2% COLA plus Step Increase	\$220,000
	Increase in IT for Master Plan and additional support	97,000
	Economic Development and Grants Manager <i>(Budget for 9 months)</i>	99,858
	Assistant Community Development Director <i>(Budget for 9 months)</i>	90,731
	Administrative Assistant <i>(City Manager's Office)</i>	55,406
	Increase in Transfer to Capital Projects Fund	<u>100,000</u>
		<b>Subtotal</b>
	<b>\$662,995</b>	
	<b>Grand Total</b>	
	<b>\$786,823</b>	



## Personnel Changes and Vacancies in FY2020 Proposed Budget

Department	Title	Salary Plus Benefits Included in Budget	Funding Sources
<b>Section I. NEW POSITIONS</b>			
City Manager	Administrative Assistant	\$55,406	This is a new position included in the FY2020 Proposed Budget that will serve aspects of the entire general administration. In FY2017, a position existed that performed some portion of the work anticipated to be performed by this position, however this position will also perform higher skill level work to include research and data analysis to support policy recommendations, report writing and other administrative functions. Since the position was defunded in the 2018 budget, when comparing the FY2019, it is an increase to the FY2020 Proposed Budget.
Municipal Court	Court Administrator	\$104,440	This position will be funded by reclassifying the existing Court Supervisor to a Senior Court Clerk, and eliminating 2 Court Clerk positions. (Note that the 2 Court Clerk positions being eliminated have funding included in the FY2020 Proposed Budget for only 3 months of the fiscal year in recognition of the transition time for recruitment and selection of an appointment to the new position.) After the first 3 months of FY2020, the Municipal Court department will reflect a total of 5 positions, compared to the 6 positions included in the FY2019 budget. These deleted positions and added positions will have no net increase on the budget, but are projected to result in greater efficiencies.
Police	<ul style="list-style-type: none"> <li>• Detention Officer</li> <li>• Records Clerk</li> <li>• Communications Officer-911 Dispatch</li> </ul>	\$105,114	Consistently, the Police Department has run a 10% vacancy rate in sworn officers positions, which has resulted in up to 8 vacant police officer and vacant corporal positions; as well as an ongoing critical need for additional civilian staff to support public safety. Two (2) of the existing sworn positions are being deleted. The funds will be used to create 3 civilian positions in an effort to reduce administrative workload, some of which impacts the officers on patrol and the command staff. When the remaining vacant police officer positions are filled, the City should re-evaluate restoring funds for the 2 sworn officer positions in future budget years. These deleted positions and added positions have no net increase on the budget.
Police	Police Officer for Court Security	\$29,458	This position was added in the FY2019 Budget as a Full-Time position, but was reduced to a permanent Part Time position as part of the FY2020 Proposed Budget, as it was determined, the remaining time when not assigned to court duties was not practical. The part-time position filled and

			adequately serving the needs of the Court. The budgetary impact is a cost savings in the Proposed Budget.
Recreation & Parks	Recreation Program Manager (for Sports & Athletics) Recreation Program Manager (for Leisure Services, Aquatics & Special Activities)	\$135,716	The two (2) Program Manager positions were funded by the elimination of the Assistant Recreation & Parks Director position, plus a reduction in funds for part-time+ positions. This reorganization will allow for additional permanent full-time positions and gain greater staff capacity and broader coverage for multi-faceted programming. (Note that the 2 positions being eliminated have funding included in the FY2020 Proposed Budget for only 9 months of the fiscal year in recognition of the transition time for recruitment and selection of an appointment to the new positions.) The added positions and the deleted position with the reallocation of part-time funds result in no net increase in the Proposed Budget as compared to the FY2019 Budget.
Recreation & Parks	Administrative Assistant	\$57,681	A Part-Time Administrative Assistant position that was included in the FY2019 budget is being converted to a Full-Time position. Increasing the hours for this position will allow for additional hours of clerical coverage and continuity in building management, customer service to the public and other operational functions. This is a partial increase to the FY2020 Proposed Budget as compared to the FY2019 budget.
Community Development	Assistant Community Development Director	\$90,731	This is a new position included in the FY2020 Proposed Budget, and is an increase to the budget as compared to FY2019 Budget. The need for this additional position is the current work load and anticipation of additional work in tandem with increased development. (Note that the FY2020 Proposed Budget includes funding for 9 months.)
Economic Development	Economic Development and Grants Manager	\$99,858	This is a new position included in the FY2020 Proposed Budget that will afford expanded capacity to be more pro-active in attracting business development and grant funds. This position is an increase to the Proposed Budget compared to FY2019 Budget, but should more than pay for itself by yielding additional revenue to the City. (Note that the FY2020 Proposed Budget includes funding for 9 months.)
<b>CURRENT EXISTING VACANCIES (AS OF 5/31/19)</b>			
Police	<ul style="list-style-type: none"> <li>• 4-Corporals</li> <li>• 6-Police Officers</li> <li>• 1-Detention Officer</li> <li>• 2- Communications Officer /911 Dispatchers</li> </ul>		
Recreation & Parks	<ul style="list-style-type: none"> <li>• Director of Recreation, Parks &amp; Cultural Affairs</li> </ul>		
Public Works	<ul style="list-style-type: none"> <li>• 1-Administrative Assistant</li> </ul>		

<p>Council Member Joseph Geierman</p>	<p>Police Department</p>	<p>Is it possible to do an analysis of our police force that compares our force to others in metro Atlanta a few different ways:</p>																			
		<p>Ratio of police per population headcount</p>	<p>Based on 10,540 residents and 45 sworn positions equals 1 officer per approximately 234 residents.</p>																		
		<p>Ratio of police per vehicles that travel through the city each day</p>	<p>The Department does not have an actual traffic count. According to the GA DOT website, there are approximately 415,000 vehicles traveling through the City on any given day. At the current staffing level of 45 sworn positions, there would be approximately 9,222 vehicles that pass through the City of Doraville per sworn position.</p>																		
		<p>Ratio of police per square mile</p>	<p>Based on 4.01 square miles and 45 sworn positions equals approximately 11 officers per square mile.</p>																		
		<p>Average officer salary (for Doraville, and nearby cities)</p>	<p><b>Rank</b></p>	<p><b>Minimum</b></p>	<p><b>Maximum</b></p>																
		<p>Starting officer salary (for Doraville, and nearby cities)</p>	<p>Police Officer (Other Cities)</p>	<p>41,553</p>	<p>62,636</p>																
			<p><b>Doraville</b></p>	<p><b>40,492</b></p>	<p><b>56,041</b></p>																
			<p>Sergeant (Other Cities)</p>	<p>51496</p>	<p>75,404</p>																
	<p><b>Doraville</b></p>	<p><b>47,239</b></p>	<p><b>66,131</b></p>																		
<p>How many emergency calls to the police average per day - and how has this changed over time (maybe over the last 5 years).</p>	<p>In calendar year 2018, the Doraville Police responded to approximately 97 calls for service per day. This figure does not include special events, on-going investigations, narcotics investigations without arrests, and other events that our officers have to cover in a given day.</p> <table border="0" style="width: 100%; margin-left: 40px;"> <tr> <td></td> <td style="text-align: center;"><u>2014</u></td> <td style="text-align: center;"><u>2018</u></td> </tr> <tr> <td>Accidents</td> <td></td> <td style="text-align: right;">2,078</td> </tr> <tr> <td>Thefts</td> <td style="text-align: right;">371</td> <td style="text-align: right;">315</td> </tr> <tr> <td>Aggravated Assault</td> <td style="text-align: right;">9</td> <td style="text-align: right;">22</td> </tr> <tr> <td>Burglary</td> <td style="text-align: right;">57</td> <td style="text-align: right;">78</td> </tr> <tr> <td>DUI (Alcohol or Drugs)</td> <td style="text-align: right;">216</td> <td style="text-align: right;">120</td> </tr> </table>				<u>2014</u>	<u>2018</u>	Accidents		2,078	Thefts	371	315	Aggravated Assault	9	22	Burglary	57	78	DUI (Alcohol or Drugs)	216	120
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# **PROPOSED COMPENSATION PLAN**

# BUDGET FUNDING FOR THE PROPOSED COMPENSATION PLAN

## CURRENT FY2019 ADOPTED BUDGET

Description	Funding	Status
Retro-active Pay to Resolve the Anniversary Date	\$70,000	Paid for FY 2017 and 2018; Discontinued going forward.
FY2019 In-Grade Progression (i.e. step increases for performance July 1, 2017 through June 30, 2018)	98,000	Performance Evaluations are complete; awaiting adoption of new compensation to be first action to be performed, with retroactive pay to July 1, 2018.
2% Across-the-Board Increase to the New Compensation Plan	120,000	Pending
<b>Total</b>	<b>\$288,000</b>	

## PROPOSED FY2020 BUDGET

Description	Funding	Status
FY2020 In-Grade Progression (i.e. step increases for performance July 1, 2018 through June 30, 2019)	\$98,000	Pending
2% Across-the-Board Increase to the New Compensation Plan	120,000	Pending
<b>Total</b>	<b>\$218,000</b>	

# **BENCHMARK SURVEY RESULTS**

## SALARY BENCHMARK SURVEY

*As Cities Reported to the Georgia Department of Community Affairs for 2018*

Job Classification	Salary Minimum			Salary Maximum		
	Survey Average	City of Doraville	% Difference	Survey Average	City of Doraville	% Difference
<b>Public Safety Series—Benchmark Classifications</b>						
Police Officer	\$41,553.56	\$40,491.36	-2.56%	\$62,636.94	\$56,041.44	-10.53%
Police Corporal	\$43,260.74	\$43,199.52	-0.14%	\$67,616.90	\$60,737.04	-10.17%
Police Sergeant	\$51,496.17	\$47,239.92	-8.27%	\$75,404.52	\$66,131.52	-12.30%
Police Lieutenant	\$55,877.12	\$53,988.48	-3.38%	\$84,676.02	\$75,129.60	-11.27%
Police Captain	\$63,130.07	\$58,487.52	-7.35%	\$92,729.51	\$86,202.48	-7.04%
E-911 Operator	\$35,214.70	\$33,217.60	-5.67%	\$52,145.73	\$47,964.80	-8.02%
<b>Clerical Series—Benchmark Classifications</b>						
Records Clerk	\$30,933.17	\$33,217.60	7.39%	\$48,203.01	\$47,964.80	-0.49%
Deputy City Clerk	\$44,500.90	\$33,217.60	-25.36%	\$70,070.00	\$47,964.80	-31.55%
Human Resources Coordinator	\$35,219.28	\$34,278.40	-2.67%	\$55,113.24	\$49,504.00	-10.18%
<b>Financial Management Series—Benchmark Classifications</b>						
Accounting Technician	\$36,410.43	\$33,217.60	-8.77%	\$56,203.23	\$47,964.80	-14.66%
Finance Director	\$102,888.62	\$74,984.00	-27.12%	\$160,219.08	\$108,305.60	-32.40%
<b>Maintenance Series—Benchmark Classifications</b>						
Maintenance Worker	\$29,900.50	\$25,708.80	-14.02%	\$43,463.30	\$37,107.20	-14.62%
Maintenance Superintendent	\$43,179.10	\$40,705.60	-5.73%	\$66,952.40	\$57,595.60	-13.98%
<b>Administration Executive Staff—Benchmark Classifications</b>						
Economic Development Director	\$71,013.59	\$61,963.20	-12.74%	\$111,562.48	\$89,460.80	-19.81%
Planning & Community Development Director	\$92,684.00	\$70,699.20	-23.72%	\$140,406.22	\$102,086.40	-27.29%
Recreation and Parks Director	\$82,598.57	\$61,963.20	-24.98%	\$130,006.52	\$89,460.80	-31.19%

# **PROPOSED COMPENSATION PLAN**



# Overview of Proposed Compensation

- 1.5 X 4.5 Grid design of Grades and Steps Within Grades to Form 35 Grades and 30 Steps in each grade.
- Movement between steps each year based on Pay – for -Performance
  - 1.5% -- Meets Standards
  - 3% -- Exceeds Standards
  - 4.5% -- Superior
- No longevity steps
- Additionally, there will need to be periodic reviews of market competitiveness (*i.e. median comparison and cost of living inflation factor*) to determine wholistic adjustment /across the board amendments to the pay plan
  - *Note: Dates for Pay shall be the payroll date in which the specific date occurs, such as July 1 means pay period inclusive of that date.*

Proposed Pay Plan

Grade 1															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	12.36	12.55	12.74	12.93	13.12	13.32	13.52	13.72	13.93	14.14	14.35	14.57	14.79	15.01	15.24
Bi-Weekly	988.80	1,004.00	1,019.20	1,034.40	1,049.60	1,065.60	1,081.60	1,097.60	1,114.40	1,131.20	1,148.00	1,165.60	1,183.20	1,200.80	1,219.20
Annually	25,708.80	26,104.00	26,499.20	26,894.40	27,289.60	27,705.60	28,121.60	28,537.60	28,974.40	29,411.20	29,848.00	30,305.60	30,763.20	31,220.80	31,699.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	15.47	15.70	15.94	16.18	16.42	16.67	16.92	17.17	17.43	17.69	17.96	18.23	18.50	18.78	19.06
Bi-Weekly	1,237.60	1,256.00	1,275.20	1,294.40	1,313.60	1,333.60	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80
Annually	32,177.60	32,656.00	33,155.20	33,654.40	34,153.60	34,673.60	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80
Grade 2															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	12.93	13.12	13.32	13.52	13.72	13.93	14.14	14.35	14.57	14.79	15.01	15.24	15.47	15.70	15.94
Bi-Weekly	1,034.40	1,049.60	1,065.60	1,081.60	1,097.60	1,114.40	1,131.20	1,148.00	1,165.60	1,183.20	1,200.80	1,219.20	1,237.60	1,256.00	1,275.20
Annually	26,894.40	27,289.60	27,705.60	28,121.60	28,537.60	28,974.40	29,411.20	29,848.00	30,305.60	30,763.20	31,220.80	31,699.20	32,177.60	32,656.00	33,155.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	16.18	16.42	16.67	16.92	17.17	17.43	17.69	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93
Bi-Weekly	1,294.40	1,313.60	1,333.60	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40
Annually	33,654.40	34,153.60	34,673.60	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40
Grade 3															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	13.52	13.72	13.93	14.14	14.35	14.57	14.79	15.01	15.24	15.47	15.70	15.94	16.18	16.42	16.67
Bi-Weekly	1,081.60	1,097.60	1,114.40	1,131.20	1,148.00	1,165.60	1,183.20	1,200.80	1,219.20	1,237.60	1,256.00	1,275.20	1,294.40	1,313.60	1,333.60
Annually	28,121.60	28,537.60	28,974.40	29,411.20	29,848.00	30,305.60	30,763.20	31,220.80	31,699.20	32,177.60	32,656.00	33,155.20	33,654.40	34,153.60	34,673.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	16.92	17.17	17.43	17.69	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84
Bi-Weekly	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20
Annually	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20
Grade 4															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	14.14	14.35	14.57	14.79	15.01	15.24	15.47	15.70	15.94	16.18	16.42	16.67	16.92	17.17	17.43
Bi-Weekly	1,131.20	1,148.00	1,165.60	1,183.20	1,200.80	1,219.20	1,237.60	1,256.00	1,275.20	1,294.40	1,313.60	1,333.60	1,353.60	1,373.60	1,394.40
Annually	29,411.20	29,848.00	30,305.60	30,763.20	31,220.80	31,699.20	32,177.60	32,656.00	33,155.20	33,654.40	34,153.60	34,673.60	35,193.60	35,713.60	36,254.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	17.69	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79
Bi-Weekly	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20
Annually	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20
Grade 5															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	14.79	15.01	15.24	15.47	15.70	15.94	16.18	16.42	16.67	16.92	17.17	17.43	17.69	17.96	18.23
Bi-Weekly	1,183.20	1,200.80	1,219.20	1,237.60	1,256.00	1,275.20	1,294.40	1,313.60	1,333.60	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40
Annually	30,763.20	31,220.80	31,699.20	32,177.60	32,656.00	33,155.20	33,654.40	34,153.60	34,673.60	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79
Bi-Weekly	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20
Annually	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20
Grade 6															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	15.47	15.70	15.94	16.18	16.42	16.67	16.92	17.17	17.43	17.69	17.96	18.23	18.50	18.78	19.06
Bi-Weekly	1,237.60	1,256.00	1,275.20	1,294.40	1,313.60	1,333.60	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80
Annually	32,177.60	32,656.00	33,155.20	33,654.40	34,153.60	34,673.60	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83
Bi-Weekly	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40
Annually	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40

Proposed Pay Plan (Continued)

Grade 7															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	16.18	16.42	16.67	16.92	17.17	17.43	17.69	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93
Bi-Weekly	1,294.40	1,313.60	1,333.60	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40
Annually	33,654.40	34,153.60	34,673.60	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92
Bi-Weekly	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60
Annually	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60
Grade 8															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	16.92	17.17	17.43	17.69	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84
Bi-Weekly	1,353.60	1,373.60	1,394.40	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20
Annually	35,193.60	35,713.60	36,254.40	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06
Bi-Weekly	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80
Annually	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80
Grade 9															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	17.69	17.96	18.23	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79
Bi-Weekly	1,415.20	1,436.80	1,458.40	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20
Annually	36,795.20	37,356.80	37,918.40	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25
Bi-Weekly	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00
Annually	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00
Grade 10															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	18.50	18.78	19.06	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79
Bi-Weekly	1,480.00	1,502.40	1,524.80	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20
Annually	38,480.00	39,062.40	39,644.80	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49
Bi-Weekly	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20
Annually	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20
Grade 11															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83
Bi-Weekly	1,548.00	1,571.20	1,594.40	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40
Annually	40,248.00	40,851.20	41,454.40	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79
Bi-Weekly	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20
Annually	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20
Grade 12															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92
Bi-Weekly	1,618.40	1,642.40	1,667.20	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60
Annually	42,078.40	42,702.40	43,347.20	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15
Bi-Weekly	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00
Annually	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00

Proposed Pay Plan (Continued)

Grade 13															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06
Bi-Weekly	1,692.00	1,717.60	1,743.20	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80
Annually	43,992.00	44,657.60	45,323.20	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57
Bi-Weekly	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60
Annually	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60
Grade 14															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25
Bi-Weekly	1,769.60	1,796.00	1,823.20	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00
Annually	46,009.60	46,696.00	47,403.20	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06
Bi-Weekly	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80
Annually	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80
Grade 15															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49
Bi-Weekly	1,850.40	1,878.40	1,906.40	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20
Annually	48,110.40	48,838.40	49,566.40	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62
Bi-Weekly	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60
Annually	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60
Grade 16															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79
Bi-Weekly	1,935.20	1,964.00	1,993.60	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20
Annually	50,315.20	51,064.00	51,833.60	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24
Bi-Weekly	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20
Annually	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20
Grade 17															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15
Bi-Weekly	2,023.20	2,053.60	2,084.80	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00
Annually	52,603.20	53,393.60	54,204.80	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95
Bi-Weekly	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00
Annually	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00
Grade 18															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57
Bi-Weekly	2,116.00	2,148.00	2,180.00	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60
Annually	55,016.00	55,848.00	56,680.00	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72
Bi-Weekly	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60
Annually	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60

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Grade 19															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06
Bi-Weekly	2,212.80	2,245.60	2,279.20	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80
Annually	57,532.80	58,385.60	59,259.20	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58
Bi-Weekly	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40
Annually	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40
Grade 20															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62
Bi-Weekly	2,313.60	2,348.00	2,383.20	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60
Annually	60,153.60	61,048.00	61,963.20	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53
Bi-Weekly	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40
Annually	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40
Grade 21															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24
Bi-Weekly	2,419.20	2,455.20	2,492.00	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20
Annually	62,899.20	63,835.20	64,792.00	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53	45.20	45.88	46.57
Bi-Weekly	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60
Annually	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60
Grade 22															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95
Bi-Weekly	2,529.60	2,567.20	2,605.60	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00
Annually	65,769.60	66,747.20	67,745.60	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53	45.20	45.88	46.57	47.27	47.98	48.70
Bi-Weekly	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00
Annually	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00
Grade 23															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72
Bi-Weekly	2,644.80	2,684.80	2,724.80	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60
Annually	68,764.80	69,804.80	70,844.80	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	41.33	41.95	42.58	43.22	43.87	44.53	45.20	45.88	46.57	47.27	47.98	48.70	49.43	50.17	50.92
Bi-Weekly	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60
Annually	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60
Grade 24															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58
Bi-Weekly	2,765.60	2,807.20	2,849.60	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40
Annually	71,905.60	72,987.20	74,089.60	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	43.22	43.87	44.53	45.20	45.88	46.57	47.27	47.98	48.70	49.43	50.17	50.92	51.68	52.46	53.25
Bi-Weekly	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00
Annually	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00

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Grade 25															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53
Bi-Weekly	2,892.00	2,935.20	2,979.20	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40
Annually	75,192.00	76,315.20	77,459.20	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	45.20	45.88	46.57	47.27	47.98	48.70	49.43	50.17	50.92	51.68	52.46	53.25	54.05	54.86	55.68
Bi-Weekly	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40
Annually	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40
Grade 26															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53	45.20	45.88	46.57
Bi-Weekly	3,024.00	3,069.60	3,116.00	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60
Annually	78,624.00	79,809.60	81,016.00	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	47.27	47.98	48.70	49.43	50.17	50.92	51.68	52.46	53.25	54.05	54.86	55.68	56.52	57.37	58.23
Bi-Weekly	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40
Annually	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40
Grade 27															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53	45.20	45.88	46.57	47.27	47.98	48.70
Bi-Weekly	3,162.40	3,209.60	3,257.60	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00
Annually	82,222.40	83,449.60	84,697.60	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	49.43	50.17	50.92	51.68	52.46	53.25	54.05	54.86	55.68	56.52	57.37	58.23	59.10	59.99	60.89
Bi-Weekly	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20
Annually	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20
Grade 28															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	41.33	41.95	42.58	43.22	43.87	44.53	45.20	45.88	46.57	47.27	47.98	48.70	49.43	50.17	50.92
Bi-Weekly	3,306.40	3,356.00	3,406.40	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60
Annually	85,966.40	87,256.00	88,566.40	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	51.68	52.46	53.25	54.05	54.86	55.68	56.52	57.37	58.23	59.10	59.99	60.89	61.80	62.73	63.67
Bi-Weekly	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60
Annually	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60
Grade 29															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	43.22	43.87	44.53	45.20	45.88	46.57	47.27	47.98	48.70	49.43	50.17	50.92	51.68	52.46	53.25
Bi-Weekly	3,457.60	3,509.60	3,562.40	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00
Annually	89,897.60	91,249.60	92,622.40	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	54.05	54.86	55.68	56.52	57.37	58.23	59.10	59.99	60.89	61.80	62.73	63.67	64.63	65.60	66.58
Bi-Weekly	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60	5,170.40	5,248.00	5,326.40
Annually	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60	134,430.40	136,448.00	138,486.40
Grade 30															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	45.20	45.88	46.57	47.27	47.98	48.70	49.43	50.17	50.92	51.68	52.46	53.25	54.05	54.86	55.68
Bi-Weekly	3,616.00	3,670.40	3,725.60	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40
Annually	94,016.00	95,430.40	96,865.60	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	56.52	57.37	58.23	59.10	59.99	60.89	61.80	62.73	63.67	64.63	65.60	66.58	67.58	68.59	69.62
Bi-Weekly	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60	5,170.40	5,248.00	5,326.40	5,406.40	5,487.20	5,569.60
Annually	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60	134,430.40	136,448.00	138,486.40	140,566.40	142,667.20	144,809.60

Proposed Pay Plan (Continued)

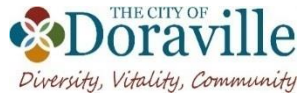
Grade 31															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	47.27	47.98	48.70	49.43	50.17	50.92	51.68	52.46	53.25	54.05	54.86	55.68	56.52	57.37	58.23
Bi-Weekly	3,781.60	3,838.40	3,896.00	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40
Annually	98,321.60	99,798.40	101,296.00	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	59.10	59.99	60.89	61.80	62.73	63.67	64.63	65.60	66.58	67.58	68.59	69.62	70.66	71.72	72.80
Bi-Weekly	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60	5,170.40	5,248.00	5,326.40	5,406.40	5,487.20	5,569.60	5,652.80	5,737.60	5,824.00
Annually	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60	134,430.40	136,448.00	138,486.40	140,566.40	142,667.20	144,809.60	146,972.80	149,177.60	151,424.00
Grade 32															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	49.43	50.17	50.92	51.68	52.46	53.25	54.05	54.86	55.68	56.52	57.37	58.23	59.10	59.99	60.89
Bi-Weekly	3,954.40	4,013.60	4,073.60	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20
Annually	102,814.40	104,353.60	105,913.60	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	61.80	62.73	63.67	64.63	65.60	66.58	67.58	68.59	69.62	70.66	71.72	72.80	73.89	75.00	76.13
Bi-Weekly	4,944.00	5,018.40	5,093.60	5,170.40	5,248.00	5,326.40	5,406.40	5,487.20	5,569.60	5,652.80	5,737.60	5,824.00	5,911.20	6,000.00	6,090.40
Annually	128,544.00	130,478.40	132,433.60	134,430.40	136,448.00	138,486.40	140,566.40	142,667.20	144,809.60	146,972.80	149,177.60	151,424.00	153,691.20	156,000.00	158,350.40
Grade 33															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	51.68	52.46	53.25	54.05	54.86	55.68	56.52	57.37	58.23	59.10	59.99	60.89	61.80	62.73	63.67
Bi-Weekly	4,134.40	4,196.80	4,260.00	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60
Annually	107,494.40	109,116.80	110,760.00	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	64.63	65.60	66.58	67.58	68.59	69.62	70.66	71.72	72.80	73.89	75.00	76.13	77.27	78.43	79.61
Bi-Weekly	5,170.40	5,248.00	5,326.40	5,406.40	5,487.20	5,569.60	5,652.80	5,737.60	5,824.00	5,911.20	6,000.00	6,090.40	6,181.60	6,274.40	6,368.80
Annually	134,430.40	136,448.00	138,486.40	140,566.40	142,667.20	144,809.60	146,972.80	149,177.60	151,424.00	153,691.20	156,000.00	158,350.40	160,721.60	163,134.40	165,588.80
Grade 34															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	54.05	54.86	55.68	56.52	57.37	58.23	59.10	59.99	60.89	61.80	62.73	63.67	64.63	65.60	66.58
Bi-Weekly	4,324.00	4,388.80	4,454.40	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60	5,170.40	5,248.00	5,326.40
Annually	112,424.00	114,108.80	115,814.40	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60	134,430.40	136,448.00	138,486.40
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	67.58	68.59	69.62	70.66	71.72	72.80	73.89	75.00	76.13	77.27	78.43	79.61	80.80	82.01	83.24
Bi-Weekly	5,406.40	5,487.20	5,569.60	5,652.80	5,737.60	5,824.00	5,911.20	6,000.00	6,090.40	6,181.60	6,274.40	6,368.80	6,464.00	6,560.80	6,659.20
Annually	140,566.40	142,667.20	144,809.60	146,972.80	149,177.60	151,424.00	153,691.20	156,000.00	158,350.40	160,721.60	163,134.40	165,588.80	168,064.00	170,580.80	173,139.20
Grade 35															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	56.52	57.37	58.23	59.10	59.99	60.89	61.80	62.73	63.67	64.63	65.60	66.58	67.58	68.59	69.62
Bi-Weekly	4,521.60	4,589.60	4,658.40	4,728.00	4,799.20	4,871.20	4,944.00	5,018.40	5,093.60	5,170.40	5,248.00	5,326.40	5,406.40	5,487.20	5,569.60
Annually	117,561.60	119,329.60	121,118.40	122,928.00	124,779.20	126,651.20	128,544.00	130,478.40	132,433.60	134,430.40	136,448.00	138,486.40	140,566.40	142,667.20	144,809.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	70.66	71.72	72.80	73.89	75.00	76.13	77.27	78.43	79.61	80.80	82.01	83.24	84.49	85.76	87.05
Bi-Weekly	5,652.80	5,737.60	5,824.00	5,911.20	6,000.00	6,090.40	6,181.60	6,274.40	6,368.80	6,464.00	6,560.80	6,659.20	6,759.20	6,860.80	6,964.00
Annually	146,972.80	149,177.60	151,424.00	153,691.20	156,000.00	158,350.40	160,721.60	163,134.40	165,588.80	168,064.00	170,580.80	173,139.20	175,739.20	178,380.80	181,064.00



Proposed Pay Plan (Continued)

Grade 11S															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	19.35	19.64	19.93	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83
Bi-Weekly	1,625.40	1,649.76	1,674.12	1,699.32	1,724.52	1,750.56	1,776.60	1,803.48	1,830.36	1,858.08	1,885.80	1,914.36	1,942.92	1,972.32	2,001.72
Annually	42,260.40	42,893.76	43,527.12	44,182.32	44,837.52	45,514.56	46,191.60	46,890.48	47,589.36	48,310.08	49,030.80	49,773.36	50,515.92	51,280.32	52,044.72
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79
Bi-Weekly	2,031.96	2,062.20	2,093.28	2,124.36	2,156.28	2,189.04	2,221.80	2,255.40	2,289.00	2,323.44	2,357.88	2,393.16	2,429.28	2,465.40	2,502.36
Annually	52,830.96	53,617.20	54,425.28	55,233.36	56,063.28	56,915.04	57,766.80	58,640.40	59,514.00	60,409.44	61,304.88	62,222.16	63,161.28	64,100.40	65,061.36
Grade 12S															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	20.23	20.53	20.84	21.15	21.47	21.79	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92
Bi-Weekly	1,699.32	1,724.52	1,750.56	1,776.60	1,803.48	1,830.36	1,858.08	1,885.80	1,914.36	1,942.92	1,972.32	2,001.72	2,031.96	2,062.20	2,093.28
Annually	44,182.32	44,837.52	45,514.56	46,191.60	46,890.48	47,589.36	48,310.08	49,030.80	49,773.36	50,515.92	51,280.32	52,044.72	52,830.96	53,617.20	54,425.28
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15
Bi-Weekly	2,124.36	2,156.28	2,189.04	2,221.80	2,255.40	2,289.00	2,323.44	2,357.88	2,393.16	2,429.28	2,465.40	2,502.36	2,540.16	2,577.96	2,616.60
Annually	55,233.36	56,063.28	56,915.04	57,766.80	58,640.40	59,514.00	60,409.44	61,304.88	62,222.16	63,161.28	64,100.40	65,061.36	66,044.16	67,026.96	68,031.60
Grade 14S															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	22.12	22.45	22.79	23.13	23.48	23.83	24.19	24.55	24.92	25.29	25.67	26.06	26.45	26.85	27.25
Bi-Weekly	1,858.08	1,885.80	1,914.36	1,942.92	1,972.32	2,001.72	2,031.96	2,062.20	2,093.28	2,124.36	2,156.28	2,189.04	2,221.80	2,255.40	2,289.00
Annually	48,310.08	49,030.80	49,773.36	50,515.92	51,280.32	52,044.72	52,830.96	53,617.20	54,425.28	55,233.36	56,063.28	56,915.04	57,766.80	58,640.40	59,514.00
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06
Bi-Weekly	2,323.44	2,357.88	2,393.16	2,429.28	2,465.40	2,502.36	2,540.16	2,577.96	2,616.60	2,656.08	2,695.56	2,735.88	2,777.04	2,819.04	2,861.04
Annually	60,409.44	61,304.88	62,222.16	63,161.28	64,100.40	65,061.36	66,044.16	67,026.96	68,031.60	69,058.08	70,084.56	71,132.88	72,203.04	73,295.04	74,387.04
Grade 17S															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	25.29	25.67	26.06	26.45	26.85	27.25	27.66	28.07	28.49	28.92	29.35	29.79	30.24	30.69	31.15
Bi-Weekly	2,124.36	2,156.28	2,189.04	2,221.80	2,255.40	2,289.00	2,323.44	2,357.88	2,393.16	2,429.28	2,465.40	2,502.36	2,540.16	2,577.96	2,616.60
Annually	55,233.36	56,063.28	56,915.04	57,766.80	58,640.40	59,514.00	60,409.44	61,304.88	62,222.16	63,161.28	64,100.40	65,061.36	66,044.16	67,026.96	68,031.60
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62	36.15	36.69	37.24	37.80	38.37	38.95
Bi-Weekly	2,656.08	2,695.56	2,735.88	2,777.04	2,819.04	2,861.04	2,903.88	2,947.56	2,992.08	3,036.60	3,081.96	3,128.16	3,175.20	3,223.08	3,271.80
Annually	69,058.08	70,084.56	71,132.88	72,203.04	73,295.04	74,387.04	75,500.88	76,636.56	77,794.08	78,951.60	80,130.96	81,332.16	82,555.20	83,800.08	85,066.80
Grade 20S															
Min to Mid	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Hourly	28.92	29.35	29.79	30.24	30.69	31.15	31.62	32.09	32.57	33.06	33.56	34.06	34.57	35.09	35.62
Bi-Weekly	2,429.28	2,465.40	2,502.36	2,540.16	2,577.96	2,616.60	2,656.08	2,695.56	2,735.88	2,777.04	2,819.04	2,861.04	2,903.88	2,947.56	2,992.08
Annually	63,161.28	64,100.40	65,061.36	66,044.16	67,026.96	68,031.60	69,058.08	70,084.56	71,132.88	72,203.04	73,295.04	74,387.04	75,500.88	76,636.56	77,794.08
Mid to Max	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Hourly	36.15	36.69	37.24	37.80	38.37	38.95	39.53	40.12	40.72	41.33	41.95	42.58	43.22	43.87	44.53
Bi-Weekly	3,036.60	3,081.96	3,128.16	3,175.20	3,223.08	3,271.80	3,320.52	3,370.08	3,420.48	3,471.72	3,523.80	3,576.72	3,630.48	3,685.08	3,740.52
Annually	78,951.60	80,130.96	81,332.16	82,555.20	83,800.08	85,066.80	86,333.52	87,622.08	88,932.48	90,264.72	91,618.80	92,994.72	94,392.48	95,812.08	97,253.52





**CLASSIFICATION SERIES, JOB TITLES AND PAY GRADE ASSIGNMENTS**

**Definitions**

<b>Series:</b>	A “family” of similar occupations as it relates to skills, knowledges and abilities (SKA’s). With reasonable, but not required hierarchy of progression SKA’s may be transferrable between job classifications.
<b>Job Classification:</b>	An occupation to which work is assigned to perform duties and tasks. An organization may create classifications for which time to time, it may not have any authorized positions to allow for flexibility for temporary upgrades, reassignments, reallocations and promotions.
<b>Position:</b>	A budgeted job which is authorized to be filled within allocated funds. Such positions may be interchanged so long as the departmental funds are not exceeded and review and approval procedures are followed.

Job Title	Pay Grade Assignment
<b>Clerical &amp; Administrative Series</b>	
Office Clerk	1
Customer Service Representative	2
Receptionist	2
Court Personnel/Clerk	7
Deputy City Clerk	7
Deputy Court Clerk	7
Records Clerk/ Evidence Clerk	7
Senior Court Clerk	7
Staff/Administrative Assistant	7
Administrative Analyst/Research Analyst	8
Human Resources Coordinator	8
Office Manager	8
Records Supervisor	8
Senior Administrative Assistant	8
<b>Financial Management Series</b>	
Accounting Technician	7
Revenue Specialist	7
Procurement Specialist	8
Accountant	13
Controller/Assistant Finance Director	15
Purchasing Manager	15
<b>Labor, General Maintenance &amp; Trade Series</b>	
Custodian	1
Maintenance & Repair Worker	1
Maintenance & Repair Specialist	2
Equipment Operator	6
Automotive Mechanic	7
Senior (Heavy) Equipment Operator	7
Licensed Trades Specialist (Electrician, Plumber, HVAC)	11

<b>Job Title</b>	<b>Pay Grade Assignment</b>
Maintenance Superintendent	12
Arborist	15
Stormwater Manager	15
<b>Library Series</b>	
Library Technician	PT
SR. Library Technician	2
Library Specialist	3
Librarian	6
<b>Recreation &amp; Leisure Services Series</b>	
Intergenerational Program Specialist	4
Recreation Program Manager	7
Pool Manager	PT
Recreation Aide	PT
Recreation Specialist	PT
<b>Public Information, Communications &amp; Marketing</b>	
Public Information Specialist	6
Business Development Marketing Specialist	8
Graphics & Website Specialist	8
<b>Planning, Community and Economic Development Series</b>	
Planning Technician	8
Economic Development Specialist	13
Planner	13
Senior Planner	15
City Planning Manager	17
Economic Development & Grants Manager	17
Assistant Community Director/Assistant Economic Development Director	19
<b>Law Enforcement Series</b>	
<b>Sworn</b>	
Police Recruit	10
Police Officer	11
Police Corporal	12
Police Detective	12
Chief's Aide	14
Police Sergeant	14
Police Lieutenant	17
Police Captain	20
Assistant Police Chief	24
<b>Civilian</b>	
Detention Center Supervisor	7
Public Safety Telecommunications Recruit	6
Animal Control Officer	6
Detention Officer	7
E-911 Operator/Dispatch	7
Emergency Communications Supervisor	8
<b>Senior &amp; Executive Series</b>	
Special Events Manager	11
Chief Public Information Officer	14

Job Title	Pay Grade Assignment
Court Administrator	14
City Librarian	18
City Clerk	19
Director of Recreation, Parks & Cultural Affairs	21
Director of Economic Development	24
Director of Planning & Community Development	24
Director of Public Works	24
Director of Finance	25
Chief of Police	27
City Manager	35

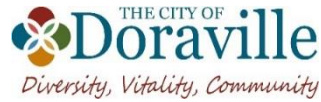
# IMPLEMENTATION STEPS

1. To implement the new compensation plan it shall cover current employees only; former employees are not eligible for any retro-active pay.
2. Retroactive to July 1, 2018, provide current employees with step increase he/she would have received under current pay plan, based on satisfactory performance. (Departments have submitted the evaluation forms).
3. Using each employees salary after Step 2 above is implemented, place all employees in the new plan retroactive to July 1, 2018 by moving each employee to the nearest step on the new pay plan that does not result in a lower rate of pay. May result in small increase in pay, but no loss of pay.
4. Adjust the new compensation plan by 2% for the FY2019 across the board adjustment. Each employee will receive this adjustment retroactive to July 1, 2018. (Each step on the pay plan will be adjusted by the 2%).

5. Adjust the new pay plan by 2% for the FY2020 across the board adjustment. Each employee will receive this adjustment beginning July 1, 2019. (Each step on the pay plan will be adjusted by the 2%).
6. For FY2020 provide each eligible employee with a step increase of 1.5% or 3% depending on satisfactory performance or above average performance for his/her performance during the period July 1, 2018 and June 30, 2019. (Did not include 4.5% for superior performance because no pay-for-performance objectives have been set and we will be using existing performance evaluation form. This will be phased in FY2021's in-grade progression)
  
5. For FY2021, (*i.e. July 1, 2019 through June 30, 2020 performance period*) pre-establish performance objectives with employees. (Performance feedback sessions with each employee to occur at least every six-months).
  
6. Formal performance evaluations and step increase for all employees regardless of starting anniversary dates will be based on the City-wide performance period of July 1 through June 30, employees will be evaluated each year between July 1 and August and set next fiscal year's performance. In grade progression based on pay-for-performance will be given each year at approximately September 1 retroactive to July 1.

# Education Tuition Assistance

- Based on an allocated amount each fiscal year, establish a Tuition Reimbursement Fund from which employees may apply for tuition and textbook assistance related to the cost of taking courses leading to a trade license or post-high school degree. A maximum of \$500 per employee per semester, not to exceed two courses per fiscal for any one employee shall be considered.
- The fund shall be used city-wide on a first come/first serve basis until the funds for the fiscal year are depleted.
- Courses shall be approved in advance by the City and must be job related or advancement within a city related job. The assistance shall be given upon the completed course and documentation (receipts presented).
- Tuition assistance is taxable in accordance with state and federal laws.



**FY2020 PROPOSED COMPENSATION PLAN**  
**SUPPLEMENTAL INFORMATION**

Date 2019	Requestor	Requested Information/Question/Comments	Response
May 7, 2019	Councilmember Stephe Koontz	Councilmember Koontz recommends the City adopt a policy to direct that no full time, permanent employee make less than \$15.00 per hour in order to begin to address affordability of paying for living expenses and making working and living in Doraville more attractive for city employees. Data was requested as to the number of employees making less than \$15.00 per hour, review of other cities in Georgia that have such a policy, the City's current housing and living average expenses and budget implications for such a policy.	<p>Although the City salary table starts at \$12.83 per hour, no city employee currently is paid that amount. The lowest pay per hour received by a full-time permanent employee is a Maintenance Worker that is paid \$15.02 per hour, followed by two Communication/911 Dispatchers at \$15.97 per hour. The City has part-time, seasonal and an intern that make between \$9.27 and \$14.42 per hour depending on the job classification.</p> <p>The federal and Georgia minimum wage is \$7.25 which has not been increased since 2009. Under discussion at the federal level, other cities throughout the county and by private companies is phasing into a minimum wage of \$15.00 per hour by no later than on average 2023. The City of Clarkston and the City of Atlanta were the only two cities found within Georgia that have a minimum wage of \$15.00 per hour. Clarkston approved it in 2016 and Atlanta did a phase in, starting in 2017 at \$13.00, \$14.00 in 2018 and \$15.00 per hour taking effect July 1, 2019.</p> <p>Based on a Living Wage calculator developed by the Massachusetts Institute of Technology (MIT), based on the Consumer Price Index (CPI) factors (i.e. housing, food, transportation, medical, etc.), the following is projected as a living wage:</p> <p>1 Adult: \$13.31 per hour/\$27,676 income before taxes/\$23,308 after taxes; [Housing is \$10,500 of living</p>



Date 2019	Requestor	Requested Information/Question/Comments	Response
			<p>expenses; a one-bedroom apartment is approximately \$900 per month]</p> <p>1 Adult+1 child: \$24.93 per hour/\$51,856 income before taxes/\$43,462 after taxes. [Housing is \$12,372 of the living expenses a two-bedroom apartment is approximately \$1,060 per month]. Doraville's current apartment stock is of moderate condition and some is dated. As new apartment stock comes on-line, the price of rents will go up.</p> <p>It is recommended that if the City Council deliberates on a policy for Doraville that the policy not direct the compensation plan start at no less than \$15.00 per hour, but that the City desires to pay a living wage and therefore no full time permanent <u>employee</u> will be placed on a salary step in his/her job classification that pays less than \$14.00 starting July 1, 2019 and no less than \$15.00 per hour starting July 1, 2020. There is no budgetary impact unless the compensation plan is adjusted at the beginning step.</p>
May 7, 2019	Councilmember Joseph Geierman	<p><b>Educational Pay</b> - how many people currently have more education than their job requires? What do you expect this will cost? If they already had this education when they were hired, it seems like their salary should have considered it.</p>	<p>The City in the past started everyone at the starting step of the position's pay scale or higher than what the applicant makes in their current/previous job, but education above the minimum requirements, in and up itself has not been a consideration for the salary offer.</p> <p>Explaining the screening and selection process might better illustrate how education fits in. As it relates to job advertisements, the City indicates the minimum requirements and further indicates that a combination of experience and training (education) may substitute as an equivalency; therefore if someone factor to determine if the two together met or exceeded the minimum requirements to be deemed eligible to be considered for</p>

Date 2019	Requestor	Requested Information/Question/Comments	Response
			<p>the position. From this initial screening, the applicants go through the selection process may involve interviews, writing samples, assessment centers, so forth. In the public sector this is common practice.</p> <p>Currently 25 employees have degrees above the minimum requirement, with 20 of them being in the Police Department.</p> <p>Upon a follow up review of the initial recommendations and consideration of the funds needed to implement recognition of education and continuous improvement, it is now recommended that advance degrees not be paid a supplement, but instead, the City establish a tuition reimbursement program. The education tuition reimbursement program is explained separately in the summary of compensation recommendations.</p>
May 7, 2019	Joseph Geierman	<p><b>Bilingual Pay</b> - I do not support adding this. I believe it's important to have people who are bilingual working at the city, but that their language abilities were probably factored into the hiring process already.</p>	<p>Approximately twenty (20) employees throughout the organization are bilingual. None of the City jobs require bilingual skills, but it is indicated as a “plus”. However, it is not considered when determining an applicant’s placement on their salary scale.</p> <p>Of the 20 employees, 13 are in the Police Department and the languages used to better serve the public include Spanish and Korean. Requirements in order to receive the bilingual supplemental pay will require being proficient in the foreign language through a testing process, routine and regular use of bilingual skills, as assigned by the department head, with required justification and review by the City Manager.</p> <p>Instead of the initially recommended \$1,300 annually (i.e. \$50.00 bi-weekly), the recommendation is amended to \$480 annually costing the City a total of \$9,600 annually.</p>

Date 2019	Requestor	Requested Information/Question/Comments	Response
			<p>The program would be evaluated during FY2021 Budget development to determine whether the amount could be increased based on the City' financial ability.</p>
May 7, 2019	Joseph Geierman	<p><b>Personal Day</b> - can we get a list of the city's current holidays?</p>	<p>Currently the City recognizes eleven holidays which is the same as the State and most cities. It should be noted that depending on when the holiday falls, some years at the discretion of management, ad hoc additional time may be granted. This is usually the result of following the State's lead.</p> <p>The holidays are:</p> <ol style="list-style-type: none"> <li>1. New Year's Day</li> <li>2. MLK Day</li> <li>3. Presidents' Day</li> <li>4. Memorial Day</li> <li>5. July 4<sup>th</sup></li> <li>6. Labor Day</li> <li>7. Veteran's Day</li> <li>8. Thanksgiving</li> <li>9. Friday after Thanksgiving</li> <li>10. Christmas Eve</li> <li>11. Christmas Day</li> </ol> <p>The "floating" holiday would differ by employee choice and would be a take it or lose it each year. There is not a budgeted cost, as no one would be paid more than their usual pay for the day off. Some of our employees have other religious holidays or like having their birthday off from work and this benefit enhancement would address that need/desire. While a floating holiday is offered in other parts of the country, few cities offer it in Georgia and would be an innovative (low cost) benefit offered first by Doraville in this area.</p>

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May 7, 2019	Joseph Geierman	<p><b>PTO Carryover</b> - If people are working so much that they are not taking a vacation, we're really getting more work out of them than initially agreed to. I'd like to know how much it would cost if - rather than carrying an additional 20 hours, we agreed to pay out up to 20 hours over 80 hours of PTO. I'd also like to have a policy that has managers strongly encourage employees to be taking their PTO.</p>	<p>The City already encourages employees to take time off, but currently, given the volume of work, time demands and staff shortages, employees have not been able to take all of their time off. In the police department the staff shortages and employee illnesses/surgeries, vacations have not been able to be scheduled. To pay employees for time they lose over 80 hours (the current maximum carryover) up to 20 additional hours, to be paid out would cost approximately \$66,000. This calculation should be considered dynamic because it is based on PTO balances by employee as of May31. As employees take vacation throughout the year and accrue vacation monthly, the amount will fluctuate, but this is a good annual estimate.</p>
May 7, 2019	Joseph Geierman	<p><b>Proposed pay plan (grid):</b> I'd like to see a full copy of the proposed plan with all the grades and steps. I'd also like to know how many people the city has in each grade/step. What will the cost of implementing this new plan be compared to the status quo?</p>	<p>In the current FY2019 adopted budget the the new plan will be implemented within the amount approved for step increases and a 2% across the board adjustment which is approximately \$210,000.</p> <p>The same amount for 2020 is in the Proposed Budget for a 2% across the board and step increases.</p> <p>A full copy of the compensation plan will be distributed and explained at the meeting on June 10, 2019.</p>