



City Council Memorandum

To: Mayor Manier & City Council
From: Jim Culotta, City Administrator
Date: April 17, 2017
Re: FY 17/18 Non-Union Pay Plan

SUMMARY

In conjunction with the FY 17/18 Budget, the non-union pay plan is attached for your consideration. As presented to the Committee of the Whole on February 13th, the plan calls for a non-union general wage increase of 3%. Given there were no requested edits, I'm seeking Council approval as presented.

ATTACHED

1. FY 17/18 Non-Union Pay Plan

General Wage Increase
Top of Range Increase
3.00%
3.00%

Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A	8	8A	9	9A	10
40	30,879	32,078	33,279	34,488	35,696	36,917	38,134	39,364	40,592										
42	31,671	32,902	34,131	35,373	36,613	37,863	39,112	40,372	41,633										
44	32,483	33,745	35,008	36,279	37,551	38,833	40,116	41,407	42,700										
46	33,316	34,610	35,905	37,210	38,514	39,829	41,144	42,470	43,795										
48	34,171	35,498	36,825	38,163	39,502	40,851	42,199	43,558	44,918										
50	35,046	36,408	37,769	39,141	40,515	41,898	43,280	44,675	46,070	47,475	48,880	50,297	51,716						
52	35,945	37,341	38,738	40,146	41,554	42,972	44,391	45,821	47,252	48,693	50,133	51,588	53,042						
54	36,866	38,299	39,731	41,175	42,620	44,074	45,529	46,996	48,463	49,940	51,418	52,910	54,402						
56	37,790	39,258	40,726	42,206	43,686	45,177	46,669	48,173	49,676	51,191	52,706	54,233	55,761						
58	38,734	40,239	41,744	43,261	44,778	46,306	47,836	49,376	50,917	52,471	54,024	55,589	57,154						
60	39,702	41,245	42,787	44,342	45,897	47,464	49,031	50,611	52,190	53,782	55,374	56,978	58,582						
62	40,695	42,276	43,857	45,451	47,045	48,652	50,258	51,876	53,495	55,134	56,759	58,404	60,048						
64	41,713	43,332	44,953	46,587	48,221	49,866	51,514	53,173	54,832	56,504	58,176	59,863	61,548						
66	42,756	44,417	46,078	47,753	49,428	51,114	52,802	54,504	56,205	57,918	59,633	61,361	63,089						
70	43,611	45,304	46,999	48,707	50,415	52,136	53,857	55,593	57,327	59,076	60,825	63,553	66,280						
72	46,042	47,832	49,621	51,424	53,227	55,043	56,861	58,693	60,524	62,371	64,216	66,077	67,937						
74	47,193	49,027	50,861	52,709	54,557	56,419	58,282	60,159	62,038	63,929	65,821	67,729	69,636						
76	48,374	50,254	52,132	54,027	55,921	57,831	59,740	61,665	63,590	65,529	67,468	69,423	71,377						
78	49,582	51,510	53,436	55,378	57,320	59,276	61,233	63,206	65,179	67,167	69,154	71,158	73,162						
80	50,822	52,797	54,772	56,762	58,753	60,758	62,765	64,786	66,808	68,846	70,884	72,937	74,991						
82	52,094	54,116	56,140	58,181	60,221	62,277	64,334	66,405	68,478	70,567	72,655	74,761	76,866						
84	53,396	55,470	57,544	59,636	61,727	63,834	65,943	68,067	70,191	72,332	74,473	76,631	78,788						
86	54,731	56,857	58,984	61,127	63,270	65,430	67,590	69,768	71,946	74,140	76,334	78,546	80,758						
88	56,099	58,278	60,458	62,655	64,852	67,066	69,281	71,512	73,745	75,993	78,242	80,509	82,776						
90	57,502	59,735	61,969	64,221	66,473	68,742	71,012	73,301	75,588	77,893	80,198	82,522	84,846						
92	58,939	61,229	63,518	65,826	68,134	70,461	72,788	75,133	77,478	79,840	82,204	84,585	86,967						
94	60,413	62,758	65,107	67,472	69,838	72,223	74,607	77,011	79,415	81,836	84,258	86,700	89,141						
96	61,923	64,329	66,734	69,159	71,585	74,029	76,472	78,936	81,400	83,883	86,365	88,868	91,370						

Range	1	1A	2	2A	3	3A	4	4A	5	5A	6	6A	7	7A	8	8A	9	9A	10
98	63,390	65,034	66,679	68,333	69,986	71,649	73,312	74,963	76,556	78,337	80,019	81,709	83,400	85,100	86,799	88,508	90,217	91,936	93,655
100	64,975	66,660	68,346	70,041	71,735	73,439	75,145	76,858	78,571	80,295	82,019	83,752	85,484	87,226	88,968	90,721	92,473	94,234	95,994
102	66,598	68,326	70,054	71,791	73,529	75,276	77,023	78,760	80,537	82,303	84,069	85,846	87,621	89,407	91,193	92,988	94,785	96,589	98,395
104	68,264	70,034	71,805	73,586	75,367	77,158	78,948	80,748	82,549	84,360	86,171	87,991	89,812	91,643	93,472	95,314	97,154	99,004	100,954
106	69,971	71,766	73,601	75,425	77,251	79,085	80,922	82,767	84,612	86,468	88,324	90,191	92,056	93,933	95,809	97,696	99,582	101,479	103,375
108	71,720	73,581	75,441	77,311	79,183	81,064	82,945	84,837	86,729	88,631	90,533	92,446	94,359	96,283	98,206	100,139	102,073	104,017	105,961
110	73,513	75,420	77,327	79,244	81,162	83,091	85,018	86,958	88,897	90,847	92,797	94,757	96,717	98,689	100,661	102,642	104,624	106,618	108,610
112	75,351	77,305	79,260	81,226	83,191	85,168	87,144	89,132	91,119	93,118	95,117	97,126	99,135	101,157	103,177	105,208	107,240	109,283	111,325
114	77,233	79,237	81,240	83,255	85,269	87,296	89,321	91,360	93,397	95,444	97,483	99,553	101,613	103,684	105,754	107,838	109,920	112,014	114,106
116	79,165	81,219	83,272	85,337	87,402	89,479	91,555	93,644	95,731	97,832	99,931	102,042	104,153	106,276	108,400	110,534	112,668	114,814	116,960
118	81,144	83,195	85,247	87,311	89,373	91,448	93,522	95,608	97,694	99,792	101,890	103,999	106,109	108,229	110,349	112,482	114,614	116,758	118,901
120	83,173	85,330	87,488	89,657	91,826	94,009	96,190	98,384	100,578	102,784	104,990	107,208	109,427	111,657	113,887	116,129	118,372	120,626	122,888
PT32	13,71	14,51	15,31	16,11	16,92	17,74	18,55	19,38	20,20										
PT40	15,19	15,92	16,64	17,37	18,10	18,84	19,56	20,32	21,06										
PT48	16,67	17,32	17,97	18,61	19,27	19,92	20,58	21,24	21,92	22,58	23,26	23,93	24,60						
PT50	17,08	17,75	18,41	19,08	19,75	20,42	21,10	21,77	22,46	23,15	23,82	24,52	25,21						
PT51	17,37	18,23	19,14	19,62	20,12	20,62	21,12	22,20	22,75	23,32	23,90	24,50	25,12						
PT52	17,52	18,19	18,88	19,55	20,24	20,94	21,63	22,33	23,02	23,72	24,43	25,13	25,84						
PT54	18,18	18,51	19,21	19,90	20,60	21,30	22,01	22,71	23,42	24,14	24,85	25,57	26,29						
PT58	18,85	19,58	20,32	21,06	21,80	22,54	23,28	24,03	24,79	25,54	26,29	27,06	27,81	28,37					
PT70	21,86	22,71	23,57	24,42	25,28	26,13	27,01	27,88	28,74	29,62	30,50	31,38	32,27	32,91					
Public Works Part-Time Laborers: 1st year - \$10.18 per hour. Returning - \$10.78 per hour. 3rd year or more - \$11.45 per hour																			
Bid, Inspector Cert. Add \$.50 to mly rate for each cert. - CABO, BOCA, Plans Examiner																			
46 - Custodian/Meter Reader; 50 - Office Assistant; 52 - Customer Service Specialist I; 54 - Customer Service Specialist II; 56 - Laborer I, WTP/STP Laborer; Records Clerk																			
58 - Laborer II; Administrative Officer; Administrative Assistant; 60 - Public Services Foreman; Senior Customer Service Specialist; 62 - WTP/STP Assistant Operator (Class C/3), Mechanic I;																			
64 - WTP/STP Operator (Class A/1), Mechanic II; 72 - Accounting Supervisor; Building & Zoning Supervisor; 74 - Customer Service/Human Resources Supervisor;																			
74 - WTP/STP Supervisor; 80 - Associate Planner; Planning & Development Coordinator; 86 - Accountant; 96 - Deputy Chief of Police; Public Works Manager;																			
98 - Planning & Development Director; 114 - Controller; 120 - Public Works Director																			
PT40 - Part-Time Meter Reader/Custodian; Part-Time Customer Service Specialist; PT48 - Part-Time Cemetery Sexton;																			
PT51 - Part-Time Dispatcher/Records Clerk; Part-Time Officer/Asst. Commander/Commander; PT54 - Part-Time Administrative Assistant;																			
PT58 - Part-Time Building Inspector; PT70 - Part-Time Accountant																			

Range Designations

Year-Round Part-Time

Department Heads