



Legislation Text

File #: 220569, Version: 2

COMMITTEE SUBSTITUTE FOR ORDINANCE NO. 220569

Amending Committee Substitute for Ordinance No. 220166, As Amended, by repealing Sections 1 and 2 and enacting new Sections 1 and 2 for the purposes of updating the salary structure adjustment for all non-exempt and exempt job classifications and pay ranges not covered by a bargaining unit, incorporating previously authorized adjustments to pay scales and job classifications in accordance with various collective bargaining agreements and other job classifications changes, authorizing AFSCME Local 500 pay scales to remove job classifications and to create job classifications in accordance with their Collective Bargaining Agreement, and allows for a one-time cash payment for those employees that are at or near the maximum of their pay grade for their years of service increase.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section A. That Section 1 of Committee Substitute for Ordinance No. 220166, As Amended, is hereby repealed and replaced with the following Section 1:

Section 1. That Chapter 2, Code of Ordinances, entitled “Administration,” relating to the Classification and Compensation Plan, is hereby amended by repealing Sections 2-1075, 2-1076, 2-1077, 2-1078, 2-1079 and 2-1080, and enacting in lieu thereof new sections of like numbers and subject matter, to read as follows

Sec. 2-1075. Salary schedules; pay grades therein.

The following salary schedules are hereby adopted:

- (1) For those classes of position within the managerial, professional, supervisory, and/or confidential group:

Pay Grade		Monthly	Annual	Bi-Weekly	Hourly
NE1	Minimum	\$2,666	\$31,996	\$1,230.62	\$15.38
	Maximum	\$3,999	\$47,993	\$1,845.88	\$23.07
NE2	Minimum	\$2,933	\$35,195	\$1,353.65	\$16.92
	Maximum	\$4,399	\$52,793	\$2,030.50	\$25.38
NE3	Minimum	\$3,226	\$38,715	\$1,489.04	\$18.61
	Maximum	\$5,094	\$61,128	\$2,351.08	\$29.39
NE4	Minimum	\$3,549	\$42,586	\$1,637.92	\$20.47
	Maximum	\$5,323	\$63,879	\$2,456.88	\$30.71
NE5	Minimum	\$3,904	\$46,845	\$1,801.73	\$22.52
	Maximum	\$5,856	\$70,267	\$2,702.58	\$33.78

NE6	Minimum	\$4,294	\$51,529	\$1,981.88	\$24.77
	Maximum	\$6,441	\$77,294	\$2,972.85	\$37.16
NE7	Minimum	\$4,724	\$56,682	\$2,180.08	\$27.25
	Maximum	\$7,085	\$85,023	\$3,270.12	\$40.88
NE8	Minimum	\$5,196	\$62,350	\$2,398.08	\$29.98
	Maximum	\$7,794	\$93,526	\$3,597.15	\$44.96
NE9	Minimum	\$5,612	\$67,338	\$2,589.92	\$32.37
	Maximum	\$8,417	\$101,008	\$3,884.92	\$48.56

Pay Grade		Monthly	Annual	Bi-Weekly
EX1	Minimum	\$4,124	\$49,488	\$1,903.38
	Maximum	\$6,186	\$74,232	\$2,855.08
EX2	Minimum	\$4,619	\$55,428	\$2,131.85
	Maximum	\$6,928	\$83,136	\$3,197.54
EX3	Minimum	\$5,173	\$62,076	\$2,387.54
	Maximum	\$7,759	\$93,108	\$3,581.08
EX4	Minimum	\$5,794	\$69,528	\$2,674.15
	Maximum	\$8,833	\$105,996	\$4,076.77
EX5	Minimum	\$6,489	\$77,868	\$2,994.92
	Maximum	\$9,734	\$116,808	\$4,492.62
EX6	Minimum	\$7,268	\$87,216	\$3,354.46
	Maximum	\$10,902	\$130,824	\$5,031.69
EX7	Minimum	\$8,140	\$97,680	\$3,756.92
	Maximum	\$12,210	\$146,520	\$5,635.38
EX8	Minimum	\$8,650	\$103,800	\$3,992.31
	Maximum	\$13,620	\$163,440	\$6,286.15

(2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County and Municipal Employees:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly
L-1	1	\$2,794	\$33,530	\$1,289.60	\$16.12
	2	\$2,905	\$34,861	\$1,340.80	\$16.76
	3	\$3,021	\$36,254	\$1,394.40	\$17.43
	4	\$3,134	\$37,606	\$1,446.40	\$18.08
	5	\$3,243	\$38,917	\$1,496.80	\$18.71
	6	\$3,349	\$40,186	\$1,545.60	\$19.32
	7	\$3,449	\$41,392	\$1,592.00	\$19.90
	8	\$3,586	\$43,035	\$1,655.20	\$20.69

	9	\$3,730	\$44,762	\$1,721.60	\$21.52
	10	\$3,871	\$46,446	\$1,786.40	\$22.33
	11	\$4,006	\$48,069	\$1,848.80	\$23.11
	12	\$4,136	\$49,629	\$1,908.80	\$23.86
	13	\$4,261	\$51,126	\$1,966.40	\$24.58
L-2	1	\$3,007	\$36,088	\$1,388.00	\$17.35
	2	\$3,127	\$37,523	\$1,443.20	\$18.04
	3	\$3,252	\$39,021	\$1,500.80	\$18.76
	4	\$3,373	\$40,477	\$1,556.80	\$19.46
	5	\$3,493	\$41,912	\$1,612.00	\$20.15
	6	\$3,605	\$43,264	\$1,664.00	\$20.80
	7	\$3,713	\$44,554	\$1,713.60	\$21.42
	8	\$3,862	\$46,342	\$1,782.40	\$22.28
	9	\$4,016	\$48,194	\$1,853.60	\$23.17
	10	\$4,167	\$50,003	\$1,923.20	\$24.04
	11	\$4,313	\$51,750	\$1,990.40	\$24.88
	12	\$4,453	\$53,435	\$2,055.20	\$25.69
	13	\$4,588	\$55,058	\$2,117.60	\$26.47
L-3	1	\$3,184	\$38,210	\$1,469.60	\$18.37
	2	\$3,311	\$39,728	\$1,528.00	\$19.10
	3	\$3,442	\$41,309	\$1,588.80	\$19.86
	4	\$3,571	\$42,848	\$1,648.00	\$20.60
	5	\$3,695	\$44,346	\$1,705.60	\$21.32
	6	\$3,815	\$45,781	\$1,760.80	\$22.01
	7	\$3,929	\$47,154	\$1,813.60	\$22.67
	8	\$4,087	\$49,046	\$1,886.40	\$23.58
	9	\$4,250	\$51,002	\$1,961.60	\$24.52
	10	\$4,410	\$52,915	\$2,035.20	\$25.44
	11	\$4,564	\$54,766	\$2,106.40	\$26.33
	12	\$4,713	\$56,555	\$2,175.20	\$27.19
	13	\$4,855	\$58,261	\$2,240.80	\$28.01
L-4	1	\$3,340	\$40,082	\$1,541.60	\$19.27
	2	\$3,474	\$41,683	\$1,603.20	\$20.04
	3	\$3,612	\$43,347	\$1,667.20	\$20.84
	4	\$3,747	\$44,970	\$1,729.60	\$21.62
	5	\$3,877	\$46,530	\$1,789.60	\$22.37
	6	\$4,004	\$48,048	\$1,848.00	\$23.10
	7	\$4,124	\$49,483	\$1,903.20	\$23.79

	8	\$4,288	\$51,459	\$1,979.20	\$24.74
	9	\$4,460	\$53,518	\$2,058.40	\$25.73
	10	\$4,628	\$55,536	\$2,136.00	\$26.70
	11	\$4,789	\$57,470	\$2,210.40	\$27.63
	12	\$4,945	\$59,342	\$2,282.40	\$28.53
	13	\$5,094	\$61,131	\$2,351.20	\$29.39
L-5	1	\$3,484	\$41,808	\$1,608.00	\$20.10
	2	\$3,623	\$43,472	\$1,672.00	\$20.90
	3	\$3,767	\$45,198	\$1,738.40	\$21.73
	4	\$3,907	\$46,883	\$1,803.20	\$22.54
	5	\$4,044	\$48,526	\$1,866.40	\$23.33
	6	\$4,176	\$50,107	\$1,927.20	\$24.09
	7	\$4,300	\$51,605	\$1,984.80	\$24.81
	8	\$4,472	\$53,664	\$2,064.00	\$25.80
	9	\$4,651	\$55,806	\$2,146.40	\$26.83
	10	\$4,826	\$57,907	\$2,227.20	\$27.84
	11	\$4,994	\$59,925	\$2,304.80	\$28.81
	12	\$5,157	\$61,880	\$2,380.00	\$29.75
	13	\$5,311	\$63,731	\$2,451.20	\$30.64
L-6	1	\$3,919	\$47,029	\$1,808.80	\$22.61
	2	\$4,075	\$48,901	\$1,880.80	\$23.51
	3	\$4,238	\$50,856	\$1,956.00	\$24.45
	4	\$4,396	\$52,749	\$2,028.80	\$25.36
	5	\$4,550	\$54,600	\$2,100.00	\$26.25
	6	\$4,697	\$56,368	\$2,168.00	\$27.10
	7	\$4,839	\$58,074	\$2,233.60	\$27.92
	8	\$5,032	\$60,382	\$2,322.40	\$29.03
	9	\$5,233	\$62,795	\$2,415.20	\$30.19
	10	\$5,431	\$65,166	\$2,506.40	\$31.33
	11	\$5,619	\$67,434	\$2,593.60	\$32.42
	12	\$5,801	\$69,618	\$2,677.60	\$33.47
	13	\$5,977	\$71,718	\$2,758.40	\$34.48
L-7	1	\$4,157	\$49,878	\$1,918.40	\$23.98
	2	\$4,321	\$51,854	\$1,994.40	\$24.93
	3	\$4,498	\$53,976	\$2,076.00	\$25.95
	4	\$4,666	\$55,994	\$2,153.60	\$26.92
	5	\$4,829	\$57,949	\$2,228.80	\$27.86
	6	\$4,987	\$59,842	\$2,301.60	\$28.77

	7	\$5,136	\$61,630	\$2,370.40	\$29.63
	8	\$5,340	\$64,085	\$2,464.80	\$30.81
	9	\$5,555	\$66,664	\$2,564.00	\$32.05
	10	\$5,763	\$69,160	\$2,660.00	\$33.25
	11	\$5,964	\$71,573	\$2,752.80	\$34.41
	12	\$6,159	\$73,902	\$2,842.40	\$35.53
	13	\$6,344	\$76,128	\$2,928.00	\$36.60
L-8	1	\$4,524	\$54,288	\$2,088.00	\$26.10
	2	\$4,704	\$56,451	\$2,171.20	\$27.14
	3	\$4,891	\$58,698	\$2,257.60	\$28.22
	4	\$5,075	\$60,902	\$2,342.40	\$29.28
	5	\$5,254	\$63,045	\$2,424.80	\$30.31
	6	\$5,424	\$65,083	\$2,503.20	\$31.29
	7	\$5,587	\$67,038	\$2,578.40	\$32.23
	8	\$5,810	\$69,722	\$2,681.60	\$33.52
	9	\$6,042	\$72,509	\$2,788.80	\$34.86
	10	\$6,269	\$75,234	\$2,893.60	\$36.17
	11	\$6,488	\$77,854	\$2,994.40	\$37.43
	12	\$6,699	\$80,392	\$3,092.00	\$38.65
	13	\$6,902	\$82,826	\$3,185.60	\$39.82
L-9	1	\$5,020	\$60,237	\$2,316.80	\$28.96
	2	\$5,219	\$62,629	\$2,408.80	\$30.11
	3	\$5,427	\$65,125	\$2,504.80	\$31.31
	4	\$5,630	\$67,558	\$2,598.40	\$32.48
	5	\$5,827	\$69,930	\$2,689.60	\$33.62
	6	\$6,016	\$72,197	\$2,776.80	\$34.71
	7	\$6,197	\$74,360	\$2,860.00	\$35.75
	8	\$6,445	\$77,334	\$2,974.40	\$37.18
	9	\$6,703	\$80,434	\$3,093.60	\$38.67
	10	\$6,954	\$83,450	\$3,209.60	\$40.12
	11	\$7,197	\$86,362	\$3,321.60	\$41.52
	12	\$7,431	\$89,170	\$3,429.60	\$42.87
	13	\$7,654	\$91,853	\$3,532.80	\$44.16

(3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
F-F	FF1 1	\$3,486	\$41,828	\$1,608.75	\$16.25

2		\$3,717	\$44,607	\$1,715.67	\$17.33
3		\$3,953	\$47,439	\$1,824.57	\$18.43
4		\$4,191	\$50,296	\$1,934.46	\$19.54
5		\$4,447	\$53,359	\$2,052.27	\$20.73
6		\$4,603	\$55,238	\$2,124.54	\$21.46
FF2	7	\$4,760	\$57,117	\$2,196.81	\$22.19
8		\$4,914	\$58,970	\$2,268.09	\$22.91
9		\$5,077	\$60,927	\$2,343.33	\$23.67
10		\$5,234	\$62,806	\$2,415.60	\$24.40
11		\$5,386	\$64,633	\$2,485.89	\$25.11
FF3		\$5,547	\$66,564	\$2,560.14	\$25.86
12					
13		\$5,886	\$70,631	\$2,716.56	\$27.44
14		\$6,092	\$73,102	\$2,811.60	\$28.40
15		\$6,336	\$76,036	\$2,924.46	\$29.54
16		\$6,463	\$77,555	\$2,982.87	\$30.13
17		\$6,641	\$79,691	\$3,065.04	\$30.96
FF4 FAO		\$6,819	\$81,827	\$3,147.21	\$31.79
18					
FAO	19	\$7,025	\$84,299	\$3,242.25	\$32.75

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080	
FFA	FF1	1	\$3,486	\$41,829	\$1,608.80	\$20.11
	2		\$3,718	\$44,616	\$1,716.00	\$21.45
	3		\$3,954	\$47,445	\$1,824.80	\$22.81
	4		\$4,191	\$50,294	\$1,934.40	\$24.18
	5		\$4,448	\$53,373	\$2,052.80	\$25.66
	6		\$4,604	\$55,245	\$2,124.80	\$26.56
	FF2	7	\$4,760	\$57,117	\$2,196.80	\$27.46
	8		\$4,914	\$58,968	\$2,268.00	\$28.35
	9		\$5,077	\$60,923	\$2,343.20	\$29.29
	10		\$5,233	\$62,795	\$2,415.20	\$30.19
	11		\$5,387	\$64,646	\$2,486.40	\$31.08
	FF3	12	\$5,547	\$66,560	\$2,560.00	\$32.00
	13		\$5,886	\$70,637	\$2,716.80	\$33.96
	14		\$6,093	\$73,112	\$2,812.00	\$35.15
	15		\$6,335	\$76,024	\$2,924.00	\$36.55
	16		\$6,464	\$77,563	\$2,983.20	\$37.29
	17		\$6,640	\$79,685	\$3,064.80	\$38.31
	FF4		\$6,821	\$81,848	\$3,148.00	\$39.35
	FAO	18				
	FAO	19	\$7,025	\$84,302	\$3,242.40	\$40.53

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
FFM	1	\$5,824	\$69,884	\$2,687.85	\$27.15
	2	\$6,180	\$74,157	\$2,852.19	\$28.81
	3	\$6,396	\$76,757	\$2,952.18	\$29.82
	4	\$6,654	\$79,845	\$3,070.98	\$31.02
	5	\$6,787	\$81,441	\$3,132.36	\$31.64
	6	\$6,971	\$83,655	\$3,217.50	\$32.50
	7	\$7,160	\$85,920	\$3,304.62	\$33.38
	8	\$7,375	\$88,494	\$3,403.62	\$34.38

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
FMA	1	\$5,822	\$69,867	\$2,687.20	\$33.59
	2	\$6,179	\$74,152	\$2,852.00	\$35.65
	3	\$6,398	\$76,773	\$2,952.80	\$36.91
	4	\$6,653	\$79,830	\$3,070.40	\$38.38
	5	\$6,786	\$81,432	\$3,132.00	\$39.15
	6	\$6,971	\$83,658	\$3,217.60	\$40.22
	7	\$7,160	\$85,925	\$3,304.80	\$41.31
	8	\$7,375	\$88,504	\$3,404.00	\$42.55

F-1	1	\$3,255	\$39,062	\$1,502.40	\$18.78
	2	\$3,486	\$41,829	\$1,608.80	\$20.11
	3	\$3,718	\$44,616	\$1,716.00	\$21.45
	4	\$3,954	\$47,445	\$1,824.80	\$22.81
	5	\$4,191	\$50,294	\$1,934.40	\$24.18
	6	\$4,448	\$53,373	\$2,052.80	\$25.66
	7	\$4,604	\$55,245	\$2,124.80	\$26.56
	8	\$4,760	\$57,117	\$2,196.80	\$27.46
	9	\$4,914	\$58,968	\$2,268.00	\$28.35
	10	\$5,077	\$60,923	\$2,343.20	\$29.29
	11	\$5,233	\$62,795	\$2,415.20	\$30.19
	12	\$5,387	\$64,646	\$2,486.40	\$31.08
	13	\$5,547	\$66,560	\$2,560.00	\$32.00
	14	\$5,886	\$70,637	\$2,716.80	\$33.96
	15	\$6,093	\$73,112	\$2,812.00	\$35.15
	16	\$6,335	\$76,024	\$2,924.00	\$36.55
	17	\$6,464	\$77,563	\$2,983.20	\$37.29
	18	\$6,658	\$79,893	\$3,072.80	\$38.41

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2574
F-4	1	\$6,819	\$81,827	\$3,147.21	\$31.79
	2	\$6,995	\$83,938	\$3,228.39	\$32.61
	3	\$7,169	\$86,023	\$3,308.58	\$33.42
	4	\$7,454	\$89,447	\$3,440.25	\$34.75

Pay Grade	Pay Step	Monthly	Annual	Biweekly	Hourly @ 2080
F4A	1	\$6,821	\$81,848	\$3,148.00	\$39.35
	2	\$6,994	\$83,928	\$3,228.00	\$40.35
	3	\$7,167	\$86,008	\$3,308.00	\$41.35
	4	\$7,455	\$89,461	\$3,440.80	\$43.01

F-6	2	\$2,718	\$32,614	\$1,254.40	\$15.68
	3	\$2,926	\$35,110	\$1,350.40	\$16.88
	4	\$3,130	\$37,565	\$1,444.80	\$18.06
	5	\$3,444	\$41,330	\$1,589.60	\$19.87
	6	\$3,513	\$42,162	\$1,621.60	\$20.27
	7	\$3,583	\$42,994	\$1,653.60	\$20.67
	8	\$3,656	\$43,867	\$1,687.20	\$21.09
	9	\$3,728	\$44,741	\$1,720.80	\$21.51
	10	\$3,839	\$46,072	\$1,772.00	\$22.15

F-7	1	\$3,205	\$38,459	\$1,479.20	\$18.49
	2	\$3,337	\$40,040	\$1,540.00	\$19.25
	3	\$3,468	\$41,621	\$1,600.80	\$20.01
	4	\$3,600	\$43,202	\$1,661.60	\$20.77
	5	\$3,732	\$44,782	\$1,722.40	\$21.53
	6	\$3,865	\$46,384	\$1,784.00	\$22.30
	7	\$4,394	\$52,728	\$2,028.00	\$25.35
	8	\$4,657	\$55,890	\$2,149.60	\$26.87
	9	\$4,751	\$57,013	\$2,192.80	\$27.41
	10	\$4,846	\$58,157	\$2,236.80	\$27.96
	11	\$4,944	\$59,322	\$2,281.62	\$28.52
	12	\$5,042	\$60,507	\$2,327.20	\$29.09
	13	\$5,193	\$62,317	\$2,396.81	\$29.96

F-9	1	\$3,955	\$47,466	\$1,825.60	\$22.82
	2	\$4,106	\$49,275	\$1,895.20	\$23.69
	3	\$4,259	\$51,106	\$1,965.60	\$24.57
	4	\$4,410	\$52,915	\$2,035.20	\$25.44

	Monthly	Annual	Biweekly	Hourly @ 2080
5	\$4,564	\$54,766	\$2,106.40	\$26.33
6	\$5,318	\$63,814	\$2,454.40	\$30.68
7	\$5,424	\$65,083	\$2,503.20	\$31.29
8	\$5,533	\$66,394	\$2,553.60	\$31.92
9	\$5,644	\$67,725	\$2,604.80	\$32.56
10	\$5,756	\$69,077	\$2,656.80	\$33.21
11	\$5,928	\$71,136	\$2,736.00	\$34.20

F-10	Step	Monthly	Annual	Biweekly	Hourly @ 2080
	1	\$4,590	\$55,078	\$2,118.40	\$26.48
	2	\$4,690	\$56,285	\$2,164.80	\$27.06
	3	\$4,793	\$57,512	\$2,212.00	\$27.65
	4	\$4,893	\$58,718	\$2,258.40	\$28.23
	5	\$5,301	\$63,606	\$2,446.40	\$30.58
	6	\$5,503	\$66,040	\$2,540.00	\$31.75
	7	\$5,614	\$67,371	\$2,591.20	\$32.39
	8	\$5,725	\$68,702	\$2,642.40	\$33.03
	9	\$5,841	\$70,096	\$2,696.00	\$33.70
	10	\$5,957	\$71,490	\$2,749.60	\$34.37
	11	\$6,136	\$73,632	\$2,832.00	\$35.40

- (4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2080
FM-2	1	\$8,736	\$104,832	\$4,032.00	\$50.40
	2	\$8,998	\$107,973	\$4,152.80	\$51.91
	3	\$9,268	\$111,218	\$4,277.60	\$53.47
	4	\$9,545	\$114,546	\$4,405.60	\$55.07
	5	\$9,833	\$117,998	\$4,538.40	\$56.73
	6	\$10,126	\$121,514	\$4,673.60	\$58.42

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2080
FM-3	1	\$8,830	\$105,955	\$4,075.20	\$50.94
	2	\$9,095	\$109,138	\$4,197.60	\$52.47
	3	\$9,367	\$112,403	\$4,323.20	\$54.04
	4	\$9,648	\$115,773	\$4,452.80	\$55.66
	5	\$9,937	\$119,246	\$4,586.40	\$57.33
	6	\$10,235	\$122,824	\$4,724.00	\$59.05

Pay Grade	Step	Monthly	Annual	Biweekly	Hourly @ 2574
F3M	1	\$8,829	\$105,946	\$4,074.84	\$41.16
	2	\$9,095	\$109,138	\$4,197.60	\$42.40
	3	\$9,365	\$112,381	\$4,322.34	\$43.66
	4	\$9,565	\$114,775	\$4,414.41	\$44.59
	5	\$9,854	\$118,250	\$4,548.06	\$45.94
	6	\$10,152	\$121,827	\$4,685.67	\$47.33

Sec. 2-1076. Salary schedules for occupational group classified as clerical, fiscal, and administrative with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLAS S CODE	PAY CLAGRADE	MONTH LY MINIMU M	MONTHLY MAXIMUM
(1XXX) CLER FISCAL, AND ADMINISTRA			
1010	C NE4 L E R I C A L S U P E R V I S O R	3549	5323

1012	C NE5 U S T O M E R S E R V I C E S U P E R V I S O R L	3904	5856
1028	L NE5 E G A L S E C R E T A R Y	3904	5856
1030	P NE6 A R A L E G A L	4294	6441

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1071U	A S S I S T A N T T O E L E C T E D O F F I C I A L	3549	5323
1113	SEX3 S E N I O R A C C O U N T A N T	5173	7759
1119	NE5 A C C O U N T A N T	3904	5856

1121	A NE6 C C O U N T A N T	4294	6441
1123U	I I N T E R N A L	5794	8833
1125	A U D I T O R A EX1 U D I T O R	4124	6186
1126	S EX3 E N I O R A U D I T O R	5173	7759

1127	A EX5 U D I T	6489	9734
	M A N A G E R		
1129U	C I T Y	7567	14422
	A U D I T O R		
1139	T NE6 A X P A Y E R	4294	6441
	S P E C I A L I S T		
	S U P E R V I S O R		

1150	C EX7 I T Y T R E A S U R E R E R E X8	8140	12210
1152	R EX8 E T I R E M E N T S Y S T E M E X E C U T I V E O F F I C E R	8650	13620

1158 MEX3 5173 7759

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1167 MEX7 8140 12210
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1171	F EX6 I N A N C I A L M A N A G E R D I R E C T O R O F F I N A N C E		7268	10902
1200U			12389	19147

1301U	D I R E C T O R O F G E N E R A L S E R V I C E S	12389	19147
1307	S NE4 T O R E S	3549	5323
1309	M A N A G E R P NE4 P R O C U R E M E N T O F F I C E R	3549	5323

1314 S EX2 4619 6928

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1315	A NE5 C Q U I S I T I O N S P E C I A L I S T	3904	5856
1316	S NE7 E N I O R A C Q U I S I T I O N S P E C I A L I S T	4724	7085

1335	B EX2	4619	6928
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1552	... I NE7 T	4724	7085
	A N A L Y S T		
1553	I EX3 T	5173	7759
	S E N I O R		
	A N A L Y S T		
1558	I EX4 T	5794	8833
	S P E C I A L I S T		
1559	I EX5 T	6489	9734
	S E N I O R		
	S P E C I A L I S T		

1561	I EX6 T	7268	10902
	M A N A G E R		
1562	I EX5 T	6489	9734
	S U P E R V I S O R		
1610	L NE5 E G A L	3904	5856
	I N V E S T I G A T O R		

1618	.. A EX5 S S I S T A N T C I T Y A T T O R N E Y	6489	9734
1619	A EX6 S S O C I A T E C I T Y A T T O R N E Y	7268	10902
1623	C EX8 I T Y P R O S E C U T O R	8650	13620

1624	.. F EX6 I R S T A S S I S T A N T C I T Y P R O S E C U T O R	7268	10902
1627	S EX8 E N I O R A S S O C I A T E C I T Y A T T O R N E Y	8650	13620

1629U	D E P U T Y C I T Y A T T O R N E Y		9117	15858
1630U	C I T Y A T T O R N E Y	1630U	12389	19147

1650	A EX8 D M I N I S T R A T O R O F M U N I C I P A L C O U R T	8650	13620
1652	E NE6 V E N T C O O R D I N A T O R	4294	6441

1660U	D I R E C T O R , C O N V E N T I O N A N D E N T E R T A I N M E N T C E N T E R S	12389	19147
1678	B EX5 U D G E T A N A L Y S T	6489	9734

1679	I A EX6 S S I S T A N T B U D G E T O F F I C E R	7268	10902
1680U	B U D G E T O F F I C E R	8650	13620
1681	A EX2 N A L Y S T	4619	6928
1682	S EX4 E N I O R A N A L Y S T	5794	8833

1683	I C EX5 H I E F A N A L Y T I C S O F F I C E R H NE7 U M A N R E S O U R C E S S P E C I A L I S T	6489	9734
1705		4724	7085

1706	I S EX4 E N I O R H U M A N R E S O U R C E S S P E C I A L I S T	5794	8833
1707	H EX6 U M A N R E S O U R C E S M A N A G E R	7268	10902

1710U	D I R E C T O R O F H U M A N R E S O U R C E S	12389	19147
1716	MNE1 U N I C I P A L I N T E R N	2666	3999

1717	IN MNE5	3904	5856
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1724U	I C EX1 O M M U N I T Y E N G A G E M E N T C O O R D I N A T O R E X E C U T I V E A I D E T O M A Y O B	4124	6186
1727U		5794	8833

1728U EXECUTIVE

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1732U	N C H I E F		4619	6928
	D E P U T Y			
	C I T Y			
	C L E R K			
1733U	C I T Y	1733U	5362	10373
	C L E R K			

1734	^ A EX4 S S T . T O D I R E C T O R (A D M I N . S E R V .)	5794	8833
1735	B EX6 U S I N E S S O P E R A T I O N S M A N A G E R	7268	10902

1736U	D E P U T Y	9117	15858
1738	D I R E C T O R A E X 6 S S I S T A N T T O T H E C I T Y M A N A G E R	7268	10902

1739	CEX6	7268	10902
	CITY		
	COMMUNICATIONS		
	OFFICER		
1744U	ASSISTANT	9117	15858
	CITY		
	MANAGER		

1745U	E X E C U T I V E A S S I S T A N T T O M A Y O R C H I E F E Q U I T Y O F F I C E R	8140	12210
1746U		8140	12210

(2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM

**(1XXX) CLERICAL,
FISCAL, AND
ADMINISTRATIVE**

1007	CUSTOMER SERVICE REPRESENTATIVE	L-3	18.37	28.01
1008	CUSTOMER SERVICE SPECIALIST	L-4	19.27	29.39
1020	INFORMATION PROCESSOR	L-2	17.35	26.47
1114	ACCOUNTING CLERK	L-2	17.35	26.47
1118	SENIOR ACCOUNTING CLERK	L-4	19.27	29.39
1138	TAXPAYER SPECIALIST	L-6	22.61	34.48
1304	STOCK CLERK	L-3	18.37	28.01
1556	DISPATCHER	L-4	19.27	29.39
1608	MUNICIPAL COURT BAILIFF	L-3	18.37	28.01

U= Unclassified position.

Sec. 2-1077. Salary schedules for occupational group classified as engineering and allied positions, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions as set out herein below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(2XXX) ENGINEERING AND ALLIED				
2013	SENIOR ENGINEERING TECHNICIAN	NE7	4724	7085
2014	PRINCIPAL ENGINEERING TECHNICIAN	EX3	5173	7759
2016	GRADUATE ENGINEER	EX3	5173	7759
2017	REGISTERED ENGINEER	EX4	5794	8833
2018	SENIOR REGISTERED ENGINEER	EX5	6489	9734
2019	ENGINEER SECTION HEAD	EX6	7268	10902
2020	ENGINEER DIVISION HEAD	EX7	8140	12210
2021	ASSISTANT ENGINEERING DIRECTOR	EX7	8140	12210
2024U	DIRECTOR OF PUBLIC WORKS		12389	19147
2028	CITY ENGINEER	EX8	8650	13620
2033	AVIATION MANAGER	EX4	5794	8833
2038	SENIOR AVIATION MANAGER	EX6	7268	10902

2040	AIRPORT ENGINEER	EX4	5794	8833
2064U	UTILITY MANAGER		7268	10902
2065U	OPERATIONS OFFICER		8650	13620
2067U	DIRECTOR OF WATER SERVICES		12389	19147
2070	SUPERINTENDENT OF PARKS	EX5	6489	9734
2073	LANDSCAPE TECHNICIAN	NE4	3549	5323
2080	REGISTERED ARCHITECT	EX4	5794	8833
2081	ARCHITECT SECTION HEAD	EX6	7268	10902
2082	ARCHITECT DIVISION HEAD	EX7	8140	12210
2083	ARCHITECT	EX3	5173	7759
2089	LANDSCAPE ARCHITECT	EX3	5173	7759
2090	SENIOR LANDSCAPE ARCHITECT	EX4	5794	8833
2108	SENIOR PLANNING TECHNICIAN	NE4	3549	5323
2114	EMERGENCY PREPAREDNESS PROGRAM MANAGER	EX4	5794	8833
2115	PROJECT MANAGER	EX3	5173	7759
2116	PLANNING MANAGER	EX6	7268	10902
2118	DEVELOPMENT SPECIALIST I	NE6	4294	6441
2119	DEVELOPMENT SPECIALIST II	EX3	5173	7759
2120	DEVELOPMENT SPECIALIST III	EX4	5794	8833
2121	PLANNER	NE6	4294	6441
2122	LEAD PLANNER	EX4	5794	8833
2124U	DIRECTOR OF CITY DEVELOPMENT		12389	19147

(2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLAS S CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(2XXX)	ENGINEERIN G AND ALLIED			

2025	ENGINEERING TECHNICIAN	L-6	22.61	34.48
2026	ENGINEERING TECHNICIAN LEAD	L-7	23.98	36.60
2104	PLANNING TECHNICIAN	L-3	18.37	28.01

U = Unclassified positions

Sec. 2-1078. Salary schedules for occupational group classified as public safety and inspectional, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for classes of positions set out

below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(3XXX)	PUBLIC SAFETY AND INSPECTIONAL			
3040U	FIRE CHIEF/DIRECTOR		12389	19147
3050	SAFETY OFFICER	NE6	4294	6441
3051	SAFETY MANAGER	EX5	6489	9734
3055	CORPORATE SAFETY MANAGER	EX6	7268	10902
3056	RISK MANAGER	EX7	8140	12210
3150	NHS DIVISION MANAGER	EX5	6489	9734
3300	AIRPORT OPERATIONS AGENT	NE6	4294	6441
3303	TRAFFIC CONTROL OFFICER	NE2	2933	4399
3305	AIRPORT POLICE OFFICER	NE5	3904	5856
3307	AIRPORT POLICE SERGEANT	NE7	4724	7085
3308	AIRPORT POLICE LIEUTENANT	EX3	5173	7759
3311	SECURITY SPECIALIST	NE4	3549	5323
3313	AIRPORT POLICE DETECTIVE	NE6	4294	6441
3314	SUPERVISOR OF SECURITY	NE6	4294	6441
3315	MANAGER OF SECURITY	EX4	5794	8833
3316	AIRPORT POLICE CHIEF	EX6	7268	10902
3503	TOW SERVICE COORDINATOR	NE3	3226	5094
3615	CONSTRUCTION CODE INSPECTOR SUPERVISOR	EX3	5173	7759
3700U	DIRECTOR OF HOUSING & COMMUNITY DEVELOPMENT		12389	19147

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(3XXX)	PUBLIC SAFETY AND INSPECTIONAL			
3214	SPECIAL INVESTIGATOR	L-6	22.61	34.48
3312	AIRPORT SECURITY DISPATCHER	L-4	19.27	29.39
3608	SENIOR CONSTRUCTION CODE INSPECTOR	L-8	26.10	39.82

3629 CONSTRUCTION CODE INSPECTOR L-7 23.98 36.60

(3) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 42-International Association of Fire Fighters:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3005	FIREFIGHTER	F-F	16.25	32.75
3005	FIREFIGHTER	FFA	20.11	40.53
3007	FIRE CAPTAIN	F-4	31.79	34.75
3007	FIRE CAPTAIN	F4A	39.35	43.01
3010	FIREFIGHTER/EMT B	F-F	16.25	32.75
3010	FIREFIGHTER/EMT B	FFA	20.11	40.53
3011	FIREFIGHTER/PARAMEDIC	FFM	27.15	34.38
3011	FIREFIGHTER/PARAMEDIC	FMA	33.59	42.55
3012	COMMUNICATIONS SUPERVISOR	F4A	39.35	43.01
3014	FIRE INVESTIGATOR	F4A	39.35	43.01
3015	FIRE PREVENTION INSPECTOR	F-1	18.78	38.41
3018	FIRE EDUCATION SPECIALIST	FFA	20.11	40.53
3020	COMMUNICATION SPECIALIST	F-1	18.78	38.41
3032	EMERGENCY SUPPLY TECHNICIAN	F-6	15.68	22.15
3035	EMERGENCY RESPONSE VEHICLE TECHNICIAN	F-10	26.48	35.40
3036	EMERGENCY MEDICAL TECHNICIAN	F-7	18.49	29.96
3037	PARAMEDIC	F-9	22.82	34.20

(4) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 3808-International Association of Fire Fighters:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(3XXX) PUBLIC SAFETY AND INSPECTIONAL				
3013	HAZMAT CHEMICAL ANALYST	FM-3	50.94	59.05
3023	BATTALION CHIEF	FM-3	50.94	59.05
3023	BATTALION CHIEF	F3M	41.16	47.33
3024	EMERGENCY SERVICES FLEET MANAGER	FM-3	50.94	59.05
3025	COMMUNICATIONS MANAGER/TECHNICAL	FM-3	50.94	59.05

3026	EMERGENCY SERVICES FLEET SUPERVISOR	FM-2	50.40	58.42
3027	LOGISTICS SUPERVISOR	FM-3	50.94	59.05
3038	ASSISTANT DIVISION CHIEF	FM-2	50.40	58.42
3039	DIVISION CHIEF	FM-3	50.94	59.05
3039	DIVISION CHIEF	F3M	41.16	47.33

U= Unclassified positions

Sec. 2-1079. Salary schedules for occupational group classified as health, welfare, and recreation, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(4XXX) HEALTH, WELFARE AND RECREATION				
4004	ASSISTANT LABORATORY MANAGER	EX4	5794	8833
4009	CHEMIST	NE7	4724	7085
4015	MANAGER OF LABORATORY SERVICES	EX5	6489	9734
4016	SENIOR ENVIRONMENTAL INSPECTOR	NE4	3549	5323
4018	PUBLIC HEALTH STATISTICIAN	EX3	5173	7759
4022	COMMUNITY ENGAGEMENT SUPERVISOR	NE7	4724	7085
4023	COMMUNITY ENGAGEMENT MANAGER	EX3	5173	7759
4026	PUBLIC HEALTH EMERGENCY RESPONSE PLANNER	EX3	5173	7759
4027	EPIDEMIOLOGIST SPECIALIST	EX3	5173	7759
4031	EPIDEMIOLOGIST	EX4	5794	8833
4032	PUBLIC HEALTH NURSE SUPERVISOR	NE9	5612	8417
4033	NURSE PRACTITIONER	EX5	6489	9734
4034	SENIOR CHEMIST	EX3	5173	7759
4036	ASST. TO EMS MEDICAL DIRECTOR	NE7	4724	7085
4039	PUBLIC HEALTH SPECIALIST II	NE6	4294	6441
4040	PUBLIC HEALTH SPECIALIST III	EX2	4619	6928
4043	PUBLIC HEALTH MANAGER	EX5	6489	9734
4044	PUBLIC HEALTH SPECIALIST IV	EX3	5173	7759
4045U	SENIOR PUBLIC HEALTH MANAGER		7268	10902
4049	ENVIRONMENTAL OFFICER	NE6	4294	6441
4053	SENIOR ENVIRONMENTAL OFFICER	EX3	5173	7759
4052	ENVIRONMENTAL MANAGER	EX4	5794	8833

4054	VIOLENCE PREVENTION SUPERVISOR	NE3	3226	5094
4055	VIOLENCE PREVENTION MANAGER	NE5	3904	5856
4100U	DIRECTOR OF HEALTH		12389	19147
4107	SOCIAL SERVICE SUPERVISOR	EX3	5173	7759
4111	CIVIL RIGHTS SPECIALIST	NE7	4724	7085
4112	SENIOR CIVIL RIGHTS SPECIALIST	EX3	5173	7759
4113	CIVIL RIGHTS MANAGER	EX4	5794	8833
4117	SENIOR SOCIAL SERVICE WORKER	NE4	3549	5323
4118	NEIGHBORHOOD DEVELOPMENT SPECIALIST	NE4	3549	5323
4125	CORRECTIONAL SUPERVISOR	NE5	3904	5856
4127	NHS PROGRAM SPECIALIST	NE5	3904	5856
4128	NHS SENIOR PROGRAM SPECIALIST	EX3	5173	7759
4130	PROBATION OFFICER I	NE4	3549	5323
4131	PROBATION OFFICER II	EX2	4619	6928
4136	ADMINISTRATOR OF CORRECTIONS	EX4	5794	8833
4137	DEPUTY COURT ADMINISTRATOR	EX6	7268	10902
4144U	DIRECTOR OF CIVIL RIGHTS & EQUAL OPP		12389	19147
4150U	DIRECTOR OF NEIGHBORHOOD/COMM. SERV.		12389	19147
4216	RECREATION DIRECTOR	NE4	3549	5323
4217	SENIOR RECREATION DIRECTOR	NE7	4724	7085
4218	SUPERVISOR OF RECREATION	EX3	5173	7759
4219	MANAGER OF RECREATION	EX4	5794	8833

(2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal Employees.

CLAS S CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(4XXX) HEALTH, WELFARE, AND RECREATION				
4014	ENVIRONMENTAL INSPECTOR	L-4	19.27	29.39
4017	COMMUNITY ENGAGEMENT OFFICER	L-6	22.61	34.48
4019	MEDICAL ASSISTANT	Public	17.35	26.47
4021	COMMUNITY ENGAGEMENT SPECIALIST	L-7	23.98	36.60
4035	PUBLIC HEALTH NURSE	L-9	28.96	44.16
4041	PUBLIC HEALTH SPECIALIST	L-6	22.61	34.48
4042	PUBLIC HEALTH SPECIALIST TRAINEE	L-2	17.35	26.47

4116	SOCIAL SERVICE WORKER	L-3	18.37	28.01
4119	CORRECTIONAL OFFICER	L-4	19.27	29.39
4122	SENIOR CORRECTIONAL OFFICER	L-5	20.10	30.64
4124	HOUSING REHAB SPECIALIST	L-7	23.98	36.60
4203	RECREATION LEADER	L-1	16.12	24.58
4204	LIFEGUARD	L-1	16.12	24.58
4209	RECREATION SPECIALIST	L-2	17.35	26.47

Sec. 2-1080. Salary schedules for occupational group classified as labor, labor supervision, and trades, with class code, class title, and pay grade therein.

The following schedules are hereby adopted as the salary schedules for the following classes of positions as set out below by class code number, class title, and pay grade therein:

- (1) For those classes of positions within the managerial, professional, supervisory, and/or confidential group:

CLASS CODE	CLASS TITLE	PAY GRADE	MONTHLY MINIMUM	MONTHLY MAXIMUM
(5XXX) LABOR AND LABOR SUPERVISION				
5115	GENERAL SUPERVISOR	NE6	4294	6441
5118	AREA SUPERINTENDENT	EX4	5794	8833
5211	MAINTENANCE SUPERVISOR	NE8	5196	7794
5215	MAINTENANCE SUPERINTENDENT	EX4	5794	8833
5221	SENIOR ELECTRONICS TECHNICIAN	NE7	4724	7085
5235	FLEET SUPERVISOR	NE8	5196	7794
5236	FLEET OPERATIONS MANAGER	EX4	5794	8833
5240	FLEET ASSET SUPERINTENDENT	EX6	7268	10902
5263	ELECTRICAL MAINTENANCE SUPERVISOR	NE8	5196	7794
5297	BUILDING MAINTENANCE SUPERVISOR	NE6	4294	6441
5310	CDL TRAINER	NE6	4294	6441
5315	TRANSPORTATION SUPERVISOR	NE5	3904	5856
5427	CHIEF PLANT OPERATOR	NE8	5196	7794
5430	TREATMENT PLANT SUPERINTENDENT	EX3	5173	7759
5431	UTILITY SUPERVISOR	NE7	4724	7085
5432	UTILITY SUPERINTENDENT	EX6	7268	10902
5730	FORESTER	NE7	4724	7085
5731	CITY FORESTER	EX3	5173	7759
5752	HISTORICAL ARCHIVIST	NE6	4294	6441

- (2) For those classes of positions covered by the provisions of the memorandum of understanding between the city and Local 500-American Federation of State, County, and Municipal

Employees:

CLASS CODE	CLASS TITLE	PAY GRADE	HOURLY MINIMUM	HOURLY MAXIMUM
(5XXX) LABOR AND TRADES				
5105	SEASONAL WORKER	L-1	16.12	24.58
5108	MAINTENANCE WORKER	L-4	19.27	29.39
5111	LABOR LEADER	L-6	22.61	34.48
5204	MAINTENANCE REPAIRER	L-5	20.10	30.64
5210	MAINTENANCE MECHANIC	L-6	22.61	34.48
5220	ELECTRONICS TECHNICIAN	L-6	22.61	34.48
5224	FLEET MAINTENANCE TECHNICIAN	L-6	22.61	34.48
5229	BODY REPAIRER	L-7	23.98	36.60
5230	SENIOR FLEET MAINTENANCE TECHNICIAN	L-7	23.98	36.60
5260	MAINTENANCE ELECTRICIAN	L-8	26.10	39.82
5268	VIDEOGRAPHER	L-7	23.98	36.60
5286	CRAFTS PERSON	L-6	22.61	34.48
5294	BUILDING MAINTENANCE WORKER	L-3	18.37	28.01
5302	BUS OPERATOR TRAINEE	L-1	16.12	24.58
5304	EQUIPMENT OPERATOR	L-5	20.10	30.64
5308	SENIOR EQUIPMENT OPERATOR	L-6	22.61	34.48
5309	BUS OPERATOR	L-3	18.37	28.01
5404	METER READER	L-4	19.27	29.39
5415	WATER SERVICER	L-6	22.61	34.48
5416	WATER SERVICER INSPECTOR	L-7	23.98	36.60
5421	UTILITY WORKER	L-4	19.27	29.39
5422	PLANT OPERATOR	L-6	22.61	34.48
5424	UTILITY REPAIRER	L-5	20.10	30.64
5426	SENIOR PLANT OPERATOR	L-7	23.98	36.60
5428	UTILITY CREW LEADER	L-7	23.98	36.60
5429	UTILITY SPECIALIST	L-6	22.61	34.48
5507	SECURITY OFFICER	L-3	18.37	28.01
5544	FACILITIES ATTENDANT	L-2	17.35	26.47
5548	SENIOR FACILITIES ATTENDANT	L-3	18.37	28.01
5605	CONCESSION CLERK	L-1	16.12	24.58
5724	FORESTRY TECHNICIAN	L-5	20.10	30.64
5727	SENIOR FORESTRY TECHNICIAN	L-6	22.61	34.48

U= Unclassified position.

Section B. That Section 2 of Committee Substitute for Ordinance No. 220166, As Amended, is hereby repealed and replaced with the following Section 2:

Section 2. Any employee who is not a member of any bargaining unit will receive the following salary increases, except that any employee whose rate of pay is increased by virtue of their pay classifications reassignment by Section 1 shall receive the greater of such salary increase or the following salary increases:

- a) one percent for any employee who has three or fewer years of service since their most recent hire date;
- b) two percent for any employee who has more than three years up to four years of service since their most recent hire date;
- c) three percent for any employee who has more than four years up to five years of service since their most recent hire date;
- d) four percent for any employee who has more than five years up to six years of service since their most recent hire date;
- e) five percent for any employee who has more than six years of service up to eight years of service since their most recent hire date;
- f) seven percent for any employee who has more than eight years up to ten years of service since their most recent hire date; and
- g) eight percent for any employee who has more than ten years of service since their most recent hire date.
- h) employees who are near or at the maximum of their salary shall be eligible for a one-time cash payment commensurate to the percent of the base pay increase that they would have been eligible for had they not been at the maximum of the pay grade. This excludes employees whose salary has been previously stabilized outside of the established pay range pursuant to Section 2-1117(2).

Approved as to form and legality:

Katherine Chandler
Senior Associate City Attorney