

Current Pay Plan

Fire Plan

Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	Step Progression
F01	\$50,225.00	\$60,270.00	\$70,315.00	40.0%	-	1.4%
F02	\$55,247.50	\$66,297.00	\$77,346.50	40.0%	10.0%	1.4%
F03	\$60,772.25	\$72,926.70	\$85,081.15	40%	10%	1.4%
F04	\$66,849.48	\$80,219.37	\$93,589.27	40%	10%	1.4%
F05	\$73,534.42	\$88,241.31	\$102,948.19	40%	10%	1.4%

Police Plan

Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	Step Progression
P01	\$55,862.50	\$67,035.00	\$78,207.50	40.0%	-	1.4%
P02	\$61,448.75	\$73,738.50	\$86,028.25	40.0%	10.0%	1.4%
P03	\$67,593.63	\$81,112.35	\$94,631.08	40%	10%	1.4%
P04	\$74,352.99	\$89,223.59	\$104,094.18	40%	10%	1.4%
P05	\$81,788.29	\$98,145.94	\$114,503.60	40%	10%	1.4%

General Plan

Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression
G01	\$40,000.00	\$50,000.00	\$60,000.00	50.0%	-
G02	\$42,800.00	\$53,500.00	\$64,200.00	50.0%	7.0%
G03	\$45,796.00	\$57,245.00	\$68,694.00	50.0%	7.0%
G04	\$49,001.72	\$61,252.15	\$73,502.58	50.0%	7.0%
G05	\$52,431.84	\$65,539.80	\$78,647.76	50.0%	7.0%
G06	\$56,102.07	\$70,127.59	\$84,153.10	50.0%	7.0%
G07	\$60,029.21	\$75,036.52	\$90,043.82	50.0%	7.0%
G08	\$64,231.26	\$80,289.07	\$96,346.89	50.0%	7.0%
G09	\$68,727.45	\$85,909.31	\$103,091.17	50.0%	7.0%
G10	\$73,538.37	\$91,922.96	\$110,307.55	50.0%	7.0%

Administrative Plan

Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression
G100	\$78,686.05	\$98,357.56	\$118,029.08	50.0%	-
G101	\$84,194.07	\$105,242.59	\$126,291.11	50.0%	7.0%
G102	\$90,087.66	\$112,609.57	\$135,131.49	50.0%	7.0%
G103	\$96,393.79	\$120,492.24	\$144,590.69	50.0%	7.0%
G104	\$103,141.36	\$128,926.70	\$154,712.04	50.0%	7.0%
G105	\$110,361.26	\$137,951.57	\$165,541.88	50.0%	7.0%
G106	\$118,086.54	\$147,608.18	\$177,129.82	50.0%	7.0%
G107	\$126,352.60	\$157,940.75	\$189,528.90	50.0%	7.0%
G108	\$135,197.28	\$168,996.60	\$202,795.93	50.0%	7.0%
G109	\$144,661.09	\$180,826.37	\$216,991.64	50.0%	7.0%
G21	\$154,787.37	\$193,484.21	\$232,181.06	50%	7%

Current Pay Plan

Fire Plan

Grades	1	2	3	4	5	6	7	8
F01	\$50,225.00	\$50,934.10	\$51,653.21	\$52,382.47	\$53,122.02	\$53,872.02	\$54,632.61	\$55,403.94
F02	\$55,247.50	\$56,027.51	\$56,818.53	\$57,620.71	\$58,434.23	\$59,259.23	\$60,095.87	\$60,944.33
F03	\$60,772.25	\$61,630.26	\$62,500.38	\$63,382.79	\$64,277.65	\$65,185.15	\$66,105.46	\$67,038.76
F04	\$66,849.48	\$67,793.28	\$68,750.42	\$69,721.06	\$70,705.41	\$71,703.66	\$72,716.00	\$73,742.64
F05	\$73,534.42	\$74,572.61	\$75,625.46	\$76,693.17	\$77,775.96	\$78,874.03	\$79,987.61	\$81,116.90

Grades	9	10	11	12	13	14	15	16
F01	\$56,186.15	\$56,979.41	\$57,783.87	\$58,599.69	\$59,427.02	\$60,266.04	\$61,116.90	\$61,979.77
F02	\$61,804.77	\$62,677.35	\$63,562.26	\$64,459.66	\$65,369.72	\$66,292.64	\$67,228.59	\$68,177.75
F03	\$67,985.24	\$68,945.09	\$69,918.48	\$70,905.62	\$71,906.70	\$72,921.90	\$73,951.45	\$74,995.52
F04	\$74,783.77	\$75,839.60	\$76,910.33	\$77,996.18	\$79,097.37	\$80,214.09	\$81,346.59	\$82,495.08
F05	\$82,262.15	\$83,423.56	\$84,601.36	\$85,795.80	\$87,007.10	\$88,235.50	\$89,481.25	\$90,744.58

Grades	17	18	19	20	21	22	23	24
F01	\$62,854.83	\$63,742.24	\$64,642.18	\$65,554.82	\$66,480.35	\$67,418.95	\$68,370.80	\$69,336.08
F02	\$69,140.31	\$70,116.46	\$71,106.39	\$72,110.30	\$73,128.39	\$74,160.84	\$75,207.88	\$76,269.69
F03	\$76,054.34	\$77,128.11	\$78,217.03	\$79,321.33	\$80,441.23	\$81,576.93	\$82,728.66	\$83,896.66
F04	\$83,659.77	\$84,840.92	\$86,038.74	\$87,253.47	\$88,485.35	\$89,734.62	\$91,001.53	\$92,286.33
F05	\$92,025.75	\$93,325.01	\$94,642.61	\$95,978.81	\$97,333.88	\$98,708.08	\$100,101.68	\$101,514.96

Grades	25	26	27	28	29	30
F01	\$70,315.00	\$ 71,307.74	\$ 72,314.49	\$ 73,335.45	\$ 74,370.83	\$ 75,420.83
F02	\$77,346.50	\$ 78,438.51	\$ 79,545.94	\$ 80,669.00	\$ 81,807.92	\$ 82,962.92
F03	\$85,081.15	\$ 86,282.36	\$ 87,500.53	\$ 88,735.90	\$ 89,988.71	\$ 91,259.21
F04	\$93,589.26	\$ 94,910.60	\$ 96,250.58	\$ 97,609.49	\$ 98,987.58	\$ 100,385.13
F05	\$102,948.19	\$ 104,401.66	\$ 105,875.64	\$ 107,370.44	\$ 108,886.34	\$ 110,423.64

Current Pay Plan

Police Plan

Grades	1	2	3	4	5	6	7	8
P01	\$55,862.50	\$56,651.19	\$57,451.01	\$58,262.13	\$59,084.70	\$59,918.88	\$60,764.84	\$61,622.75
P02	\$61,448.75	\$62,316.31	\$63,196.12	\$64,088.35	\$64,993.17	\$65,910.77	\$66,841.33	\$67,785.02
P03	\$67,593.63	\$68,547.94	\$69,515.73	\$70,497.18	\$71,492.49	\$72,501.85	\$73,525.46	\$74,563.52
P04	\$74,352.99	\$75,402.73	\$76,467.30	\$77,546.90	\$78,641.74	\$79,752.03	\$80,878.01	\$82,019.87
P05	\$81,788.29	\$82,943.01	\$84,114.03	\$85,301.59	\$86,505.91	\$87,727.24	\$88,965.81	\$90,221.86

Grades	9	10	11	12	13	14	15	16
P01	\$62,492.76	\$63,375.06	\$64,269.81	\$65,177.20	\$66,097.40	\$67,030.59	\$67,976.96	\$68,936.68
P02	\$68,742.04	\$69,712.57	\$70,696.80	\$71,694.92	\$72,707.14	\$73,733.65	\$74,774.65	\$75,830.35
P03	\$75,616.24	\$76,683.82	\$77,766.48	\$78,864.42	\$79,977.86	\$81,107.02	\$82,252.12	\$83,413.39
P04	\$83,177.86	\$84,352.20	\$85,543.12	\$86,750.86	\$87,975.64	\$89,217.72	\$90,477.33	\$91,754.73
P05	\$91,495.65	\$92,787.42	\$94,097.44	\$95,425.94	\$96,773.21	\$98,139.49	\$99,525.06	\$100,930.20

Grades	17	18	19	20	21	22	23	24
P01	\$69,909.96	\$70,896.98	\$71,897.93	\$72,913.02	\$73,942.43	\$74,986.38	\$76,045.07	\$77,118.71
P02	\$76,900.96	\$77,986.68	\$79,087.72	\$80,204.32	\$81,336.68	\$82,485.02	\$83,649.58	\$84,830.58
P03	\$84,591.05	\$85,785.34	\$86,996.50	\$88,224.75	\$89,470.34	\$90,733.52	\$92,014.54	\$93,313.63
P04	\$93,050.16	\$94,363.88	\$95,696.15	\$97,047.22	\$98,417.38	\$99,806.87	\$101,215.99	\$102,645.00
P05	\$102,355.17	\$103,800.27	\$105,265.76	\$106,751.95	\$108,259.11	\$109,787.56	\$111,337.59	\$112,909.50

Grades	25	26	27	28	29	30
P01	\$78,207.50	\$ 79,311.67	\$ 80,431.42	\$ 81,566.98	\$ 82,718.58	\$ 83,886.44
P02	\$86,028.25	\$ 87,242.83	\$ 88,474.56	\$ 89,723.68	\$ 90,990.44	\$ 92,275.08
P03	\$94,631.07	\$ 95,967.12	\$ 97,322.02	\$ 98,696.05	\$ 100,089.48	\$ 101,502.59
P04	\$104,094.18	\$ 105,563.83	\$ 107,054.22	\$ 108,565.66	\$ 110,098.43	\$ 111,652.85
P05	\$114,503.60	\$ 116,120.21	\$ 117,759.64	\$ 119,422.22	\$ 121,108.27	\$ 122,818.13

Proposed Pay Plan

		Proposed Plan Starting Salary						\$ 54,000.00
Fire Plan		Fire Adjustment Key						0.0%
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	Number of Steps	Step Progression	
F01	\$54,000.00	\$64,800.00	\$75,600.00	40.0%	-	25	1.4%	
F02	\$59,400.00	\$71,280.00	\$83,160.00	40%	10.0%	25	1.4%	
F03	\$65,340.00	\$78,408.00	\$91,476.00	40%	10%	25	1.4%	
F04	\$71,874.00	\$86,248.80	\$100,623.60	40%	10%	25	1.4%	
F05	\$79,061.40	\$94,873.70	\$110,686.00	40%	10%	25	1.4%	

		Proposed Plan Starting Salary						\$ 60,000.00
Police Plan		Police Adjustment Key						0.0%
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	Number of Steps	Step Progression	
P01	\$60,000.00	\$72,000.00	\$84,000.00	40.0%	-	25	1.4%	
P02	\$66,000.00	\$79,200.00	\$92,400.00	40%	10.0%	25	1.4%	
P03	\$72,600.00	\$87,120.00	\$101,640.00	40%	10.0%	25	1.4%	
P04	\$79,860.00	\$95,832.00	\$111,804.00	40%	10.0%	25	1.4%	
P05	\$87,846.00	\$105,415.20	\$122,984.40	40%	10.0%	25	1.4%	

		Proposed Plan Starting Salary						\$ 41,600.00
General Plan		General Adjustment Key						0.0%
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	Number of Steps	Step Progression	
G01	\$41,600.00	\$52,000.00	\$62,400.00	50.0%	-			
G02	\$44,720.00	\$55,900.00	\$67,080.00	50.0%	7.5%			
G03	\$48,074.00	\$60,092.50	\$72,111.00	50.0%	7.5%			
G04	\$51,679.55	\$64,599.44	\$77,519.33	50.0%	7.5%			
G05	\$55,555.52	\$69,444.40	\$83,333.27	50.0%	7.5%			
G06	\$59,722.18	\$74,652.72	\$89,583.27	50.0%	7.5%			
G07	\$64,201.34	\$80,251.68	\$96,302.02	50.0%	7.5%			
G08	\$69,016.44	\$86,270.56	\$103,524.67	50.0%	7.5%			
G09	\$74,192.68	\$92,740.85	\$111,289.02	50.0%	7.5%			
G10	\$79,757.13	\$99,696.41	\$119,635.69	50.0%	7.5%			

		Proposed Plan Starting Salary						\$ 82,700.00
Administrative Plan		General Adjustment Key						0.0%
Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression	Number of Steps	Step Progression	
G100	\$82,700.00	\$103,375.00	\$124,050.00	50.0%	-			
G101	\$88,489.00	\$110,611.25	\$132,733.50	50.0%	7.0%			
G102	\$94,683.23	\$118,354.04	\$142,024.85	50.0%	7.0%			
G103	\$101,311.06	\$126,638.82	\$151,966.58	50.0%	7.0%			
G104	\$108,402.83	\$135,503.54	\$162,604.25	50.0%	7.0%			
G105	\$115,991.03	\$144,988.79	\$173,986.54	50.0%	7.0%			
G106	\$124,110.40	\$155,138.00	\$186,165.60	50.0%	7.0%			
G107	\$132,798.13	\$165,997.66	\$199,197.19	50.0%	7.0%			
G108	\$142,094.00	\$177,617.50	\$213,141.00	50.0%	7.0%			

Proposed Pay Plan

Fire

Grades	1	2	3	4	5	6	7	8
F01	\$54,000.00	\$54,762.39	\$55,535.55	\$56,319.63	\$57,114.77	\$57,921.14	\$58,738.89	\$59,568.19
F02	\$59,400.00	\$60,238.63	\$61,089.11	\$61,951.59	\$62,826.25	\$63,713.25	\$64,612.78	\$65,525.01
F03	\$65,340.00	\$66,262.50	\$67,198.02	\$68,146.75	\$69,108.87	\$70,084.58	\$71,074.06	\$72,077.52
F04	\$71,874.00	\$72,888.75	\$73,917.82	\$74,961.42	\$76,019.76	\$77,093.04	\$78,181.47	\$79,285.27
F05	\$79,061.40	\$80,177.62	\$81,309.60	\$82,457.57	\$83,621.74	\$84,802.35	\$85,999.62	\$87,213.80

Grades	9	10	11	12	13	14	15	16
F01	\$60,409.20	\$61,262.08	\$62,127.01	\$63,004.14	\$63,893.66	\$64,795.74	\$65,710.55	\$66,638.28
F02	\$66,450.12	\$67,388.29	\$68,339.71	\$69,304.56	\$70,283.03	\$71,275.31	\$72,281.61	\$73,302.11
F03	\$73,095.14	\$74,127.12	\$75,173.68	\$76,235.01	\$77,311.33	\$78,402.84	\$79,509.77	\$80,632.32
F04	\$80,404.65	\$81,539.84	\$82,691.05	\$83,858.51	\$85,042.46	\$86,243.13	\$87,460.74	\$88,695.55
F05	\$88,445.12	\$89,693.83	\$90,960.17	\$92,244.38	\$93,546.73	\$94,867.46	\$96,206.84	\$97,565.13

Grades	17	18	19	20	21	22	23	24
F01	\$67,579.11	\$68,533.22	\$69,500.80	\$70,482.04	\$71,477.13	\$72,486.28	\$73,509.67	\$74,547.51
F02	\$74,337.02	\$75,386.54	\$76,450.88	\$77,530.24	\$78,624.85	\$79,734.90	\$80,860.63	\$82,002.26
F03	\$81,770.72	\$82,925.19	\$84,095.96	\$85,283.27	\$86,487.33	\$87,708.39	\$88,946.70	\$90,202.48
F04	\$89,947.79	\$91,217.71	\$92,505.56	\$93,811.59	\$95,136.06	\$96,479.23	\$97,841.37	\$99,222.73
F05	\$98,942.59	\$100,339.51	\$101,756.14	\$103,192.78	\$104,649.70	\$106,127.19	\$107,625.54	\$109,145.04

Grades	25	26	27	28	29	30
F01	\$75,600.00	-	-	-	-	-
F02	\$83,160.00	-	-	-	-	-
F03	\$91,476.00	-	-	-	-	-
F04	\$100,623.60	-	-	-	-	-
F05	\$110,686.00	-	-	-	-	-

Proposed Pay Plan

Police

Grades	1	2	3	4	5	6	7	8
P01	\$60,000.00	\$60,847.10	\$61,706.17	\$62,577.36	\$63,460.86	\$64,356.82	\$65,265.44	\$66,186.88
P02	\$66,000.00	\$66,931.82	\$67,876.79	\$68,835.10	\$69,806.94	\$70,792.50	\$71,791.98	\$72,805.57
P03	\$72,600.00	\$73,625.00	\$74,664.46	\$75,718.61	\$76,787.64	\$77,871.75	\$78,971.18	\$80,086.13
P04	\$79,860.00	\$80,987.50	\$82,130.91	\$83,290.47	\$84,466.40	\$85,658.93	\$86,868.30	\$88,094.74
P05	\$87,846.00	\$89,086.25	\$90,344.00	\$91,619.52	\$92,913.04	\$94,224.82	\$95,555.13	\$96,904.22

Grades	9	10	11	12	13	14	15	16
P01	\$67,121.34	\$68,068.98	\$69,030.01	\$70,004.60	\$70,992.96	\$71,995.27	\$73,011.72	\$74,042.53
P02	\$73,833.47	\$74,875.88	\$75,933.01	\$77,005.06	\$78,092.25	\$79,194.79	\$80,312.90	\$81,446.79
P03	\$81,216.82	\$82,363.47	\$83,526.31	\$84,705.57	\$85,901.48	\$87,114.27	\$88,344.19	\$89,591.47
P04	\$89,338.50	\$90,599.82	\$91,878.94	\$93,176.13	\$94,491.63	\$95,825.70	\$97,178.60	\$98,550.61
P05	\$98,272.35	\$99,659.80	\$101,066.84	\$102,493.74	\$103,940.79	\$105,408.27	\$106,896.47	\$108,405.67

Grades	17	18	19	20	21	22	23	24
P01	\$75,087.90	\$76,148.02	\$77,223.11	\$78,313.38	\$79,419.04	\$80,540.31	\$81,677.41	\$82,830.56
P02	\$82,596.69	\$83,762.82	\$84,945.42	\$86,144.71	\$87,360.94	\$88,594.34	\$89,845.15	\$91,113.62
P03	\$90,856.36	\$92,139.10	\$93,439.96	\$94,759.18	\$96,097.03	\$97,453.77	\$98,829.66	\$100,224.98
P04	\$99,941.99	\$101,353.01	\$102,783.96	\$104,235.10	\$105,706.74	\$107,199.15	\$108,712.63	\$110,247.48
P05	\$109,936.19	\$111,488.31	\$113,062.35	\$114,658.61	\$116,277.41	\$117,919.06	\$119,583.89	\$121,272.23

Grades	25	26	27	28	29	30
P01	\$84,000.00	-	-	-	-	-
P02	\$92,400.00	-	-	-	-	-
P03	\$101,640.00	-	-	-	-	-
P04	\$111,804.00	-	-	-	-	-
P05	\$122,984.40	-	-	-	-	-

Proposed Pay Grades

Pay Plan	Department	Classification	Recommended Title	Current Pay Grade	Current Minimum	Current Midpoint	Current Maximum	Proposed Grade	Proposed Minimum	Market Min	% Diff to Market	Change	Proposed Midpoint	Market Mid	% Diff to Market	Change	Proposed Maximum	Market Max	% Diff to Market	Change
General	Recreation	COMMUNITY SPEC	COMMUNITY SPEC	G01	\$ 40,000.00	\$ 50,000.00	\$ 60,000.00	G01	\$ 41,600.00	Outlier		4.0%	\$ 52,000.00	Outlier		4.0%	\$ 62,400.00	Outlier		4.0%
General	Police	Animal Control	ANIMAL CONTROL OFFICER	G02	\$ 42,800.00	\$ 53,500.00	\$ 64,200.00	G02	\$ 44,720.00	\$ 43,736.79	2.2%	4.5%	\$ 55,900.00	\$ 53,491.95	4.3%	4.5%	\$ 67,080.00	\$ 64,407.14	4.0%	4.5%
General	Public Works	CDL DRIVER/HEAVY EQUIPMENT	CDL DRIVER/HEAVY EQUIPMENT	G02	\$ 42,800.00	\$ 53,500.00	\$ 64,200.00	G02	\$ 44,720.00	\$ 43,896.59	1.8%	4.5%	\$ 55,900.00	\$ 53,980.70	3.4%	4.5%	\$ 67,080.00	\$ 64,407.14	4.0%	4.5%
General	Police	COMMUNICATION SPEC	COMMUNICATION SPEC	G02	\$ 42,800.00	\$ 53,500.00	\$ 64,200.00	G02	\$ 44,720.00	Outlier		4.5%	\$ 55,900.00	Outlier		4.5%	\$ 67,080.00	Outlier		4.5%
General	Recreation	PARKS & FACILITIES SPEC.	PARKS & FACILITIES SPEC.	G02	\$ 42,800.00	\$ 53,500.00	\$ 64,200.00	G02	\$ 44,720.00	\$ 41,981.73	6.1%	4.5%	\$ 55,900.00	\$ 54,576.26	2.4%	4.5%	\$ 67,080.00	\$ 67,170.78	-0.1%	4.5%
General	Building	BUSINESS LIC CLERK	BUSINESS LIC CLERK	G03	\$ 45,796.00	\$ 57,245.00	\$ 68,694.00	G03	\$ 48,074.00	\$ 45,757.25	4.8%	5.0%	\$ 60,092.50	\$ 58,217.75	3.1%	5.0%	\$ 72,111.00	\$ 70,678.25	2.0%	5.0%
General	Building	CODE ENFORCEMENT OFFICER	CODE ENFORCEMENT OFFICER	G03	\$ 45,796.00	\$ 57,245.00	\$ 68,694.00	G03	\$ 48,074.00	\$ 48,181.65	-0.2%	5.0%	\$ 60,092.50	\$ 60,227.08	-0.2%	5.0%	\$ 72,111.00	\$ 72,272.50	-0.2%	5.0%
General	Building	SHORT TERM RENTAL COORD	SHORT TERM RENTAL COORD	G02	\$ 42,800.00	\$ 53,500.00	\$ 64,200.00	G03	\$ 48,074.00	Outlier		12.3%	\$ 60,092.50	Outlier		12.3%	\$ 72,111.00	Outlier		12.3%
General	Fire	EXEC ASSIST	EXECUTIVE ASSISTANT - FIRE	G03	\$ 45,796.00	\$ 57,245.00	\$ 68,694.00	G03	\$ 48,074.00	\$ 49,752.56	-3.5%	5.0%	\$ 60,092.50	\$ 63,434.51	-5.6%	5.0%	\$ 72,111.00	\$ 77,116.46	-6.9%	5.0%
General	Gen Gov	ACCTS PAYABLE/ADMIN ASST	ACCTS PAYABLE/ADMIN ASST	G04	\$ 49,001.72	\$ 61,252.15	\$ 73,502.58	G04	\$ 51,679.55	\$ 47,512.00	8.1%	5.5%	\$ 64,599.44	\$ 60,013.00	7.1%	5.5%	\$ 77,519.33	\$ 72,514.00	6.5%	5.5%
General	Police	EXEC ASSIST	EXECUTIVE ASSISTANT - POLICE	G03	\$ 45,796.00	\$ 57,245.00	\$ 68,694.00	G04	\$ 51,679.55	Outlier		12.8%	\$ 64,599.44	Outlier		12.8%	\$ 77,519.33	Outlier		12.8%
General	GEN GOV	Public Relations & tourism	PUBLIC RELATIONS AND TOURISM COORDINATOR	G04	\$ 49,001.72	\$ 61,252.15	\$ 73,502.58	G04	\$ 51,679.55	\$ 64,129.79	-24.1%	5.5%	\$ 64,599.44	\$ 80,162.23	-24.1%	5.5%	\$ 77,519.33	\$ 96,194.67	-24.1%	5.5%
General	Public Works	STORMWATER/FACILITIES FOREMAN	STORMWATER/FACILITIES FOREMAN	G02	\$ 42,800.00	\$ 53,500.00	\$ 64,200.00	G04	\$ 51,679.55	\$ 53,821.50	-4.1%	20.7%	\$ 64,599.44	\$ 67,679.39	-4.8%	20.7%	\$ 77,519.33	\$ 82,522.25	-6.5%	20.7%
General	Fire	FIREFIGHTER	FIREFIGHTER	F01	\$ 50,225.00	\$ 60,270.00	\$ 70,315.00	F01	\$ 54,000.00	\$ 48,392.04	10.4%	7.5%	\$ 64,800.00	\$ 59,302.51	8.5%	7.5%	\$ 75,600.00	\$ 72,159.76	4.6%	7.5%
General	Recreation	GROUPS SUPERVISOR	GROUPS SUPERVISOR	G05	\$ 52,431.84	\$ 65,539.80	\$ 78,647.76	G05	\$ 55,555.52	\$ 52,569.17	5.4%	6.0%	\$ 69,444.40	\$ 66,686.17	4.0%	6.0%	\$ 83,333.27	\$ 80,841.01	3.0%	6.0%
General	Recreation	RECREATION SUPERVISOR-EVENTS	RECREATION SUPERVISOR-EVENTS	G05	\$ 52,431.84	\$ 65,539.80	\$ 78,647.76	G05	\$ 55,555.52	\$ 51,987.00	6.4%	6.0%	\$ 69,444.40	\$ 63,860.43	8.0%	6.0%	\$ 83,333.27	\$ 75,527.65	9.4%	6.0%
General	Recreation	RECREATION SUPERVISOR-SPORTS	RECREATION SUPERVISOR-SPORTS	G05	\$ 52,431.84	\$ 65,539.80	\$ 78,647.76	G05	\$ 55,555.52	\$ 51,987.00	6.4%	6.0%	\$ 69,444.40	\$ 63,860.43	8.0%	6.0%	\$ 83,333.27	\$ 75,527.65	9.4%	6.0%
General	Fire	ENGINEER	ENGINEER	F02	\$ 55,247.50	\$ 66,297.00	\$ 77,346.50	F02	\$ 59,400.00	\$ 58,024.64	2.3%	7.5%	\$ 71,280.00	\$ 68,234.22	4.3%	7.5%	\$ 83,160.00	\$ 83,443.37	-0.3%	7.5%
General	Court	CLERK OF COURT	CLERK OF COURT	G06	\$ 56,102.07	\$ 70,127.59	\$ 84,153.10	G06	\$ 59,722.18	\$ 58,397.91	2.2%	6.5%	\$ 74,652.72	\$ 70,801.63	5.2%	6.5%	\$ 89,583.27	\$ 84,786.24	5.4%	6.5%
General	Police	POLICE OFFICER	POLICE OFFICER	P01	\$ 55,862.50	\$ 67,035.00	\$ 78,207.50	P01	\$ 60,000.00	\$ 58,514.97	2.5%	7.4%	\$ 72,000.00	\$ 71,089.73	1.3%	7.4%	\$ 85,759.53	\$ 85,759.53	-2.1%	7.4%
General	Building	BUILDING INSP	BUILDING INSP	G07	\$ 60,029.21	\$ 75,036.52	\$ 90,043.82	G07	\$ 64,201.34	\$ 58,299.79	9.2%	7.0%	\$ 80,251.68	\$ 72,878.65	9.2%	7.0%	\$ 96,302.02	\$ 87,457.50	9.2%	7.0%
General	Fire	FIRE MARSHALL	FIRE MARSHALL	G07	\$ 60,029.21	\$ 75,036.52	\$ 90,043.82	G07	\$ 64,201.34	Outlier		7.0%	\$ 80,251.68	Outlier		7.0%	\$ 96,302.02	Outlier		7.0%
General	Fire	PARAMEDIC	PARAMEDIC	F03	\$ 60,772.25	\$ 72,926.70	\$ 85,081.15	F03	\$ 65,340.00	\$ 70,555.17	-8.0%	7.5%	\$ 78,408.00	\$ 79,461.71	-1.3%	7.5%	\$ 91,476.00	\$ 87,641.50	4.2%	7.5%
General	Fire	Paramedic/Firefighter	PARAMEDIC/FIREFIGHTER	F03	\$ 60,772.25	\$ 72,926.70	\$ 85,081.15	F03	\$ 65,340.00	\$ 60,472.99	7.4%	7.5%	\$ 78,408.00	\$ 73,162.89	6.7%	7.5%	\$ 91,476.00	\$ 85,691.98	6.3%	7.5%
Police	Police	CORPORAL	CORPORAL	P02	\$ 61,448.75	\$ 73,738.50	\$ 86,028.25	P02	\$ 66,000.00	\$ 65,617.32	0.6%	7.4%	\$ 79,200.00	\$ 81,941.83	-3.5%	7.4%	\$ 92,400.00	\$ 98,811.35	-6.9%	7.4%
Police	Police	DETECTIVE	DETECTIVE	P02	\$ 61,448.75	\$ 73,738.50	\$ 86,028.25	P02	\$ 66,000.00	\$ 66,000.00			\$ 79,200.00	\$ 79,200.00			\$ 92,400.00	\$ 92,400.00		
General	Gen Gov	Financial analysis	FINANCIAL ANALYST	G08	\$ 64,231.26	\$ 80,289.07	\$ 96,346.89	G08	\$ 69,016.44	\$ 65,921.71	4.5%	7.4%	\$ 86,270.56	\$ 85,394.75	1.0%	7.4%	\$ 103,524.67	\$ 104,867.79	-1.3%	7.4%
General	Gen Gov	HR MANAGER	HR MANAGER	G08	\$ 64,231.26	\$ 80,289.07	\$ 96,346.89	G08	\$ 69,016.44	\$ 69,113.00	-0.1%	7.4%	\$ 86,270.56	\$ 87,297.00	-1.2%	7.4%	\$ 103,524.67	\$ 102,940.50	0.6%	7.4%
General	Recreation	ASST RECREATION DIRECTOR	ASST RECREATION DIRECTOR	G08	\$ 64,231.26	\$ 80,289.07	\$ 96,346.89	G08	\$ 69,016.44	\$ 80,283.49	-16.3%	7.4%	\$ 86,270.56	\$ 100,912.48	-17.0%	7.4%	\$ 103,524.67	\$ 121,532.98	-17.4%	7.4%
General	Building	ZONING ADMIN	ZONING ADMIN	G08	\$ 64,231.26	\$ 80,289.07	\$ 96,346.89	G08	\$ 69,016.44	\$ 70,542.77	-2.2%	7.4%	\$ 86,270.56	\$ 88,178.46	-2.2%	7.4%	\$ 103,524.67	\$ 105,814.14	-2.2%	7.4%
General	Fire	CAPTAIN	FIRE CAPTAIN	F04	\$ 66,849.48	\$ 80,219.37	\$ 93,589.27	F04	\$ 71,874.00	\$ 68,318.88	4.9%	7.5%	\$ 86,248.80	\$ 87,106.56	-1.0%	7.5%	\$ 100,623.60	\$ 105,894.25	-5.2%	7.5%
General	Police	SERGEANT	SERGEANT	P03	\$ 67,593.63	\$ 81,112.35	\$ 94,631.08	P03	\$ 72,600.00	\$ 74,246.67	-2.3%	7.4%	\$ 87,120.00	\$ 88,155.23	-1.2%	7.4%	\$ 101,640.00	\$ 106,838.62	-5.1%	7.4%
General	Fire	BATTALION CHIEF	FIRE BATTALION CHIEF	F05	\$ 73,534.42	\$ 88,241.31	\$ 102,948.19	F05	\$ 79,061.40	\$ 87,325.13	-10.5%	7.5%	\$ 94,873.70	\$ 106,773.06	-12.5%	7.5%	\$ 110,686.00	\$ 127,311.66	-15.0%	7.5%
Admin	Public Works	ASST PUBLIC WORKS DIRECTOR	ASST PUBLIC WORKS DIRECTOR	G10	\$ 73,538.37	\$ 91,922.96	\$ 110,307.55	G10	\$ 79,757.13	\$ 91,843.00	-15.2%	8.5%	\$ 99,696.41	\$ 116,007.50	-16.4%	8.5%	\$ 119,635.69	\$ 140,210.09	-17.2%	8.5%
Admin	Police	LIEUTENANT	LIEUTENANT	P04	\$ 74,352.99	\$ 89,223.59	\$ 104,094.18	P04	\$ 79,860.00	\$ 86,158.17	-7.9%	7.4%	\$ 95,832.00	\$ 111,294.17	-16.1%	7.4%	\$ 111,804.00	\$ 133,742.57	-19.6%	7.4%
Admin	Fire	DEPUTY CHIEF OF FIRE OPERATIONS	DEPUTY CHIEF OF FIRE OPERATIONS	G10	\$ 73,538.37	\$ 91,922.96	\$ 110,307.55	G100	\$ 82,700.00	\$ 105,963.00	-28.1%	12.5%	\$ 103,375.00	\$ 133,842.50	-29.5%	12.5%	\$ 124,050.00	\$ 160,351.84	-29.3%	12.5%
Admin	Police	Deputy Chief of Police	DEPUTY CHIEF OF POLICE	G10	\$ 73,538.37	\$ 91,922.96	\$ 110,307.55	G100	\$ 82,700.00	\$ 95,669.45	-15.7%	12.5%	\$ 103,375.00	\$ 120,697.62	-16.8%	12.5%	\$ 124,050.00	\$ 148,145.18	-19.4%	12.5%
Admin	Fire	Deputy Chief of Spec Operations	DEPUTY CHIEF OF SPEC OPERATIONS	G10	\$ 73,538.37	\$ 91,922.96	\$ 110,307.55	G100	\$ 82,700.00	\$ 105,963.00	-28.1%	12.5%	\$ 103,375.00	\$ 125,985.91	-21.9%	12.5%	\$ 124,050.00	\$ 146,835.00	-18.4%	12.5%
Admin	Police	BATTALION CHIEF	POLICE BATTALION CHIEF	P05	\$ 81,788.29	\$ 98,145.94	\$ 114,503.60	P05	\$ 87,846.00	\$ 87,846.00		7.4%	\$ 105,415.20	\$ 105,415.20		7.4%	\$ 122,984.40	\$ 122,984.40		7.4%
Admin	Recreation	RECREATION DIRECTOR	RECREATION DIRECTOR	G101	\$ 84,194.07	\$ 105,242.59	\$ 126,291.11	G101	\$ 88,489.00	\$ 89,869.45	-1.6%	5.1%	\$ 110,611.25	\$ 115,289.89	-4.2%	5.1%	\$ 132,733.50	\$ 140,710.32	-6.0%	5.1%
Admin	Gen Gov	FINANCE DIRECTOR	FINANCE DIRECTOR	G102	\$ 90,087.66	\$ 112,609.57	\$ 135,131.49	G102	\$ 94,683.23	\$ 105,937.83	-11.9%	5.1%	\$ 118,354.04	\$ 135,564.00	-14.5%	5.1%	\$ 142,024.85	\$ 165,321.00	-16.4%	5.1%
Admin	Public Works	PUBLIC WORKS DIRECTOR	PUBLIC WORKS DIRECTOR	G102	\$ 90,087.66	\$ 112,609.57	\$ 135,131.49	G102	\$ 94,683.23	\$ 109,560.82	-15.7%	5.1%	\$ 118,354.04	\$ 138,389.13	-16.9%	5.1%	\$ 142,024.85	\$ 167,217.45	-17.7%	5.1%
Admin	Gen Gov	Deputy City Administrator	DEPUTY CITY ADMINISTRATOR	G105	\$ 110,361.26	\$ 137,951.57	\$ 165,541.88	G105	\$ 115,991.03	\$ 135,110.03	-16.5%	5.1%	\$ 144,988.79	\$ 174,312.17	-20.2%	5.1%	\$ 173,986.54	\$ 213,514.30	-22.7%	5.1%
Admin	Fire	FIRE CHIEF	FIRE CHIEF	G106	\$ 118,086.54	\$ 147,608.18	\$ 177,129.82	G106	\$ 124,110.40	\$ 121,956.69	1.7%	5.1%	\$ 155,138.00	\$ 154,885.00	0.4%	5.1%	\$ 186,165.60	\$ 186,665.00	-0.3%	5.1%
Admin	Police	POLICE CHIEF	POLICE CHIEF	G106	\$ 118,086.54	\$ 147,608.18	\$ 177,129.82	G106	\$ 124,110.40	\$ 112,106.92	9.7%	5.1%	\$ 155,138.00	\$ 145,152.66	6.4%	5.1%	\$ 186,165.60	\$ 177,552.16	4.6%	5.1%
Admin	Gen Gov	CITY ADMINISTRATOR	CITY ADMINISTRATOR	G108	\$ 135,197.28	\$ 168,996.60	\$ 202,795.93	G108	\$ 142,094.00	Outlier		5.1%	\$ 177,617.50	Outlier		5.1%	\$ 213,141.00	Outlier		5.1%

PAY PLAN	GRADE	STEP	HOURLY	# HRS/WEEK	POSITION CONTROL #	DEPARTMENT	CLASS TITLE	MIN	MID	MAX	Calculated Annual	FTE	Recommended Classification	Individual Classification Change
Gen Gov	G01		\$ 20.51	2080		Recreation	COMMUNITY SPEC	\$40,000.00	\$50,000.00	\$60,000.00	\$ 42,654.56	1.0	COMMUNITY SPEC	
Gen Gov	G02		\$ 21.08	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 43,846.40	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G02		\$ 21.94	2080		Police	Animal Control	\$42,800.00	\$53,500.00	\$64,200.00	\$ 45,639.36	1.0	ANIMAL CONTROL OFFICER	
Gen Gov	G02		\$ 22.20	2080		Police	COMMUNICATION SPEC	\$42,800.00	\$53,500.00	\$64,200.00	\$ 46,180.16	1.0	COMMUNICATION SPEC	
Gen Gov	G03		\$ 29.83	1560		Fire	EXEC ASSIST	\$45,796.00	\$57,245.00	\$68,694.00	\$ 46,541.04	1.0	EXECUTIVE ASSISTANT - FIRE	
Gen Gov	G03		\$ 22.80	2080		Building	BUSINESS LIC CLERK	\$45,796.00	\$57,245.00	\$68,694.00	\$ 47,424.00	1.0	BUSINESS LIC CLERK	
Gen Gov	G02		\$ 23.05	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 47,933.60	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G03		\$ 23.02	2080		Police	ANIMAL CONTROL	\$45,796.00	\$57,245.00	\$68,694.00	\$ 47,879.52	1.0	Code Enforcement Officer	Code Enforcement Officer
Gen Gov	G02		\$ 23.77	2080		Police	COMMUNICATION SPEC	\$42,800.00	\$53,500.00	\$64,200.00	\$ 49,443.68	1.0	COMMUNICATION SPEC	
Gen Gov	G03		\$ 23.70	2080		Police	CODE ENFORCEMENT OFFICER	\$45,796.00	\$57,245.00	\$68,694.00	\$ 49,296.00	1.0	CODE ENFORCEMENT OFFICER	
Gen Gov	G02		\$ 23.49	2080		Building	BUSINESS LIC CLERK	\$42,800.00	\$53,500.00	\$64,200.00	\$ 48,858.78	1.0	BUSINESS LIC CLERK	
Gen Gov	G04		\$ 25.72	2080		GEN GOV	Public Relations & tourism	\$49,001.72	\$61,252.15	\$73,502.58	\$ 53,494.00	1.0	PUBLIC RELATIONS AND TOURISM COORDINATOR	
Gen Gov	G02		\$ 25.96	2080		Recreation	PARKS & FACILITIES SPEC.	\$42,800.00	\$53,500.00	\$64,200.00	\$ 54,000.96	1.0	PARKS & FACILITIES SPEC.	
Gen Gov	G05		\$ 26.61	2080		Recreation	GROUPS SUPERVISOR	\$52,431.84	\$65,539.80	\$78,647.76	\$ 55,348.80	1.0	GROUPS SUPERVISOR	
Gen Gov	G05		\$ 26.89	2080		Recreation	RECREATION SUPERVISOR-EVENTS	\$52,431.84	\$65,539.80	\$78,647.76	\$ 55,937.44	1.0	RECREATION SUPERVISOR-EVENTS	
Gen Gov	G02		\$ 27.62	2080		Police	COMMUNICATION SPEC	\$42,800.00	\$53,500.00	\$64,200.00	\$ 57,445.44	1.0	COMMUNICATION SPEC	
Gen Gov	G02		\$ 26.50	2080		Building	SHORT TERM RENTAL COORD	\$42,800.00	\$53,500.00	\$64,200.00	\$ 55,114.59	1.0	SHORT TERM RENTAL COORD	
Gen Gov	G04		\$ 27.68	2080		Gen Gov	ACCTS PAYABLE/ADMIN ASST	\$49,001.72	\$61,252.15	\$73,502.58	\$ 57,574.40	1.0	ACCTS PAYABLE/ADMIN ASST	
Gen Gov	G02		\$ 28.14	2080		Police	COMMUNICATION SPEC	\$42,800.00	\$53,500.00	\$64,200.00	\$ 58,522.88	1.0	COMMUNICATION SPEC	
Gen Gov	G02		\$ 28.42	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 59,115.68	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G02		\$ 29.23	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 60,804.64	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G02		\$ 29.23	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 60,804.64	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G02		\$ 32.99	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 68,623.36	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G02		\$ 32.99	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 68,623.36	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G02		\$ 32.99	2080		Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$42,800.00	\$53,500.00	\$64,200.00	\$ 68,623.78	1.0	CDL DRIVER/HEAVY EQUIPMENT	
Gen Gov	G07		\$ 31.38	2080		Fire	FIRE MARSHALL	\$60,029.21	\$75,036.52	\$90,043.82	\$ 65,277.00	1.0	FIRE MARSHALL	
Gen Gov	G05		\$ 31.71	2080		Recreation	RECREATION SUPERVISOR-SPORTS	\$52,431.84	\$65,539.80	\$78,647.76	\$ 65,958.88	1.0	RECREATION SUPERVISOR-SPORTS	
Gen Gov	G02		\$ 30.57	2080		Public Works	STORMWATER/FACILITIES FOREMAN	\$42,800.00	\$53,500.00	\$64,200.00	\$ 63,591.84	1.0	STORMWATER/FACILITIES FOREMAN	
Gen Gov	G08		\$ 32.03	2080		Gen Gov	Financial analysis	\$64,231.26	\$80,289.07	\$96,346.89	\$ 66,625.00	1.0	FINANCIAL ANALYST	
Gen Gov	G04		\$ 33.48	2080		Police	EXEC ASSIST	\$49,001.72	\$61,252.15	\$73,502.58	\$ 69,636.32	1.0	EXECUTIVE ASSISTANT - POLICE	EXECUTIVE ASSISTANT - POLICE
Gen Gov	G08		\$ 35.45	2080		Recreation	ASST RECREATION DIRECTOR	\$64,231.26	\$80,289.07	\$96,346.89	\$ 73,729.00	1.0	ASST RECREATION DIRECTOR	
GEN GOV	G08		\$ 35.73	2080		Building	ZONING ADMIN	\$64,231.26	\$80,289.07	\$96,346.89	\$ 74,312.57	1.0	ZONING ADMIN	
Gen Gov	G08		\$ 36.51	2080		Gen Gov	HR MANAGER	\$64,231.26	\$80,289.07	\$96,346.89	\$ 75,944.00	1.0	HR MANAGER	
Gen Gov	G07		\$ 40.41	2080		Building	BUILDING INSP	\$60,029.21	\$75,036.52	\$90,043.82	\$ 84,050.00	1.0	BUILDING INSP	
Gen Gov	G06		\$ 43.99	2080		Court	CLERK OF COURT	\$56,102.07	\$70,127.59	\$84,153.10	\$ 91,499.20	1.0	CLERK OF COURT	
Gen Gov	G10		\$ 41.53	2080		Public Works	ASST PUBLIC WORKS DIRECTOR	\$73,538.37	\$91,922.96	\$110,307.55	\$ 86,382.00	1.0	ASST PUBLIC WORKS DIRECTOR	
Gen Gov	G10		\$ 40.96	2080		Fire	DEPUTY CHIEF OF Fire OPERATIONS	\$73,538.37	\$91,922.96	\$110,307.55	\$ 85,200.00	1.0	DEPUTY CHIEF OF FIRE OPERATIONS	
Gen Gov	G101		\$ 45.80	2080		Recreation	RECREATION DIRECTOR	\$84,194.07	\$105,242.59	\$126,291.11	\$ 95,273.00	1.0	RECREATION DIRECTOR	
Gen Gov	G10		\$ 49.59	2080		Fire	Deputy Chief of Spec Operations	\$73,538.37	\$91,922.96	\$110,307.55	\$ 103,140.00	1.0	DEPUTY CHIEF OF SPEC OPERATIONS	
Gen Gov	G10		\$ 51.70	2080		Police	Deputy Chief of Police	\$73,538.37	\$91,922.96	\$110,307.55	\$ 107,537.00	1.0	DEPUTY CHIEF OF POLICE	
Gen Gov	G102		\$ 55.33	2080		Public Works	PUBLIC WORKS DIRECTOR	\$90,087.66	\$112,609.57	\$135,131.49	\$ 115,087.00	1.0	PUBLIC WORKS DIRECTOR	
Gen Gov	G102		\$ 59.02	2080		Gen Gov	FINANCE DIRECTOR	\$90,087.66	\$112,609.57	\$135,131.49	\$ 122,754.00	1.0	FINANCE DIRECTOR	
Gen Gov	G105		\$ 61.60	2080		Gen Gov	Deputy City Administrator	\$110,361.26	\$137,951.57	\$165,541.88	\$ 128,125.00	1.0	DEPUTY CITY ADMINISTRATOR	
Gen Gov	G106		\$ 63.55	2080		Police	POLICE CHIEF	\$118,086.54	\$147,608.18	\$177,129.82	\$ 132,188.00	1.0	POLICE CHIEF	
Gen Gov	G106		\$ 66.64	2080		Fire	FIRE CHIEF	\$118,086.54	\$147,608.18	\$177,129.82	\$ 138,614.00	1.0	FIRE CHIEF	
Gen Gov	G108		\$ 90.92	2080		Gen Gov	CITY ADMINISTRATOR	\$135,197.28	\$168,996.60	\$202,795.93	\$ 189,113.00	1.0	CITY ADMINISTRATOR	

Recommended Grade	Recommended Minimum	Recommended Midpoint	Recommended Maximum	Over Max	Bring to Minimum Salary	Cost	% Adjustment	Tenure Years	Tenure Parity Salary	Cost	% Adjustment	Current Range Placement	Range Placement Salary	Cost	% Adjustment	Discounted R.P. Salary	Cost	% Adjustment
G01	\$ 41,600.00	\$ 52,000.00	\$ 62,400.00	-	\$ 42,654.56	\$ -	0.0%	3.09	\$ 44,167.64	\$ 1,513.08	3.5%	13%	\$44,360.74	\$ 1,706.18	4.0%	\$ 44,360.74	\$ 1,706.18	4.0%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 44,720.00	\$ 873.60	2.0%	0.79	\$ 45,425.58	\$ 1,579.18	3.6%	5%	\$45,813.34	\$ 1,966.94	4.5%	\$ 45,813.34	\$ 1,966.94	4.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 45,639.36	\$ -	0.0%	1.61	\$ 46,163.46	\$ 524.10	1.1%	13%	\$47,686.73	\$ 2,047.37	4.5%	\$ 47,686.73	\$ 2,047.37	4.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 46,180.16	\$ -	0.0%	3.66	\$ 47,996.98	\$ 1,816.82	3.9%	16%	\$48,251.79	\$ 2,071.63	4.5%	\$ 48,251.79	\$ 2,071.63	4.5%
G03	\$ 48,074.00	\$ 60,092.50	\$ 72,111.00	-	\$ 48,074.00	\$ 1,532.96	3.3%	15.51	\$ 62,987.62	\$ 16,446.58	35.3%	3%	\$48,856.10	\$ 2,315.06	5.0%	\$ 48,856.10	\$ 2,315.06	5.0%
G03	\$ 48,074.00	\$ 60,092.50	\$ 72,111.00	-	\$ 48,074.00	\$ 650.00	1.4%	0.22	\$ 48,282.32	\$ 858.32	1.8%	7%	\$49,782.98	\$ 2,358.98	5.0%	\$ 49,782.98	\$ 2,358.98	5.0%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 47,933.60	\$ -	0.0%	2.53	\$ 47,933.60	\$ -	0.0%	24%	\$50,083.89	\$ 2,150.29	4.5%	\$ 50,083.89	\$ 2,150.29	4.5%
G03	\$ 48,074.00	\$ 60,092.50	\$ 72,111.00	-	\$ 48,074.00	\$ 194.48	0.4%	0.96	\$ 48,998.09	\$ 1,118.57	2.3%	9%	\$50,261.16	\$ 2,381.64	5.0%	\$ 50,261.16	\$ 2,381.64	5.0%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 49,443.68	\$ -	0.0%	6.55	\$ 50,578.32	\$ 1,134.64	2.3%	31%	\$51,661.71	\$ 2,218.03	4.5%	\$ 51,661.71	\$ 2,218.03	4.5%
G03	\$ 48,074.00	\$ 60,092.50	\$ 72,111.00	-	\$ 49,296.00	\$ -	0.0%	0.20	\$ 49,296.00	\$ -	0.0%	15%	\$51,748.10	\$ 2,452.10	5.0%	\$ 51,748.10	\$ 2,452.10	5.0%
G03	\$ 48,074.00	\$ 60,092.50	\$ 72,111.00	-	\$ 48,858.78	\$ -	0.0%	3.82	\$ 51,746.32	\$ 2,887.54	5.9%	28%	\$54,789.37	\$ 6,020.59	12.3%	\$ 53,744.66	\$ 4,885.88	10.0%
G04	\$ 51,679.55	\$ 64,599.44	\$ 77,519.33	-	\$ 53,494.00	\$ -	0.0%	0.71	\$ 53,494.00	\$ -	0.0%	18%	\$56,417.32	\$ 2,923.32	5.5%	\$ 56,417.32	\$ 2,923.32	5.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 54,000.96	\$ -	0.0%	8.44	\$ 54,000.96	\$ -	0.0%	52%	\$56,423.43	\$ 2,422.47	4.5%	\$ 56,423.43	\$ 2,422.47	4.5%
G05	\$ 55,555.52	\$ 69,444.40	\$ 83,333.27	-	\$ 55,555.52	\$ 206.72	0.4%	0.65	\$ 56,274.65	\$ 925.85	1.7%	11%	\$58,646.26	\$ 3,297.46	6.0%	\$ 58,646.26	\$ 3,297.46	6.0%
G05	\$ 55,555.52	\$ 69,444.40	\$ 83,333.27	-	\$ 55,937.44	\$ -	0.0%	4.32	\$ 60,351.81	\$ 4,414.37	7.9%	13%	\$59,269.97	\$ 3,332.53	6.0%	\$ 59,269.97	\$ 3,332.53	6.0%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 57,445.44	\$ -	0.0%	15.51	\$ 58,590.65	\$ 1,145.21	2.0%	68%	\$60,022.43	\$ 2,576.99	4.5%	\$ 60,022.43	\$ 2,576.99	4.5%
G03	\$ 48,074.00	\$ 60,092.50	\$ 72,111.00	-	\$ 55,114.59	\$ -	0.0%	4.11	\$ 55,114.59	\$ -	0.0%	58%	\$61,906.05	\$ 6,791.46	12.3%	\$ 60,626.05	\$ 5,511.46	10.0%
G04	\$ 51,679.55	\$ 64,599.44	\$ 77,519.33	-	\$ 57,574.40	\$ -	0.0%	8.80	\$ 60,775.15	\$ 3,200.75	5.6%	35%	\$60,720.71	\$ 3,146.31	5.5%	\$ 60,720.71	\$ 3,146.31	5.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 58,522.88	\$ -	0.0%	15.99	\$ 59,017.98	\$ 495.10	0.8%	73%	\$61,148.21	\$ 2,625.33	4.5%	\$ 61,148.21	\$ 2,625.33	4.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 59,115.68	\$ -	0.0%	5.62	\$ 59,115.68	\$ -	0.0%	76%	\$61,767.60	\$ 2,651.92	4.5%	\$ 61,767.60	\$ 2,651.92	4.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 60,804.64	\$ -	0.0%	8.89	\$ 60,804.64	\$ -	0.0%	84%	\$63,532.32	\$ 2,727.68	4.5%	\$ 63,532.32	\$ 2,727.68	4.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	-	\$ 60,804.64	\$ -	0.0%	24.21	\$ 66,374.42	\$ 5,569.78	9.2%	84%	\$63,532.32	\$ 2,727.68	4.5%	\$ 63,532.32	\$ 2,727.68	4.5%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	Over	\$ 68,623.36	\$ -	0.0%	28.77	\$ 68,623.36	\$ -	0.0%	121%	\$68,623.36	\$ -	0.0%	\$ 68,623.36	\$ -	0.0%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	Over	\$ 68,623.36	\$ -	0.0%	28.31	\$ 68,623.36	\$ -	0.0%	121%	\$68,623.36	\$ -	0.0%	\$ 68,623.36	\$ -	0.0%
G02	\$ 44,720.00	\$ 55,900.00	\$ 67,080.00	Over	\$ 68,623.78	\$ -	0.0%	0.43	\$ 68,623.78	\$ -	0.0%	121%	\$68,623.78	\$ -	0.0%	\$ 68,623.78	\$ -	0.0%
G07	\$ 64,201.34	\$ 80,251.68	\$ 96,302.02	-	\$ 65,277.00	\$ -	0.0%	1.35	\$ 65,931.21	\$ 654.21	1.0%	17%	\$69,813.86	\$ 4,536.86	7.0%	\$ 69,813.86	\$ 4,536.86	7.0%
G05	\$ 55,555.52	\$ 69,444.40	\$ 83,333.27	-	\$ 65,958.88	\$ -	0.0%	11.64	\$ 68,487.61	\$ 2,528.73	3.8%	52%	\$69,888.44	\$ 3,929.56	6.0%	\$ 69,888.44	\$ 3,929.56	6.0%
G04	\$ 51,679.55	\$ 64,599.44	\$ 77,519.33	-	\$ 63,591.84	\$ -	0.0%	3.72	\$ 63,591.84	\$ -	0.0%	97%	\$76,784.99	\$ 13,193.15	20.7%	\$ 69,951.02	\$ 6,359.18	10.0%
G08	\$ 69,016.44	\$ 86,270.56	\$ 103,524.67	-	\$ 69,016.44	\$ 2,391.44	3.6%	0.62	\$ 69,867.65	\$ 3,242.65	4.9%	7%	\$71,588.52	\$ 4,963.52	7.4%	\$ 71,588.52	\$ 4,963.52	7.4%
G04	\$ 51,679.55	\$ 64,599.44	\$ 77,519.33	-	\$ 69,636.32	\$ -	0.0%	22.45	\$ 74,880.80	\$ 5,244.48	7.5%	84%	\$73,441.78	\$ 3,805.46	5.5%	\$ 73,441.78	\$ 3,805.46	5.5%
G08	\$ 69,016.44	\$ 86,270.56	\$ 103,524.67	-	\$ 73,729.00	\$ -	0.0%	3.11	\$ 73,729.00	\$ -	0.0%	30%	\$79,221.76	\$ 5,492.76	7.4%	\$ 79,221.76	\$ 5,492.76	7.4%
G08	\$ 69,016.44	\$ 86,270.56	\$ 103,524.67	-	\$ 74,312.57	\$ -	0.0%	0.54	\$ 74,312.57	\$ -	0.0%	31%	\$79,848.81	\$ 5,536.24	7.4%	\$ 79,848.81	\$ 5,536.24	7.4%
G08	\$ 69,016.44	\$ 86,270.56	\$ 103,524.67	-	\$ 75,944.00	\$ -	0.0%	4.98	\$ 75,944.00	\$ -	0.0%	36%	\$81,601.78	\$ 5,657.78	7.4%	\$ 81,601.78	\$ 5,657.78	7.4%
G07	\$ 64,201.34	\$ 80,251.68	\$ 96,302.02	-	\$ 84,050.00	\$ -	0.0%	0.46	\$ 84,050.00	\$ -	0.0%	80%	\$89,891.61	\$ 5,841.61	7.0%	\$ 89,891.61	\$ 5,841.61	7.0%
G06	\$ 59,722.18	\$ 74,652.72	\$ 89,583.27	Over	\$ 91,499.20	\$ -	0.0%	29.17	\$ 91,499.20	\$ -	0.0%	126%	\$91,499.20	\$ -	0.0%	\$ 91,499.20	\$ -	0.0%
G10	\$ 79,757.13	\$ 99,696.41	\$ 119,635.69	-	\$ 86,382.00	\$ -	0.0%	10.98	\$ 97,268.25	\$ 10,886.25	12.6%	35%	\$93,686.88	\$ 7,304.88	8.5%	\$ 93,686.88	\$ 7,304.88	8.5%
G100	\$ 82,700.00	\$ 103,375.00	\$ 124,050.00	-	\$ 85,200.00	\$ -	0.0%	2.42	\$ 86,701.76	\$ 1,501.76	1.8%	32%	\$95,814.47	\$ 10,614.47	12.5%	\$ 93,720.00	\$ 8,520.00	10.0%
G101	\$ 88,489.00	\$ 110,611.25	\$ 132,733.50	-	\$ 95,273.00	\$ -	0.0%	23.83	\$ 130,658.92	\$ 35,385.92	37.1%	26%	\$100,133.09	\$ 4,860.09	5.1%	\$ 100,133.09	\$ 4,860.09	5.1%
G100	\$ 82,700.00	\$ 103,375.00	\$ 124,050.00	-	\$ 103,140.00	\$ -	0.0%	2.42	\$ 103,140.00	\$ -	0.0%	81%	\$115,989.49	\$ 12,849.49	12.5%	\$ 113,454.00	\$ 10,314.00	10.0%
G100	\$ 82,700.00	\$ 103,375.00	\$ 124,050.00	-	\$ 107,537.00	\$ -	0.0%	19.08	\$ 114,263.83	\$ 6,726.83	6.3%	92%	\$120,934.28	\$ 13,397.28	12.5%	\$ 118,290.70	\$ 10,753.70	10.0%
G102	\$ 94,683.23	\$ 118,354.04	\$ 142,024.85	-	\$ 115,087.00	\$ -	0.0%	24.92	\$ 141,872.30	\$ 26,785.30	23.3%	56%	\$120,957.84	\$ 5,870.84	5.1%	\$ 120,957.84	\$ 5,870.84	5.1%
G102	\$ 94,683.23	\$ 118,354.04	\$ 142,024.85	-	\$ 122,754.00	\$ -	0.0%	2.76	\$ 122,754.00	\$ -	0.0%	73%	\$129,015.95	\$ 6,261.95	5.1%	\$ 129,015.95	\$ 6,261.95	5.1%
G105	\$ 115,991.03	\$ 144,988.79	\$ 173,986.54	-	\$ 128,125.00	\$ -	0.0%	0.44	\$ 128,125.00	\$ -	0.0%	32%	\$134,660.94	\$ 6,535.94	5.1%	\$ 134,660.94	\$ 6,535.94	5.1%
G106	\$ 124,110.40	\$ 155,138.00	\$ 186,165.60	-	\$ 132,188.00	\$ -	0.0%	6.80	\$ 140,989.41	\$ 8,801.41	6.7%	24%	\$140,000.00	\$ 7,812.00	5.9%	\$ 140,000.00	\$ 7,812.00	5.9%
G106	\$ 124,110.40	\$ 155,138.00	\$ 186,165.60	-	\$ 138,614.00	\$ -	0.0%	4.01	\$ 138,614.00	\$ -	0.0%	35%	\$140,000.00	\$ 1,386.00	1.0%	\$ 140,000.00	\$ 1,386.00	1.0%
G108	\$ 142,094.00	\$ 177,617.50	\$ 213,141.00	-	\$ 189,113.00	\$ -	0.0%	27.70	\$ 213,141.00	\$ 24,028.00	12.7%	80%	\$198,760.07	\$ 9,647.07	5.1%	\$ 189,113.00	\$ -	0.0%

PAY PLAN	GRADE	STEP	HOURLY	# HRS/WEEK	DEPARTMENT	CLASS TITLE	MIN	MID	MAX	Calculated Annual	FTE	Recommended Classification	Individual Classification Change
Fire	F02	12	\$ 20.01	2920	Fire	FIREFIGHTER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 58,432.12	1.0	Engineer	Engineer
Fire	F01	9	\$ 17.68	2920	fire	Firefighter	\$50,225.00	\$60,270.00	\$70,315.00	\$ 51,637.28	1.0	FIREFIGHTER	
Fire	F02	6	\$ 18.92	2920	Fire	FIREFIGHTER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 55,252.24	1.0	Engineer	Engineer
Fire	F03	9	\$ 22.00	2920	Fire	Paramedic	\$60,772.25	\$72,926.70	\$85,081.15	\$ 64,245.84	1.0	PARAMEDIC	
Fire	F04	12	\$ 25.24	2920	Fire	CAPTAIN	\$66,849.48	\$80,219.37	\$93,589.27	\$ 73,706.64	1.0	FIRE CAPTAIN	
Fire	F02	12	\$ 21.16	2920	Fire	ENGINEER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 61,787.20	1.0	ENGINEER	
Fire	F01	7	\$ 18.18	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 53,097.28	1.0	FIREFIGHTER	
Fire	f02	12	\$ 21.76	2920	Fire	ENGINEER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 63,530.44	1.0	ENGINEER	
Fire	F03	4	\$ 21.39	2920	Fire	PARAMEDIC	\$60,772.25	\$72,926.70	\$85,081.15	\$ 62,470.48	1.0	PARAMEDIC	
Fire	F01	8	\$ 18.70	2920	Fire	PARAMEDIC	\$50,225.00	\$60,270.00	\$70,315.00	\$ 54,606.92	1.0	FIREFIGHTER	FIREFIGHTER
Fire	F01	6	\$ 18.18	2920	fire	Firefighter	\$50,225.00	\$60,270.00	\$70,315.00	\$ 53,097.28	1.0	FIREFIGHTER	
Fire	F04	6	\$ 24.21	2920	Fire	CAPTAIN	\$66,849.48	\$80,219.37	\$93,589.27	\$ 70,687.36	1.0	FIRE CAPTAIN	
Fire	F01	6	\$ 18.19	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 53,108.96	1.0	FIREFIGHTER	
Fire	F01	2	\$ 17.20	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 50,224.00	1.0	FIREFIGHTER	
Fire	F02	12	\$ 22.06	2920	Fire	ENGINEER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 64,421.04	1.0	ENGINEER	
Fire	F02	12	\$ 22.06	2920	Fire	FIREFIGHTER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 64,426.88	1.0	Engineer	Engineer
Fire	F02	12	\$ 22.06	2920	Fire	FIREFIGHTER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 64,426.88	1.0	Engineer	Engineer
Fire	F05	23	\$ 34.26	2920	Fire	BATALLION CHIEF	\$73,534.42	\$88,241.31	\$102,948.19	\$ 100,050.88	1.0	FIRE BATTALION CHIEF	
Fire	F04	14	\$ 27.46	2920	Fire	ENGINEER	\$66,849.48	\$80,219.37	\$93,589.27	\$ 80,174.44	1.0	Fire Captain	Fire Captain
Fire	F04	16	\$ 28.24	2920	Fire	CAPTAIN	\$66,849.48	\$80,219.37	\$93,589.27	\$ 82,454.96	1.0	FIRE CAPTAIN	
Fire	F04	15	\$ 27.85	2920	Fire	CAPTAIN	\$66,849.48	\$80,219.37	\$93,589.27	\$ 81,307.40	1.0	FIRE CAPTAIN	
Fire	F02	17	\$ 23.67	2920	Fire	ENGINEER	\$55,247.50	\$66,297.00	\$77,346.50	\$ 69,107.64	1.0	ENGINEER	
Fire	F01	7	\$ 18.70	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 54,606.92	1.0	FIREFIGHTER	
Fire	F05	24	\$ 34.75	2920	Fire	CAPTAIN	\$73,534.42	\$88,241.31	\$102,948.19	\$ 101,472.92	1.0	FIRE BATTALION CHIEF	FIRE BATTALION CHIEF
Fire	F01	3	\$ 17.68	2920	fire	Firefighter	\$50,225.00	\$60,270.00	\$70,315.00	\$ 51,637.28	1.0	FIREFIGHTER	
Fire	F04	25	\$ 32.04	2920	Fire	ENGINEER	\$66,849.48	\$80,219.37	\$93,589.27	\$ 93,565.56	1.0	Fire Captain	Fire Captain
Fire	F05	19	\$ 32.40	2920	Fire	BATALLION CHIEF	\$73,534.42	\$88,241.31	\$102,948.19	\$ 94,619.68	1.0	FIRE BATTALION CHIEF	
Fire	F03	12	\$ 24.28	2920	fire	Paramedic/Firefighter	\$60,772.25	\$72,926.70	\$85,081.15	\$ 70,903.44	1.0	PARAMEDIC/FIREFIGHTER	
Fire	F01	1	\$ 17.20	2920	fire	Firefighter	\$50,225.00	\$60,270.00	\$70,315.00	\$ 50,224.00	1.0	FIREFIGHTER	
Fire	F01	1	\$ 17.20	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 50,224.00	1.0	FIREFIGHTER	
Fire	F01	1	\$ 17.20	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 50,224.00	1.0	FIREFIGHTER	
Fire	F01	1	\$ 17.20	2920	fire	Firefighter	\$50,225.00	\$60,270.00	\$70,315.00	\$ 50,224.00	1.0	FIREFIGHTER	
Fire	F03	1	\$ 20.83	2920	Fire	PARAMEDIC	\$60,772.25	\$72,926.70	\$85,081.15	\$ 60,823.60	1.0	PARAMEDIC	
Fire	F03	1	\$ 20.83	2920	Fire	PARAMEDIC	\$60,772.25	\$72,926.70	\$85,081.15	\$ 60,823.60	1.0	PARAMEDIC	
Fire	F03	1	\$ 20.83	2920	Fire	PARAMEDIC	\$60,772.25	\$72,926.70	\$85,081.15	\$ 60,823.60	1.0	PARAMEDIC	
Fire	F01	11	\$ 20.63	2920	Fire	FIREFIGHTER	\$50,225.00	\$60,270.00	\$70,315.00	\$ 60,236.68	1.0	FIREFIGHTER	

Recommended Grade	Recommended Minimum	Recommended Midpoint	Recommended Maximum	Indirect	Max Step	Over Max	Bring to Minimum Salary	Step	Slotted Salary	Cost	% Adjustment	Bring to Same Step	Slotted Salary	Cost	% Adjustment	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 59,400.00	1	\$ 59,400.00	\$ 967.88	1.7%	12	\$ 69,304.56	\$ 10,872.44	18.6%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 2,362.72	4.6%	9	\$ 60,409.20	\$ 8,771.92	17.0%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 59,400.00	1	\$ 59,400.00	\$ 4,147.76	7.5%	6	\$ 63,713.25	\$ 8,461.01	15.3%	
F03	\$ 65,340.00	\$ 78,408.00	\$ 91,476.00	6	25	-	\$ 65,340.00	1	\$ 65,340.00	\$ 1,094.16	1.7%	9	\$ 73,095.14	\$ 8,849.30	13.8%	
F04	\$ 71,874.00	\$ 86,248.80	\$ 100,623.60	7	25	-	\$ 73,706.64	3	\$ 73,917.82	\$ 211.18	0.3%	12	\$ 83,858.51	\$ 10,151.87	13.8%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 61,787.20	4	\$ 61,951.59	\$ 164.39	0.3%	12	\$ 69,304.56	\$ 7,517.36	12.2%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 902.72	1.7%	7	\$ 58,738.89	\$ 5,641.61	10.6%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 63,530.44	6	\$ 63,713.25	\$ 182.81	0.3%	12	\$ 69,304.56	\$ 5,774.12	9.1%	
F03	\$ 65,340.00	\$ 78,408.00	\$ 91,476.00	6	25	-	\$ 65,340.00	1	\$ 65,340.00	\$ 2,869.52	4.6%	4	\$ 68,146.75	\$ 5,676.27	9.1%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,606.92	2	\$ 54,762.39	\$ 155.47	0.3%	8	\$ 59,568.19	\$ 4,961.27	9.1%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 902.72	1.7%	6	\$ 57,921.14	\$ 4,823.86	9.1%	
F04	\$ 71,874.00	\$ 86,248.80	\$ 100,623.60	7	25	-	\$ 71,874.00	1	\$ 71,874.00	\$ 1,186.64	1.7%	6	\$ 77,093.04	\$ 6,405.68	9.1%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 891.04	1.7%	6	\$ 57,921.14	\$ 4,812.18	9.1%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 3,776.00	7.5%	2	\$ 54,762.39	\$ 4,538.39	9.0%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 64,421.04	7	\$ 64,612.78	\$ 191.74	0.3%	12	\$ 69,304.56	\$ 4,883.52	7.6%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 64,426.88	7	\$ 64,612.78	\$ 185.90	0.3%	12	\$ 69,304.56	\$ 4,877.68	7.6%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 64,426.88	7	\$ 64,612.78	\$ 185.90	0.3%	12	\$ 69,304.56	\$ 4,877.68	7.6%	
F05	\$ 79,061.40	\$ 94,873.70	\$ 110,686.00	8	25	-	\$ 100,050.88	18	\$ 100,339.51	\$ 288.63	0.3%	23	\$ 107,625.54	\$ 7,574.66	7.6%	
F04	\$ 71,874.00	\$ 86,248.80	\$ 100,623.60	7	25	-	\$ 80,174.44	9	\$ 80,404.65	\$ 230.21	0.3%	14	\$ 86,243.13	\$ 6,068.69	7.6%	
F04	\$ 71,874.00	\$ 86,248.80	\$ 100,623.60	7	25	-	\$ 82,454.96	11	\$ 82,691.05	\$ 236.09	0.3%	16	\$ 88,695.55	\$ 6,240.59	7.6%	
F04	\$ 71,874.00	\$ 86,248.80	\$ 100,623.60	7	25	-	\$ 81,307.40	10	\$ 81,539.84	\$ 232.44	0.3%	15	\$ 87,460.74	\$ 6,153.34	7.6%	
F02	\$ 59,400.00	\$ 71,280.00	\$ 83,160.00	5	25	-	\$ 69,107.64	12	\$ 69,304.56	\$ 196.92	0.3%	17	\$ 74,337.02	\$ 5,229.38	7.6%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,606.92	2	\$ 54,762.39	\$ 155.47	0.3%	7	\$ 58,738.89	\$ 4,131.97	7.6%	
F05	\$ 79,061.40	\$ 94,873.70	\$ 110,686.00	8	25	-	\$ 101,472.92	19	\$ 101,756.14	\$ 283.22	0.3%	24	\$ 109,145.04	\$ 7,672.12	7.6%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 2,362.72	4.6%	3	\$ 55,535.55	\$ 3,898.27	7.5%	
F04	\$ 71,874.00	\$ 86,248.80	\$ 100,623.60	7	25	-	\$ 93,565.56	20	\$ 93,811.59	\$ 246.03	0.3%	25	\$ 100,623.60	\$ 7,058.04	7.5%	
F05	\$ 79,061.40	\$ 94,873.70	\$ 110,686.00	8	25	-	\$ 94,619.68	14	\$ 94,867.46	\$ 247.78	0.3%	19	\$ 101,756.14	\$ 7,136.46	7.5%	
F03	\$ 65,340.00	\$ 78,408.00	\$ 91,476.00	6	25	-	\$ 70,903.44	7	\$ 71,074.06	\$ 170.62	0.2%	12	\$ 76,235.01	\$ 5,331.57	7.5%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 3,776.00	7.5%	1	\$ 54,000.00	\$ 3,776.00	7.5%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 3,776.00	7.5%	1	\$ 54,000.00	\$ 3,776.00	7.5%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 3,776.00	7.5%	1	\$ 54,000.00	\$ 3,776.00	7.5%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 54,000.00	1	\$ 54,000.00	\$ 3,776.00	7.5%	1	\$ 54,000.00	\$ 3,776.00	7.5%	
F03	\$ 65,340.00	\$ 78,408.00	\$ 91,476.00	6	25	-	\$ 65,340.00	1	\$ 65,340.00	\$ 4,516.40	7.4%	1	\$ 65,340.00	\$ 4,516.40	7.4%	
F03	\$ 65,340.00	\$ 78,408.00	\$ 91,476.00	6	25	-	\$ 65,340.00	1	\$ 65,340.00	\$ 4,516.40	7.4%	1	\$ 65,340.00	\$ 4,516.40	7.4%	
F03	\$ 65,340.00	\$ 78,408.00	\$ 91,476.00	6	25	-	\$ 65,340.00	1	\$ 65,340.00	\$ 4,516.40	7.4%	1	\$ 65,340.00	\$ 4,516.40	7.4%	
F01	\$ 54,000.00	\$ 64,800.00	\$ 75,600.00	4	25	-	\$ 60,236.68	9	\$ 60,409.20	\$ 172.52	0.3%	11	\$ 62,127.01	\$ 1,890.33	3.1%	

PAY PLAN	GRADE	STEP	HOURLY	# HRS/WEEK	DEPARTMENT	CLASS TITLE	MIN	MID	MAX	Annual	FTE		Recommended Classification	Individual Classification Change
Police	P01	12	\$ 28.21	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 61,606.27	1.0		POLICE OFFICER	
Police	P01	12	\$ 28.21	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 61,606.27	1.0		POLICE OFFICER	
Police	P01	12	\$ 29.41	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 64,229.26	1.0		POLICE OFFICER	
Police	P04	12	\$ 39.15	2184	Police	LIEUTENANT	\$74,352.99	\$89,223.59	\$104,094.18	\$ 85,503.00	1.0		LIEUTENANT	
Police	P03	8	\$ 34.12	2184	Police	SERGEANT	\$67,593.63	\$81,112.35	\$94,631.08	\$ 74,526.82	1.0		SERGEANT	
Police	P01	7	\$ 30.59	2184	Police	BATALLION CHIEF	\$55,862.50	\$67,035.00	\$78,207.50	\$ 66,808.56	1.0		DETECTIVE	DETECTIVE
Police	P02	15	\$ 34.22	2184	Police	CORPORAL	\$61,448.75	\$73,738.50	\$86,028.25	\$ 74,738.66	1.0		CORPORAL	
Police	P03	16	\$ 38.18	2184	Police	SERGEANT	\$67,593.63	\$81,112.35	\$94,631.08	\$ 83,374.20	1.0		SERGEANT	
Police	P03	16	\$ 38.18	2184	Police	SERGEANT	\$67,593.63	\$81,112.35	\$94,631.08	\$ 83,374.20	1.0		SERGEANT	
Police	P03	24	\$ 42.71	2184	Police	SERGEANT	\$67,593.63	\$81,112.35	\$94,631.08	\$ 93,269.90	1.0		SERGEANT	
Police	P01	7	\$ 33.66	2184	Police	POLICE OFFICER	\$55,862.50	\$67,035.00	\$78,207.50	\$ 73,506.89	1.0		SERGEANT	SERGEANT
Police	P01	3	\$ 26.30	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 57,437.02	1.0		POLICE OFFICER	
Police	P01	3	\$ 26.30	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 57,437.02	1.0		POLICE OFFICER	
Police	P01	3	\$ 26.30	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 57,437.02	1.0		POLICE OFFICER	
Police	P02	3	\$ 28.93	2184	Police	POLICE OFFICER	\$61,448.75	\$73,738.50	\$86,028.25	\$ 63,187.49	1.0		DETECTIVE	DETECTIVE
Police	P01	1	\$ 25.58	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 55,862.35	1.0		POLICE OFFICER	
Police	P01	1	\$ 25.58	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 55,862.35	1.0		POLICE OFFICER	
Police	P01	1	\$ 25.58	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 55,862.35	1.0		POLICE OFFICER	
Police	P01	1	\$ 25.58	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 55,862.35	1.0		POLICE OFFICER	
Police	P01	10	\$ 35.10	2184	Police	Police Officer	\$55,862.50	\$67,035.00	\$78,207.50	\$ 76,664.95	1.0		POLICE OFFICER	

Recommended Grade	Recommended Minimum	Recommended Midpoint	Recommended Maximum	Indirect	Max Step	Over Max	Bring to Minimum Salary	Step	Slotted Salary	Cost	% Adjustment	Bring to Same Step	Slotted Salary	Cost	% Adjustment
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 61,606.27	3	\$ 61,706.17	\$ 99.90	0.2%	12	\$ 70,004.60	\$ 8,398.33	13.6%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 61,606.27	3	\$ 61,706.17	\$ 99.90	0.2%	12	\$ 70,004.60	\$ 8,398.33	13.6%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 64,229.26	6	\$ 64,356.82	\$ 127.57	0.2%	12	\$ 70,004.60	\$ 5,775.35	9.0%
P04	\$ 79,860.00	\$ 95,832.00	\$ 111,804.00	18	25	-	\$ 85,503.00	6	\$ 85,658.93	\$ 155.93	0.2%	12	\$ 93,176.13	\$ 7,673.13	9.0%
P03	\$ 72,600.00	\$ 87,120.00	\$ 101,640.00	17	25	-	\$ 74,526.82	3	\$ 74,664.46	\$ 137.65	0.2%	8	\$ 80,086.13	\$ 5,559.31	7.5%
P02	\$ 66,000.00	\$ 79,200.00	\$ 92,400.00	16	25	-	\$ 66,808.56	2	\$ 66,931.82	\$ 123.26	0.2%	7	\$ 71,791.98	\$ 4,983.42	7.5%
P02	\$ 66,000.00	\$ 79,200.00	\$ 92,400.00	16	25	-	\$ 74,738.66	10	\$ 74,875.88	\$ 137.22	0.2%	15	\$ 80,312.90	\$ 5,574.23	7.5%
P03	\$ 72,600.00	\$ 87,120.00	\$ 101,640.00	17	25	-	\$ 83,374.20	11	\$ 83,526.31	\$ 152.11	0.2%	16	\$ 89,591.47	\$ 6,217.27	7.5%
P03	\$ 72,600.00	\$ 87,120.00	\$ 101,640.00	17	25	-	\$ 83,374.20	11	\$ 83,526.31	\$ 152.11	0.2%	16	\$ 89,591.47	\$ 6,217.27	7.5%
P03	\$ 72,600.00	\$ 87,120.00	\$ 101,640.00	17	25	-	\$ 93,269.90	19	\$ 93,439.96	\$ 170.06	0.2%	24	\$ 100,224.98	\$ 6,955.08	7.5%
P03	\$ 72,600.00	\$ 87,120.00	\$ 101,640.00	17	25	-	\$ 73,506.89	2	\$ 73,625.00	\$ 118.11	0.2%	7	\$ 78,971.18	\$ 5,464.29	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 2,562.98	4.5%	3	\$ 61,706.17	\$ 4,269.15	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 2,562.98	4.5%	3	\$ 61,706.17	\$ 4,269.15	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 2,562.98	4.5%	3	\$ 61,706.17	\$ 4,269.15	7.4%
P02	\$ 66,000.00	\$ 79,200.00	\$ 92,400.00	16	25	-	\$ 66,000.00	1	\$ 66,000.00	\$ 2,812.51	4.5%	3	\$ 67,876.79	\$ 4,689.30	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 4,137.65	7.4%	1	\$ 60,000.00	\$ 4,137.65	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 4,137.65	7.4%	1	\$ 60,000.00	\$ 4,137.65	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 4,137.65	7.4%	1	\$ 60,000.00	\$ 4,137.65	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 60,000.00	1	\$ 60,000.00	\$ 4,137.65	7.4%	1	\$ 60,000.00	\$ 4,137.65	7.4%
P01	\$ 60,000.00	\$ 72,000.00	\$ 84,000.00	15	25	-	\$ 76,664.95	19	\$ 77,223.11	\$ 558.16	0.7%	19	\$ 77,223.11	\$ 558.16	0.7%

Cost Summary

Projected Implementation Date	Pay Plan Adjustment	Min. % Increase	Post Adjustment Increase	Parity Length	Step Discount	Step Cap	% Increase Cap	\$ Increase Cap	Salary Range Cap	Range Placement Discount	Range Placement Cap
4/1/2026	0.0%	0.0%	0.0%	25.0	0	25		\$ -	100.0%	Yes	10.0%

General/Admin

Implementation Options	Total Base Salary-Only Estimate	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 5,849.20	6	\$ 974.87	0.2%
Current Range Placement	\$ 202,408.94	42	\$ 4,819.26	6.0%
Discounted Range Placement	\$ 176,239.64	41	\$ 4,298.53	5.2%

Fire

Implementation Options	Total Base Salary-Only Estimate	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 53,854.42	36	\$ 1,495.96	2.3%
Step to Step	\$ 208,934.80	36	\$ 5,803.74	8.9%

Police

Implementation Options	Total Base Salary-Only Estimate	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 29,084.01	20	\$ 1,454.20	2.1%
Step to Step	\$ 105,821.51	20	\$ 5,291.08	7.8%

Public Safety	Step to Step	\$ 314,756.31
Gen/Admin	Current Range Penetration	\$ 202,408.94
TOTAL BASE-SALARY ESTIMATE		\$517,165.25

Public Safety	Step to Step	\$ 314,756.31
Gen/Admin	Discounted Range Penetration	\$ 176,239.64
TOTAL BASE-SALARY ESTIMATE		\$490,995.95

Option	Explanation	Option Pros	Option Cons
Bring to Minimum	Realigns employees who are below the minimum of their recommended pay range by bringing them up to the minimum, with no further adjustments made.	- Least Expensive Option	- Does not address compression
Bring to Same Step	Realigns employees into the same step they are currently at on the pay scale. For example, an employee currently at Step 2 would be placed at Step 2 on the new pay scale.	- Ensures all employees are in new pay grade - Maintains the relationships between employee salaries that currently exist	- Can cause additional compression at grade minimum
Bring to Next Step	Places employees at one step beyond their current step on the pay scale.	- Can reward previous experience (to the extent that it is rewarded now) - Maintains performance gains	- Does not correct compression - Does not account for experience
Class Parity	Realigns employees along their salary range on the basis of how long they have been serving in their current classification. This is done on a total 30-year basis, meaning employees with 30 or more years of experience in their current classification would be placed at maximum, whereas employees with 15 years would be placed at the midpoint of the range.	- Maintains the relationships between employee salaries that currently exist - Maintains movement through the pay scale	- Does not correct compression - Does not account for experience
Hybrid Parity	Realigns employees along their salary range on the basis of their "hybrid years." A hybrid year would give full credit to an employee for each year they have been serving in their current classification and one-half credit for the amount of time they have spent in any other classification. This is done on a total 30-year basis.	- Credits employees for time in classification - Addresses compression on the basis of time in classification - Adjusts for market	- Can erase performance gains - Does not account for organizational tenure - Does not account for outside experience
Tenure Parity	Realigns employees along their salary range on the basis of how long they have been serving at the organization in any job title. This is done on a total 30-year basis.	- Credits employees for time in classification and organizational tenure - Addresses compression on the basis of time in classification and organizational tenure - Adjusts for market	- Can erase performance gains - Does not account for time in classifications - Does not account for outside experience
Compa Ratio	Realigns employees in their recommended salary ranges by maintaining the relationship to the midpoint that they have currently. For example, an employee currently at midpoint would move to midpoint in their recommended pay range, an employee currently 5% above midpoint would move to midpoint in their new range, and an employee currently 15% below midpoint would move to 15% below midpoint in their newly recommended range.	- Credits employees for organizational tenure - Addresses compression on the basis of organizational tenure - Adjusts for market	- Can erase performance gains - Does not account for time in classifications - Does not account for outside experience
Range Placement	Realigns employees in their recommended salary ranges by maintaining their placement within the pay range that they have currently. For example, an employee currently at midpoint would move to midpoint in their recommended pay range, an employee currently 10% above minimum would move 10% above minimum in their new range, and an employee currently 15% below the range maximum would move to 15% below the range maximum in their newly recommended range.	- Maintains the relationships between employee salaries that currently exist - Can reward previous experience (to the extent that it is rewarded now) - Maintains performance gains	- Does not correct compression - Does not account for experience
Move to Market	This option is designed to move employees towards the midpoint of the pay range with market competitiveness being the top priority of this implementation. Realigns employees who are below the midpoint in their recommended salary ranges by maintaining the relationship to the midpoint that they have currently. For example, an employee currently at midpoint would move to midpoint in their recommended pay range, and an employee currently 15% below midpoint would move to 15% below midpoint in their newly recommended range. Employee movement is capped at midpoint, and all employees below midpoint receive a small additional increase based on their experience to increase employee progression.	- Maintains the relationships between employee salaries that currently exist - Can reward previous experience (to the extent that it is rewarded now) - Maintains performance gains	- Does not correct compression - Does not account for experience

Cost by Dept or Pos

Department	Bring to Min	Range Placement	Discounted Range Placement	Step to Step (Public Safety)
Totals	\$ 88,787.64	\$ 202,408.94	\$ 176,239.64	\$ 314,756.31
Fire	\$ 55,387.38	\$ 31,701.88	\$ 27,071.92	\$ 208,934.80
Police	\$ 29,278.49	\$ 41,387.84	\$ 38,744.26	\$ 105,821.51
Recreation	\$ 206.72	\$ 25,041.05	\$ 25,041.05	\$ -
Public Works	\$ 873.60	\$ 38,593.40	\$ 31,759.43	\$ -
Building	\$ 650.00	\$ 26,548.88	\$ 24,134.17	\$ -
Gen Gov	\$ 2,391.44	\$ 39,135.89	\$ 29,488.82	\$ -
Court	\$ -	\$ -	\$ -	\$ -

Classification	Bring to Min	Range Placement	Discounted Range Placement	Step to Step (Public Safety)
Totals	\$ 88,593.16	\$ 197,575.20	\$ 171,405.90	\$ 314,756.31
ACCTS PAYABLE/ADMIN ASST	\$ -	\$ 3,146.31	\$ 3,146.31	\$ -
ANIMAL CONTROL OFFICER	\$ -	\$ 2,047.37	\$ 2,047.37	\$ -
ASST PUBLIC WORKS DIRECTOR	\$ -	\$ 7,304.88	\$ 7,304.88	\$ -
ASST RECREATION DIRECTOR	\$ -	\$ 5,492.76	\$ 5,492.76	\$ -
BATALLION CHIEF	\$ -	\$ -	\$ -	\$ -
BUILDING INSP	\$ -	\$ 5,841.61	\$ 5,841.61	\$ -
BUSINESS LIC CLERK	\$ 650.00	\$ 8,379.57	\$ 7,244.86	\$ -
CDL DRIVER/HEAVY EQUIPMENT	\$ 873.60	\$ 12,224.52	\$ 12,224.52	\$ -
CITY ADMINISTRATOR	\$ -	\$ 9,647.07	\$ -	\$ -
CLERK OF COURT	\$ -	\$ -	\$ -	\$ -
COMMUNICATION SPEC	\$ -	\$ 9,491.98	\$ 9,491.98	\$ -
COMMUNITY SPEC	\$ -	\$ 1,706.18	\$ 1,706.18	\$ -
CORPORAL	\$ 137.22	\$ -	\$ -	\$ 5,574.23
DEPUTY CHIEF OF FIRE OPERATIONS	\$ -	\$ 10,614.47	\$ 8,520.00	\$ -
DEPUTY CHIEF OF POLICE	\$ -	\$ 13,397.28	\$ 10,753.70	\$ -
DEPUTY CHIEF OF SPEC OPERATIONS	\$ -	\$ 12,849.49	\$ 10,314.00	\$ -
DEPUTY CITY ADMINISTRATOR	\$ -	\$ 6,535.94	\$ 6,535.94	\$ -
DETECTIVE	\$ 2,935.77	\$ -	\$ -	\$ 9,672.72
ENGINEER	\$ 6,223.31	\$ -	\$ -	\$ 52,493.18
EXECUTIVE ASSISTANT - FIRE	\$ 1,532.96	\$ 2,315.06	\$ 2,315.06	\$ -
EXECUTIVE ASSISTANT - POLICE	\$ -	\$ 3,805.46	\$ 3,805.46	\$ -
FINANCE DIRECTOR	\$ -	\$ 6,261.95	\$ 6,261.95	\$ -
FINANCIAL ANALYST	\$ 2,391.44	\$ 4,963.52	\$ 4,963.52	\$ -
FIRE BATTALION CHIEF	\$ 819.63	\$ -	\$ -	\$ 22,383.25
FIRE CAPTAIN	\$ 2,342.59	\$ -	\$ -	\$ 42,078.22
FIRE CHIEF	\$ -	\$ 1,386.00	\$ 1,386.00	\$ -
FIRE MARSHALL	\$ -	\$ 4,536.86	\$ 4,536.86	\$ -
FIREFIGHTER	\$ 26,785.39	\$ -	\$ -	\$ 58,573.82
GROUNDS SUPERVISOR	\$ 206.72	\$ 3,297.46	\$ 3,297.46	\$ -
HR MANAGER	\$ -	\$ 5,657.78	\$ 5,657.78	\$ -
LIEUTENANT	\$ 155.93	\$ -	\$ -	\$ 7,673.13
PARAMEDIC	\$ 17,512.88	\$ -	\$ -	\$ 28,074.76
PARAMEDIC/FIREFIGHTER	\$ 170.62	\$ -	\$ -	\$ 5,331.57
PARKS & FACILITIES SPEC.	\$ -	\$ 2,422.47	\$ 2,422.47	\$ -
POLICE CHIEF	\$ -	\$ 7,812.00	\$ 7,812.00	\$ -
POLICE OFFICER	\$ 25,125.06	\$ -	\$ -	\$ 52,488.22
PUBLIC RELATIONS AND TOURISM COORDINATOR	\$ -	\$ 2,923.32	\$ 2,923.32	\$ -
PUBLIC WORKS DIRECTOR	\$ -	\$ 5,870.84	\$ 5,870.84	\$ -
RECREATION DIRECTOR	\$ -	\$ 4,860.09	\$ 4,860.09	\$ -
RECREATION SUPERVISOR-EVENTS	\$ -	\$ 3,332.53	\$ 3,332.53	\$ -
RECREATION SUPERVISOR-SPORTS	\$ -	\$ 3,929.56	\$ 3,929.56	\$ -
SERGEANT	\$ 730.04	\$ -	\$ -	\$ 30,413.21
SHORT TERM RENTAL COORD	\$ -	\$ 6,791.46	\$ 5,511.46	\$ -
STORMWATER/FACILITIES FOREMAN	\$ -	\$ 13,193.15	\$ 6,359.18	\$ -
ZONING ADMIN	\$ -	\$ 5,536.24	\$ 5,536.24	\$ -

**Market Results
50th Percentile**

General Classifications	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
	Accounts Payable Clerk/Administrative Assistant	\$47,512.00	5.6%	\$60,013.00	4.5%	\$72,514.00	3.8%	49.4%	9
	Animal Control Officer	\$43,736.79	0.3%	\$53,491.95	2.5%	\$64,407.14	2.1%	51.4%	6
	Assistant Public Works Director	\$91,843.00	-19.7%	\$116,007.50	-20.7%	\$140,210.09	-21.4%	57.4%	5
	Assistant Recreation Director	\$80,283.49	-19.8%	\$100,912.48	-20.3%	\$121,532.98	-20.7%	56.0%	6
	Building Inspector	\$58,299.79	5.4%	\$72,878.65	5.4%	\$87,457.50	5.4%	51.7%	7
	Business License Clerk	\$45,757.25	-4.2%	\$58,217.75	-6.0%	\$70,678.25	-7.1%	51.8%	8
	CDL Driver - Heavy Equipment	\$43,896.59	-0.1%	\$53,980.70	1.6%	\$64,407.14	2.1%	47.2%	6
	Clerk of Court	\$58,397.91	-1.5%	\$70,801.63	1.5%	\$84,786.24	1.7%	51.9%	7
	Code Enforcement Officer	\$48,181.65	-2.6%	\$60,227.08	-2.6%	\$72,272.50	-2.6%	51.4%	9
	Communication Specialist	\$42,925.31	2.2%	\$54,763.92	0.1%	\$66,107.75	-0.5%	54.2%	4
	Community Specialist	\$41,300.83	-0.7%	\$53,691.09	-4.7%	\$66,081.34	-7.2%	60.0%	2
	Deputy Chief of Fire Operations	\$105,963.00	-33.7%	\$133,842.50	-34.7%	\$160,351.84	-34.6%	43.9%	9
	Deputy Chief of Police	\$95,669.45	-23.7%	\$120,697.62	-24.6%	\$148,145.18	-26.9%	51.1%	8
	Deputy Fire Chief of Special Operations	\$105,963.00	-33.7%	\$125,985.91	-28.9%	\$146,835.00	-26.0%	44.3%	9
	Deputy City Administrator	\$135,110.03	-17.7%	\$174,312.17	-20.8%	\$213,514.30	-22.9%	56.2%	6
	Director of Resilience and Natural Resource Management	\$91,984.95	-	\$114,981.20	-	\$137,977.44	-	55.5%	3
	Executive Assistant - Police	\$55,414.84	-9.8%	\$71,967.32	-13.6%	\$88,519.80	-16.1%	56.9%	4
	Executive Assistant - Fire	\$49,752.56	-5.8%	\$63,434.51	-7.8%	\$77,116.46	-9.1%	56.3%	5
	Finance Director	\$105,937.83	-13.7%	\$135,564.00	-16.0%	\$165,321.00	-17.6%	51.5%	9
	Financial Analyst	\$65,921.71	-0.1%	\$85,394.75	-3.7%	\$104,867.79	-6.0%	55.4%	5
	Fire Chief	\$121,956.69	-0.8%	\$154,485.00	-2.1%	\$186,665.00	-2.8%	51.9%	7
	Fire Marshall	\$79,648.00	-25.7%	\$100,604.00	-26.7%	\$118,704.50	-25.0%	42.6%	3
	Parks and Ground Maintenance Supervisor	\$52,569.19	2.2%	\$66,686.17	0.7%	\$80,841.01	-0.3%	54.6%	8
	Human Resources Manager	\$69,113.00	-4.9%	\$87,297.00	-5.9%	\$102,940.50	-4.1%	52.1%	7
	Parks and Facilities Specialist	\$41,981.73	4.4%	\$54,576.26	0.5%	\$67,170.78	-2.1%	54.3%	7
	Police Chief	\$112,106.92	7.7%	\$145,152.66	4.1%	\$177,552.16	2.2%	52.9%	8
	Public Relations and Tourism Coordinator	\$64,129.79	-24.3%	\$80,162.23	-24.3%	\$96,194.67	-24.3%	55.3%	5
	Public Works Director	\$109,560.82	-17.1%	\$138,389.13	-18.1%	\$167,217.45	-18.8%	51.3%	8
	Recreation Director	\$89,869.45	-4.1%	\$115,289.89	-6.6%	\$140,710.32	-8.3%	53.8%	6
	Recreation Supervisor	\$51,987.00	3.3%	\$63,860.43	5.1%	\$75,527.65	6.5%	51.9%	7
	Short Term Rental Coordinator	\$52,068.50	-17.1%	\$66,236.63	-18.8%	\$80,404.75	-20.0%	54.3%	4
	Stormwater/Facilities Foreman	\$53,821.50	-20.4%	\$67,679.39	-21.0%	\$82,522.25	-22.5%	56.2%	6
	Zoning Administrator	\$70,542.77	-6.9%	\$88,178.46	-6.9%	\$105,814.14	-6.9%	55.6%	5
	City Administrator	\$131,233.73	5.4%	\$167,323.00	3.5%	\$203,412.28	2.2%	54.6%	3
			-8.2%		-9.3%		-9.9%	52.8%	6.2
			-8.4%		-9.1%		-9.7%	52.5%	

\$41,300.83

FEWER THAN 5

FEWER THAN 5

FEWER THAN 5

FEWER THAN 5

FEWER THAN 5

FEWER THAN 5

FEWER THAN 5

**Market Results
70th Percentile**

Public Safety Classifications	Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
		Average	% Diff	Average	% Diff	Average	% Diff		
	Fire Battalion Chief	\$87,325.13		\$106,773.06		\$127,311.66		47.9%	8
	Fire Captain	\$68,318.88		\$87,106.56		\$105,894.25		48.8%	11
	Police Corporal	\$65,617.32		\$81,941.83		\$98,811.35		46.9%	8
	Fire Engineer	\$58,024.64		\$68,234.22		\$83,443.37		52.2%	10
	Firefighter	\$48,392.04		\$59,302.51		\$72,159.76		51.4%	12
	Police Lieutenant	\$86,158.17		\$111,294.17		\$133,742.57		45.6%	10
	Paramedic/Firefighter	\$70,555.17		\$79,461.71		\$87,641.50		48.8%	9
	Police Officer	\$58,514.97		\$71,089.73		\$85,759.53		39.8%	10
	Police Sergeant	\$74,246.67		\$88,155.23		\$106,838.62		47.0%	10

Annual Hours
2756
2756
2184
2756
2756
2184
2756
2184
2184

Classification	Survey Minimum		Survey Midpoint		Survey M
	Average	% Diff	Average	% Diff	Average
Fire Battalion Chief	\$31.69	-17.1%	\$38.74	-19.0%	\$46.19
Fire Captain	\$24.79	-2.2%	\$31.61	-8.2%	\$38.42
Police Corporal	\$30.04	-6.6%	\$37.52	-10.5%	\$45.24
Fire Engineer	\$21.05	14.1%	\$24.76	16.1%	\$30.28
Firefighter	\$17.56	3.7%	\$21.52	1.6%	\$26.18
Police Lieutenant	\$39.45	-14.7%	\$50.96	-22.0%	\$61.24
Paramedic/Firefighter	\$25.60	-14.9%	\$28.83	-8.6%	\$31.80
Police Officer	\$26.79	-4.6%	\$32.55	-5.9%	\$39.27
Police Sergeant	\$34.00	-9.4%	\$40.36	-8.3%	\$48.92
Overall Average		-8.9%		-10.4%	
Outliers Removed*		-8.9%		-10.4%	

Excluded from calculations

Beaufort County, SC	Charleston County, SC	City of Beaufort, SC	City of Charleston, SC	City of Charleston, SC	City of Folly Beach, SC	City of Goose Creek, SC	City of Hanahan, SC	City of Myrtle Beach, SC	City of Myrtle Beach, SC Fire	City of North Charleston, SC	Colleton County, SC	Hilton Head	St. John Fire District, SC	Town of Bluffton,	Town of Mount	Town of Mount	Town of Sullivans	Town of Sullivans	Town of Summerville
x			x		x	x	x			x				x	x		x		
x			x			x	x			x					x				
x						x				x			x		x				
x			x			x				x			x		x				
x		x			x	x	x			x			x		x				
x			x		x		x			x					x				
x					x	x	x			x			x		x				
x		x	x		x	x	x			x			x		x				
					x	x				x			x						
		x				x	x		x	x	x	x		x		x			
x			x		x		x			x			x		x		x		
		x				x	x			x				x					
x										x			x		x				
x						x				x				x					
x		x	x		x	x	x			x			x		x				
x			x							x			x						
		x				x	x		x	x			x						
										x		x							
x		x	x			x	x			x			x						
x			x							x			x						
x										x			x						
x		x	x		x		x			x			x						
			x							x			x						
x			x			x				x			x						
x			x							x			x						
		x			x		x						x						

Excluded from calculations

Beaufort County, SC	Charleston County, SC	City of Beaufort, SC	City of Charleston, SC	City of Charleston, SC	City of Folly Beach, SC	City of Goose Creek, SC	City of Hanahan, SC	City of Myrtle Beach, SC	City of Myrtle Beach, SC Fire	City of North Charleston, SC	Colleton County, SC	Hilton Head	St. John Fire District, SC	Town of Bluffton,	Town of Mount	Town of Mount	Town of Sullivans	Town of Sullivans	Town of Summerville
				x	x	x				x	x	x		x		x			
		x		x	x	x	x		x	x	x	x		x		x			
x			x		x	x	x		x	x	x	x		x		x		x	
				x	x	x				x	x	x		x				x	
x			x		x	x	x			x			x						
x			x		x	x	x			x			x						
x			x		x	x	x			x			x						
x			x		x	x	x			x			x						
		x	x		x	x	x			x			x						

Maximum % Diff	Survey Avg Range	# Resp.
-21.2%	42.3%	8
-12.3%	45.0%	11
-13.8%	46.9%	8
11.5%	49.0%	10
-2.6%	48.5%	12
-24.9%	45.6%	10
-3.0%	45.3%	9
-9.2%	39.8%	10
-12.1%	47.0%	10
-12.9%	45.5%	9.8
-12.9%		

DEPARTMENT	CLASS TITLE	Annual	Tenure	Supervisor Annual	Tenure	Difference	Recommended Classification	Supervisor Classification	Recommended Grade	Supervisor Grade	Bring to Minimum	Supervisor	Difference
Public Works	ASST PUBLIC WORKS DIRECTOR	\$ 86,382.00	10.98	\$ 115,087.00	24.92	\$ 28,705.00	ASST PUBLIC WORKS DIRECTOR	PUBLIC WORKS DIRECTOR	G10	G102	\$ 86,382.00	\$ 115,087.00	\$ 28,705.00
Recreation	COMMUNITY SPEC	\$ 42,654.56	3.09	\$ 95,273.00	23.83	\$ 52,618.44	COMMUNITY SPEC	RECREATION DIRECTOR	G01	G101	\$ 42,654.56	\$ 95,273.00	\$ 52,618.44
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 43,846.40	0.79	\$ 115,087.00	24.92	\$ 71,240.60	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 44,720.00	\$ 115,087.00	\$ 70,367.00
Recreation	GROUPS SUPERVISOR	\$ 55,348.80	0.65	\$ 95,273.00	23.83	\$ 39,924.20	GROUPS SUPERVISOR	RECREATION DIRECTOR	G05	G101	\$ 55,555.52	\$ 95,273.00	\$ 39,717.48
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 47,933.60	2.53	\$ 115,087.00	24.92	\$ 67,153.40	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 47,933.60	\$ 115,087.00	\$ 67,153.40
Police	POLICE CHIEF	\$ 132,188.00	6.80	\$ 189,113.00	27.70	\$ 56,925.00	POLICE CHIEF	CITY ADMINISTRATOR	G106	G108	\$ 132,188.00	\$ 189,113.00	\$ 56,925.00
Recreation	ASST RECREATION DIRECTOR	\$ 73,729.00	3.11	\$ 95,273.00	23.83	\$ 21,544.00	ASST RECREATION DIRECTOR	RECREATION DIRECTOR	G08	G101	\$ 73,729.00	\$ 95,273.00	\$ 21,544.00
Police	COMMUNICATION SPEC	\$ 57,445.44	15.51	\$ 132,188.00	6.80	\$ 74,742.56	COMMUNICATION SPEC	POLICE CHIEF	G02	G106	\$ 57,445.44	\$ 132,188.00	\$ 74,742.56
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 68,623.78	0.43	\$ 115,087.00	24.92	\$ 46,463.22	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 68,623.78	\$ 115,087.00	\$ 46,463.22
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 59,115.68	5.62	\$ 115,087.00	24.92	\$ 55,971.32	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 59,115.68	\$ 115,087.00	\$ 55,971.32
Recreation	RECREATION DIRECTOR	\$ 95,273.00	23.83	\$ 95,273.00	23.83	\$ -	RECREATION DIRECTOR	RECREATION DIRECTOR	G101	G101	\$ 95,273.00	\$ 95,273.00	\$ -
Building	SHORT TERM RENTAL COORD	\$ 55,114.59	4.11	\$ 189,113.00	27.70	\$ 133,998.41	SHORT TERM RENTAL COORD	CITY ADMINISTRATOR	G03	G108	\$ 55,114.59	\$ 189,113.00	\$ 133,998.41
Fire	EXEC ASSIST	\$ 46,541.04	15.51	\$ 138,614.00	4.01	\$ 92,072.96	EXECUTIVE ASSISTANT - FIRE	FIRE CHIEF	G03	G106	\$ 48,074.00	\$ 138,614.00	\$ 90,540.00
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 68,623.36	28.77	\$ 115,087.00	24.92	\$ 46,463.64	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 68,623.36	\$ 115,087.00	\$ 46,463.64
Gen Gov	FINANCE DIRECTOR	\$ 122,754.00	2.76	\$ 189,113.00	27.70	\$ 66,359.00	FINANCE DIRECTOR	CITY ADMINISTRATOR	G102	G108	\$ 122,754.00	\$ 189,113.00	\$ 66,359.00
Fire	DEPUTY CHIEF OF FIRE OPERATIONS	\$ 85,200.00	2.42	\$ 138,614.00	4.01	\$ 53,414.00	DEPUTY CHIEF OF FIRE OPERATIONS	FIRE CHIEF	G100	G106	\$ 85,200.00	\$ 138,614.00	\$ 53,414.00
Building	ZONING ADMIN	\$ 74,312.57	0.54	\$ 189,113.00	27.70	\$ 114,800.43	ZONING ADMIN	CITY ADMINISTRATOR	G08	G108	\$ 74,312.57	\$ 189,113.00	\$ 114,800.43
Building	BUILDING INSP	\$ 84,050.00	0.46	\$ 189,113.00	27.70	\$ 105,063.00	BUILDING INSP	CITY ADMINISTRATOR	G07	G108	\$ 84,050.00	\$ 189,113.00	\$ 105,063.00
Police	COMMUNICATION SPEC	\$ 49,443.68	6.55	\$ 132,188.00	6.80	\$ 82,744.32	COMMUNICATION SPEC	POLICE CHIEF	G02	G106	\$ 49,443.68	\$ 132,188.00	\$ 82,744.32
Building	BUSINESS LIC CLERK	\$ 48,858.78	3.82	\$ 189,113.00	27.70	\$ 140,254.22	BUSINESS LIC CLERK	CITY ADMINISTRATOR	G03	G108	\$ 48,858.78	\$ 189,113.00	\$ 140,254.22
Recreation	PARKS & FACILITIES SPEC.	\$ 54,000.96	8.44	\$ 95,273.00	23.83	\$ 41,272.04	PARKS & FACILITIES SPEC.	RECREATION DIRECTOR	G02	G101	\$ 54,000.96	\$ 95,273.00	\$ 41,272.04
Police	Animal Control	\$ 45,639.36	1.61	\$ 132,188.00	6.80	\$ 86,548.64	ANIMAL CONTROL OFFICER	POLICE CHIEF	G02	G106	\$ 45,639.36	\$ 132,188.00	\$ 86,548.64
Gen Gov	Deputy City Administrator	\$ 128,125.00	0.44	\$ 189,113.00	27.70	\$ 60,988.00	DEPUTY CITY ADMINISTRATOR	CITY ADMINISTRATOR	G105	G108	\$ 128,125.00	\$ 189,113.00	\$ 60,988.00
Gen Gov	HR MANAGER	\$ 75,944.00	4.98	\$ 189,113.00	27.70	\$ 113,169.00	HR MANAGER	CITY ADMINISTRATOR	G08	G108	\$ 75,944.00	\$ 189,113.00	\$ 113,169.00
Court	CLERK OF COURT	\$ 91,499.20	29.17	\$ 189,113.00	27.70	\$ 97,613.80	CLERK OF COURT	CITY ADMINISTRATOR	G06	G108	\$ 91,499.20	\$ 189,113.00	\$ 97,613.80
Police	COMMUNICATION SPEC	\$ 46,180.16	3.66	\$ 132,188.00	6.80	\$ 86,007.84	COMMUNICATION SPEC	POLICE CHIEF	G02	G106	\$ 46,180.16	\$ 132,188.00	\$ 86,007.84
Recreation	RECREATION SUPERVISOR-EVENTS	\$ 55,937.44	4.32	\$ 95,273.00	23.83	\$ 39,335.56	RECREATION SUPERVISOR-EVENTS	RECREATION DIRECTOR	G05	G101	\$ 55,937.44	\$ 95,273.00	\$ 39,335.56
Fire	FIRE MARSHALL	\$ 65,277.00	1.35	\$ 138,614.00	4.01	\$ 73,337.00	FIRE MARSHALL	FIRE CHIEF	G07	G106	\$ 65,277.00	\$ 138,614.00	\$ 73,337.00
Gen Gov	ACCTS PAYABLE/ADMIN ASST	\$ 57,574.40	8.80	\$ 189,113.00	27.70	\$ 131,538.60	ACCTS PAYABLE/ADMIN ASST	CITY ADMINISTRATOR	G04	G108	\$ 57,574.40	\$ 189,113.00	\$ 131,538.60
Fire	FIRE CHIEF	\$ 138,614.00	4.01	\$ 189,113.00	27.70	\$ 50,499.00	FIRE CHIEF	CITY ADMINISTRATOR	G106	G108	\$ 138,614.00	\$ 189,113.00	\$ 50,499.00
Police	ANIMAL CONTROL	\$ 47,879.52	0.96	\$ 132,188.00	6.80	\$ 84,308.48	Code Enforcement Officer	POLICE CHIEF	G03	G106	\$ 48,074.00	\$ 132,188.00	\$ 84,114.00
Gen Gov	Financial analysis	\$ 66,625.00	0.62	\$ 122,754.00	2.76	\$ 56,129.00	FINANCIAL ANALYST	FINANCE DIRECTOR	G08	G102	\$ 69,016.44	\$ 122,754.00	\$ 53,737.56
Public Works	PUBLIC WORKS DIRECTOR	\$ 115,087.00	24.92	\$ 189,113.00	27.70	\$ 74,026.00	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	G102	G108	\$ 115,087.00	\$ 189,113.00	\$ 74,026.00
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 68,623.36	28.31	\$ 115,087.00	24.92	\$ 46,463.64	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 68,623.36	\$ 115,087.00	\$ 46,463.64
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 60,804.64	8.89	\$ 115,087.00	24.92	\$ 54,282.36	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 60,804.64	\$ 115,087.00	\$ 54,282.36
Public Works	STORMWATER/FACILITIES FOREMAN	\$ 63,591.84	3.72	\$ 115,087.00	24.92	\$ 51,495.16	STORMWATER/FACILITIES FOREMAN	PUBLIC WORKS DIRECTOR	G04	G102	\$ 63,591.84	\$ 115,087.00	\$ 51,495.16
Police	COMMUNICATION SPEC	\$ 58,522.88	15.99	\$ 132,188.00	6.80	\$ 73,665.12	COMMUNICATION SPEC	POLICE CHIEF	G02	G106	\$ 58,522.88	\$ 132,188.00	\$ 73,665.12
Recreation	RECREATION SUPERVISOR-SPORTS	\$ 65,958.88	11.64	\$ 95,273.00	23.83	\$ 29,314.12	RECREATION SUPERVISOR-SPORTS	RECREATION DIRECTOR	G05	G101	\$ 65,958.88	\$ 95,273.00	\$ 29,314.12
Police	Deputy Chief of Police	\$ 107,537.00	19.08	\$ 132,188.00	6.80	\$ 24,651.00	DEPUTY CHIEF OF POLICE	POLICE CHIEF	G100	G106	\$ 107,537.00	\$ 132,188.00	\$ 24,651.00
Fire	Deputy Chief of Spec Operations	\$ 103,140.00	2.42	\$ 138,614.00	4.01	\$ 35,474.00	DEPUTY CHIEF OF SPEC OPERATIONS	FIRE CHIEF	G100	G106	\$ 103,140.00	\$ 138,614.00	\$ 35,474.00
GEN GOV	Public Relations & tourism	\$ 53,494.00	0.71	\$ 189,113.00	27.70	\$ 135,619.00	PUBLIC RELATIONS AND TOURISM COORDINA	CITY ADMINISTRATOR	G04	G108	\$ 53,494.00	\$ 189,113.00	\$ 135,619.00
Police	EXEC ASSIST	\$ 69,636.32	22.45	\$ 132,188.00	6.80	\$ 62,551.68	EXECUTIVE ASSISTANT - POLICE	POLICE CHIEF	G04	G106	\$ 69,636.32	\$ 132,188.00	\$ 62,551.68
Public Works	CDL DRIVER/HEAVY EQUIPMENT	\$ 60,804.64	24.21	\$ 115,087.00	24.92	\$ 54,282.36	CDL DRIVER/HEAVY EQUIPMENT	PUBLIC WORKS DIRECTOR	G02	G102	\$ 60,804.64	\$ 115,087.00	\$ 54,282.36
FIREFIGHTER	FIREFIGHTER	\$ 1.00	9.58	\$ 138,614.00	4.01	\$ 138,613.00	Engineer	FIRE CHIEF	F02	G106	\$ 64,426.88	\$ 138,614.00	\$ 74,187.12
Paramedic/Firefighter	Paramedic/Firefighter	\$ 1.00	2.34	\$ 138,614.00	4.01	\$ 138,613.00	PARAMEDIC/FIREFIGHTER	FIRE CHIEF	F03	G106	\$ 70,903.44	\$ 138,614.00	\$ 67,710.56
CAPTAIN	CAPTAIN	\$ 1.00	7.99	\$ 138,614.00	4.01	\$ 138,613.00	FIRE CAPTAIN	FIRE CHIEF	F04	G106	\$ 73,706.64	\$ 138,614.00	\$ 64,907.36
ENGINEER	ENGINEER	\$ 1.00	10.10	\$ 138,614.00	4.01	\$ 138,613.00	ENGINEER	FIRE CHIEF	F02	G106	\$ 64,421.04	\$ 138,614.00	\$ 74,192.96
ENGINEER	ENGINEER	\$ 1.00	14.69	\$ 138,614.00	4.01	\$ 138,613.00	ENGINEER	FIRE CHIEF	F02	G106	\$ 69,107.64	\$ 138,614.00	\$ 69,506.36
FIREFIGHTER	FIREFIGHTER	\$ 1.00	3.43	\$ 138,614.00	4.01	\$ 138,613.00	Engineer	FIRE CHIEF	F02	G106	\$ 59,400.00	\$ 138,614.00	\$ 79,214.00
Firefighter	Firefighter	\$ 1.00	1.16	\$ 138,614.00	4.01	\$ 138,613.00	FIREFIGHTER	FIRE CHIEF	F01	G106	\$ 54,000.00	\$ 138,614.00	\$ 84,614.00
FIREFIGHTER	FIREFIGHTER	\$ 1.00	2.15	\$ 138,614.00	4.01	\$ 138,613.00	FIREFIGHTER	FIRE CHIEF	F01	G106	\$ 54,000.00	\$ 138,614.00	\$ 84,614.00
ENGINEER	ENGINEER	\$ 1.00	8.67	\$ 138,614.00	4.01	\$ 138,613.00	ENGINEER	FIRE CHIEF	F02	G106	\$ 63,530.44	\$ 138,614.00	\$ 75,083.56
ENGINEER	ENGINEER	\$ 1.00	6.83	\$ 138,614.00	4.01	\$ 138,613.00	ENGINEER	FIRE CHIEF	F02	G106	\$ 61,787.20	\$ 138,614.00	\$ 76,826.80
PARAMEDIC	PARAMEDIC	\$ 1.00	1.41	\$ 138,614.00	4.01	\$ 138,613.00	PARAMEDIC	FIRE CHIEF	F03	G106	\$ 65,340.00	\$ 138,614.00	\$ 73,274.00
CAPTAIN	CAPTAIN	\$ 1.00	23.54	\$ 138,614.00	4.01	\$ 138,613.00	FIRE BATTALION CHIEF	FIRE CHIEF	F05	G106	\$ 101,472.92	\$ 138,614.00	\$ 37,141.08
Firefighter	Firefighter	\$ 1.00	0.52	\$ 138,614.00	4.01	\$ 138,613.00	FIREFIGHTER	FIRE CHIEF	F01	G106	\$ 54,000.00	\$ 138,614.00	\$ 84,614.00
ENGINEER	ENGINEER	\$ 1.00	12.00	\$ 138,614.00	4.01	\$ 138,613.00	Fire Captain	FIRE CHIEF	F04	G106	\$ 80,174.44	\$ 138,614.00	\$ 58,439.56
Paramedic	Paramedic	\$ 1.00	2.68	\$ 138,614.00	4.01	\$ 138,613.00	PARAMEDIC	FIRE CHIEF	F03	G106	\$ 65,340.00	\$ 138,614.00	\$ 73,274.00
FIREFIGHTER	FIREFIGHTER	\$ 1.00	11.75	\$ 138,614.00	4.01	\$ 138,613.00	FIREFIGHTER	FIRE CHIEF	F01	G106	\$ 60,236.68	\$ 138,614.00	\$ 78,377.32
PARAMEDIC	PARAMEDIC	\$ 1.00	4.20	\$ 138,614.00	4.01	\$ 138,613.00	FIREFIGHTER	FIRE CHIEF	F01	G106	\$ 54,606.92	\$ 138,614.00	\$ 84,007.08
SERGEANT	SERGEANT	\$ 1.00	23.16	\$ 132,188.00	6.80	\$ 132,187.00	SERGEANT	POLICE CHIEF	P03	G106	\$ 93,269.90	\$ 132,188.00	\$ 38,918.10
LIEUTENANT	LIEUTENANT	\$ 1.00	9.17	\$ 132,188.00	6.80	\$ 132,187.00	LIEUTENANT	POLICE CHIEF	P04	G106	\$ 85,503.00	\$ 132,188.00	\$ 46,685.00
SERGEANT	SERGEANT	\$ 1.00	13.83	\$ 132,188.00	6.80	\$ 132,187.00	SERGEANT	POLICE CHIEF	P03	G106	\$ 83,374.20	\$ 132,188.00	\$ 48,813.80

DEPARTMENT	CLASS TITLE	Annual	Tenure	Supervisor Annual	Tenure	Difference	Recommended Classification	Supervisor Classification	Recommended Grade	Supervisor Grade	Bring to Minimum	Supervisor	Difference
SERGEANT	SERGEANT	\$ 1.00	13.84	\$ 132,188.00	6.80	\$ 132,187.00	SERGEANT	POLICE CHIEF	P03	G106	\$ 83,374.20	\$ 132,188.00	\$ 48,813.80
Police Officer	Police Officer	\$ 1.00	11.71	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 76,664.95	\$ 132,188.00	\$ 55,523.05
CORPORAL	CORPORAL	\$ 1.00	12.58	\$ 132,188.00	6.80	\$ 132,187.00	CORPORAL	POLICE CHIEF	P02	G106	\$ 74,738.66	\$ 132,188.00	\$ 57,449.34
SERGEANT	SERGEANT	\$ 1.00	7.04	\$ 132,188.00	6.80	\$ 132,187.00	SERGEANT	POLICE CHIEF	P03	G106	\$ 74,526.82	\$ 132,188.00	\$ 57,661.18
POLICE OFFICER	POLICE OFFICER	\$ 1.00	2.67	\$ 132,188.00	6.80	\$ 132,187.00	SERGEANT	POLICE CHIEF	P03	G106	\$ 73,506.89	\$ 132,188.00	\$ 58,681.11
BATALLION CHIEF	BATALLION CHIEF	\$ 1.00	6.03	\$ 132,188.00	6.80	\$ 132,187.00	DETECTIVE	POLICE CHIEF	P02	G106	\$ 66,808.56	\$ 132,188.00	\$ 65,379.44
Police Officer	Police Officer	\$ 1.00	2.01	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 64,229.26	\$ 132,188.00	\$ 67,958.74
POLICE OFFICER	POLICE OFFICER	\$ 1.00	3.42	\$ 132,188.00	6.80	\$ 132,187.00	DETECTIVE	POLICE CHIEF	P02	G106	\$ 66,000.00	\$ 132,188.00	\$ 66,188.00
Police Officer	Police Officer	\$ 1.00	1.00	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 61,606.27	\$ 132,188.00	\$ 70,581.73
Police Officer	Police Officer	\$ 1.00	1.73	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 61,606.27	\$ 132,188.00	\$ 70,581.73
Police Officer	Police Officer	\$ 1.00	1.04	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 60,000.00	\$ 132,188.00	\$ 72,188.00
Police Officer	Police Officer	\$ 1.00	2.46	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 60,000.00	\$ 132,188.00	\$ 72,188.00
Police Officer	Police Officer	\$ 1.00	1.19	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 60,000.00	\$ 132,188.00	\$ 72,188.00
Police Officer	Police Officer	\$ 1.00	0.66	\$ 132,188.00	6.80	\$ 132,187.00	POLICE OFFICER	POLICE CHIEF	P01	G106	\$ 60,000.00	\$ 132,188.00	\$ 72,188.00