

**CITY OF MERRILL
COMMITTEE OF THE WHOLE
Monday, October 7, 2013 at 6:00 P.M.
City Hall Common Council Chambers
1004 East First Street**

AGENDA

1. Call to order
2. Consider pricing for City-owned Wittman Heights lots, including for potential tax-exempt organizations
3. Review and consider compensation for Mayor, Council President and Alderpersons, beginning with April, 2014 term of office (from July 23rd, 2013 Personnel and Finance Committee meeting)
4. Review and consider City Administrator/Personnel Officer information:
 - City Organization Chart (basis for 2014 operational budgets)
 - Comparable compensation research report and recommendations (requested by Personnel and Finance Committee)
 - Proposed new non-union compensation plan
5. Schedule additional Committee of the Whole meetings related to the 2014 budget process
6. Public Comment
7. The Committee may convene in closed session pursuant to Wisconsin State Statutes Section 19.85(1)(e) for deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, to consider Police Union and Fire Union contracts, including structure of City-provided health insurance and employee cost sharing.
8. The Committee may reconvene in open session for potential action(s) on closed session issue(s).
9. Adjournment

NOTE: It is possible that a quorum of the Common Council will be present at this meeting. However, no Common Council action will be taken.

Agenda prepared by City Clerk Bill Heideman
Agenda reviewed by Mayor Bill Bialecki & City Administrator Dave Johnson

The Merrill City Hall is accessible to the physically disadvantaged. If special accommodations are needed, please contact the Merrill City Hall at 536-5594.

Date and time agenda was posted: _____ *Posted by:* _____

Consider 2014 elected officials compensation – Alderpersons

Information was in the meeting packet.

Alderwoman Caylor and Alderman Hass stated that they are in favor of a slight increase, in light of the fact that the compensation was last adjusted for the terms beginning in April of 2004.

City Administrator Johnson reported that, based on his research, some other municipalities are paying their alderpersons more than the City of Merrill and some are paying less.

Mayor Bialecki stated his opinion that the President of the Common Council should receive more compensation than the other alderpersons, based on additional responsibilities and duties. Alderman Schwartzman and Alderwoman Caylor agreed.

Motion (Caylor/Schwartzman) to recommend, for the aldermanic term beginning in 2014, increasing the annual compensation for the alderperson serving as the Common Council President by \$520 and increasing the annual compensation for the other alderpersons by \$260, and refer these recommendations to the 2014 City budget process. Carried.

Consider 2014 elected officials compensation – Mayor

Information was in the meeting packet.

Alderman Hass stated that there is a great deal of responsibility associated with being mayor.

City Administrator Johnson reported that, based on his research, other municipalities are paying their mayor in a range from \$5,000 into the low \$20,000 range.

Motion (Caylor/Schwartzman) to recommend, for the mayoral term beginning in 2014, increasing the annual compensation for the Mayor from \$12,600 to \$18,000, and to refer the recommendation to the 2014 City budget process. Carried.

<<ENTER YR>><<ENTER MONTH>><<ENTER AGENDA NO.>>

CITY OF MERRILL

1004 EAST FIRST STREET
MERRILL, WI 54452-2586

AN ORDINANCE: By The Committee of the Whole
Re: Amending Chapter 2, Article IV, Sections 78,
79, and 80 to add salaries and increase
salaries

ORDINANCE NO. 2013-

Introduced: _____

1st Reading: _____

2nd Reading: _____

3rd Reading: _____

Committee/Commission Action: _____

AN ORDINANCE

The Common Council of the City of Merrill, Wisconsin, does ordain as follows:

Section 1. Chapter 2, Article IV, Sections 78, 79, and 80 of the Code of Ordinances for the City of Merrill is amended to add the following:

Sec. 07-78. - Alderperson.

- (a) *Election, term, number.* There shall be elected from each alderpersonic district of the city in even-numbered years, one alderperson who shall be a member of the common council. Such alderperson shall take and hold office, and all matters governing the election, appointment and tenure of the alderperson shall be governed exclusively by provisions of the state statutes. The alderperson shall be residents of the alderpersonic districts from which they are elected.
- (b) *Appointment as mayor.* An alderperson shall be eligible for appointment as mayor to fill an unexpired term.
- (c) **Salaries.** Aldermen shall receive an annual salary of Three Thousand, Seven Hundred, Nineteen Dollars and 90/100 (\$3,719.90), increased from Three Thousand Four Hundred Fifty-nine and no/90 Dollars (3,459.90). Any Council member who misses a regular Council meeting shall have Fifteen Dollars (\$15.00) deducted from his or her salary. Any Council member who misses all regular Council and Committee meetings for two (2) consecutive months shall receive no pay commencing with the second month, unless he or she starts attending meetings again; or as otherwise ordered by the Council. Aldermen attending a special Council meeting shall receive an additional salary of Fifteen Dollars (\$15.00) per meeting. Aldermen serving on the Personnel and Finance Committee shall be entitled to Twenty-five Dollars (\$25.00) per meeting when meeting for personnel matters for

City employees, and also receive loss of time pay, if the meeting is held during the day. Aldermen attending Committee of the Whole meetings called by the Mayor shall receive an additional salary of Twenty-five Dollars (\$25.00) per meeting. Aldermen attending the annual budget meeting shall be compensated One Hundred Dollars (\$100.00) for the day.

Sec. 2-79. - Mayor.

- (a) *Election.* The regular term of the mayor shall be four years, elected in even-numbered years.
- (b) *Duties.*
 - (1) The mayor shall be the chief executive officer of the city. He shall take care that city ordinances and state statutes are observed and enforced and that all city officers and employees discharge their duties.
 - (2) The mayor shall, from time to time, provide the council with such information and recommend such measures as he may deem advantageous to the city. When present, he shall preside at the council meetings.
 - (3) The mayor shall review the development of the city budget.
 - (4) The mayor shall provide direction for the city's economic development and other long-range plans.
 - (5) The mayor shall analyze and interpret federal, state and county legislation to determine its impact on the city.
 - (6) The mayor shall have such other duties and responsibilities as are prescribed in state statutes and this Code.
- (c) *Veto power.* The mayor shall have the veto power as to all acts of the council, except where it is expressly or by necessary implication otherwise provided. All such acts shall be submitted to him by the city clerk and shall be enforced upon his approval, evidenced by his signature, or upon his failing to approve or disapprove within five days, which fact shall be certified thereon by the city clerk. If the mayor disapproves, he shall file his objection with the city clerk, who shall present it to the council at its next meeting. A two-thirds vote of all the members of the council shall be necessary to make the act effective, notwithstanding the objection of the mayor.
- (d) **Compensation.** Pursuant to Sec.62.09(6), Wis. Stats., the annual salary for the Mayor shall be Eighteen Thousand Dollars (\$18,000.00), increased from Twelve Thousand Six Hundred Dollars (\$12,600.00). The Mayor shall be entitled to mileage reimbursement per City Personnel Policies and considered part-time, working under six hundred (600) hours annually.

Sec. 2-80. - President of the council.

The common council at its organizational meeting shall, after organization, annually choose from its members a president who, in the absence of the mayor, shall preside at meetings of the council and, during the absence or inability of the mayor, shall have the powers and duties of the mayor, except that he shall not have the power to approve an act of the council, which the mayor has disapproved, by filing objections with the city clerk. He shall, when so officiating, be styled acting mayor. The president of the council shall be elected for a two-year term of office. The acting mayor may, by announcement at the beginning of the meeting, vote in his capacity as alderperson.

The Common Council President shall receive an additional Two Hundred Sixty Dollars \$260.00 per year for his duties.

Section 2. Severability. In the event any section, subsection, clause, phrase or portion of this ordinance is for any reason held illegal, invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remainder of this ordinance. It is the legislative intent of the Common Council that this ordinance would have been adopted if such illegal provision had not been included or any illegal application had not been made.

Section 3. Repeal and Effective Date. All ordinances or parts of ordinances and resolutions in conflict herewith are hereby repealed. This ordinance shall take effect from and after its passage and publication.

Moved by: _____
Adopted: _____
Approved: _____
Published: _____

Approved:

William R. Bialecki,
Mayor

Attest:

William N. Heideman, City Clerk

Salary Survey

City	City Admin.	City Atty.	Pol. Chief	Fire Chief	Fin. Dir.	PW Dir.	Util. Supt.	Street Com.	P&R Dir.	Bldg/Zoning	Sr. Cntr. Dir.	Libr. Dir.	Police Capt.	Police Lt.	Fire Capt.
Antigo	\$98,023	na	\$92,589	\$81,727	\$80,520	na	na	\$76,295	\$65,437	nr	na	\$76,295	\$70,866	nr	nr
Ashland	\$76,237	\$43,934 pt	\$68,735	\$68,735	\$59,682	\$67,264	\$58,723	\$55,010	\$47,713	\$51,827	na	\$54,575	\$58,501	\$54,974	\$53,318
Baraboo	\$101,003	\$80,413	\$87,589	\$80,413	\$80,413	\$87,589	\$69,659	\$69,659	\$66,007	na	na	\$59,870	na	\$73,237	na
Burlington	\$133,598	nr	\$96,123	nr	\$75,018	nr	\$78,758	\$68,703	nr						
Cedarburg	nr	na	\$97,718	na*	\$82,914	\$93,205	\$71,445	na	\$71,445	\$71,445	na	\$82,914	\$82,914	na	na
Chip. Falls	nr	nr	\$82,448	\$88,232	\$79,521	\$94,225	na	\$66,425	\$63,291	nr	na	\$54,869	nr	\$67,739	\$69,888
Elkhorn	\$93,608	nr	\$83,799	na	\$76,910	\$78,354	na	na	na	na	na	\$55,687	\$72,349	\$65,972	na
Grafton	\$116,927	nr	\$92,848	na**	\$84,586	\$87,351	\$71,169	\$71,528	\$70,545	\$72,568	na	\$67,326	\$80,465	nr	nr
Hartford	\$91,379	nr	\$88,404	\$79,037	\$75,542	\$73,816	\$86,994	na	\$66,915	na	na	\$67,513	\$78,488	\$74,784	nr
Hudson	\$110,513	nr	\$92,863	na*	\$74,407	\$73,967	\$76,518	na	na	\$63,116	na	\$63,096	na	\$75,657	na
Little Chute	\$106,615	nr	\$92,278	na*	\$81,536	\$88,842	na	na	\$72,284	na	na	\$68,884	\$66,196	\$62,113	na
Marinette	nr	nr	\$77,345	\$74,376	\$69,423	\$90,712	\$67,708	na	\$55,020	nr	na	nr	\$64,242	\$62,026	\$59,440
Marshfield	\$98,105	nr	\$83,132	\$84,840	\$88,552	\$89,881	\$83,958	\$82,309	\$79,866	\$57,593	na	\$74,228	na	\$72,621	\$73,282
Merrill	\$92,193	\$87,606	\$79,113	\$79,113	\$79,113	na	\$64,490	\$69,433	\$58,287	na	\$49,995	\$63,707	\$67,883	\$62,884	\$62,884
Monroe	\$77,132	nr	\$70,359	\$70,206	nr	nr	\$85,850	nr	nr	\$47,470	nr	nr	na	\$60,160	nr
New London	\$99,808	nr	\$84,998	na**	\$80,566	na	\$72,385	\$61,644	\$61,644	\$65,671	na	\$76,366	\$76,366	\$68,563	na
Plover	\$93,210	nr	\$82,837	\$83,811	\$76,604	na	\$78,936	\$77,918	na	\$57,016	na	na	\$77,147	na	na
Portage	\$94,243	nr	\$83,379	\$83,379	\$69,194	\$77,588	\$56,790	\$58,321	\$61,843	nr	na	\$50,726	\$61,855	\$59,945	\$56,366
Rhineland	\$91,969	na	\$78,636	\$77,631	\$62,702	na	\$73,104	\$63,420	\$60,401	na	na	na	\$71,601	na	\$58,764
Rice Lake	\$88,278	na	\$73,632	\$74,194	\$70,990	na	\$88,941	\$67,463	\$65,499	\$57,429	na	\$55,203	\$68,619	na	\$64,355
Ripon	\$83,030	nr	\$75,050	nr	nr	na	\$75,050	na	nr	nr	na	\$61,173	\$64,612	na	na
Shawano	\$85,850	nr	\$74,173	na	nr	\$83,850	na	\$57,866	\$61,672	na	na	na	\$66,643	nr	na
Sparta	\$92,026	nr	\$80,891	na*	\$78,792	\$77,480	\$60,478	nr	\$58,219	\$66,704	na	nr	nr	\$59,333	na
Stoughton	nr	nr	\$89,634	\$74,840	\$85,924	na	nr	\$75,613	\$68,617	\$54,984	\$54,865	\$59,741	na	\$70,501	na
Two Rivers	\$101,434	nr	\$93,178	\$88,900	\$78,847	\$81,994	\$88,961	nr	\$70,884	\$53,552	\$46,449	\$62,420	\$68,165	\$60,985	nr
Waupun	\$93,665	nr	\$79,121	\$73,898	nr	\$81,472	nr	nr	nr	nr	na	\$70,376	\$67,490	\$61,659	nr
WI Rapids	nr	\$91,744	\$86,071	\$88,221	\$88,221	\$82,882	\$81,820	na	na	\$62,122	na	\$90,658	na	\$70,317	\$69,724
Average	\$96,448	\$86,588	\$81,961	\$75,320	\$78,023	\$82,969	\$74,587	\$68,107	\$64,505	\$60,115	\$50,436	\$66,081	\$73,357	\$65,332	\$63,113
Hi/Lo Aver.	\$105,365	\$86,078	\$82,429	\$78,529	\$74,117	\$80,744	\$72,875	\$68,659	\$63,799	\$60,119	\$50,657	\$70,692	\$70,708	\$65,315	\$63,300
Aver. Devia.	-\$4,255	\$1,018	-\$2,848	\$3,793	\$1,220	na	-\$10,097	\$1,326	-\$6,218	na	-\$441	-\$2,374	-\$5,474	-\$2,448	-\$416

na - not applicable, no comparable position

na* - volunteer department w/no EMS

na** - volunteer w/EMS

nr - no response

Low
High

City	WWTP Oper.	WTP Oper.	Dep. Clerk	Fin. Asst.	Adm. Asst.	AA Legal	AA Parks	Util. Clk/AA	A.A. Police	Insp. Asst.	Payroll Spec	Librarian	Equipt Oper	Str. Wkr.	Mechanic
Antigo	nr	nr	\$18.64	\$18.64	\$18.64	na	na	na	\$18.08	na	na	\$23.36	na	\$19.41	na
Ashland	\$23.22	na	\$20.57	\$18.83	\$16.06	na	\$16.06	\$18.10	\$14.13	na	\$18.10	nr	na	\$21.05	\$21.91
Baraboo	\$22.09	\$22.09	\$19.89	na	\$19.69	na	na	\$21.41	na	na	\$19.69	\$21.41	na	\$20.37	\$20.97
Burlington	\$24.24	\$23.60	\$19.88	na	\$21.84	na	na	na	na	na	\$18.90	nr	nr	\$22.78	\$23.16
Cedarburg	\$28.36	na	\$26.54	\$26.54	\$26.54	na	na	\$26.54	na	\$21.03	\$26.54	\$26.54	\$26.35	\$21.65	\$26.43
Chip. Falls	\$23.08	\$23.08	na	\$20.09	\$18.51	na	\$18.51	na	na	na	\$20.09	\$21.78	\$22.17	na	\$22.42
Elkhorn	\$28.07	\$28.07	\$22.18	\$21.39	\$19.64	na	na	na	na	na	na	\$19.42	\$22.54	\$22.54	na
Grafton	\$25.83	\$25.08	\$23.13	\$23.76	\$22.11	na	\$22.11	\$23.13	na	\$22.11	na	\$22.06	\$25.29	na	\$25.29
Hartford	\$23.63	\$23.63	\$21.82	\$22.49	na	na	na	\$21.62	\$20.13	na	\$20.13	nr	\$23.37	na	\$24.27
Hudson	\$24.63	\$24.63	\$23.80	\$22.04	\$22.04	na	na	\$23.80	\$22.04	na	\$19.59	\$20.55	\$24.24	na	\$25.80
Little Chute	Contract	Contract	\$19.89	\$19.63	na	na	\$20.94	na	na	na	\$19.63	na	na	\$22.83	\$23.17
Marinette	\$23.66	\$22.60	na	\$17.72	na	\$19.67	na	\$21.00	\$17.01	\$17.47	\$17.72	nr	\$19.70	\$20.50	\$21.14
Marshfield	\$24.45	nr	na	\$20.39	\$19.91	na	na	na	na	na	na	nr	\$22.04	\$21.54	\$22.43
Merrill	\$22.99(.70)	\$22.59(.45)	\$19.81	\$18.87	\$18.87	\$18.87	\$18.87	\$18.87	\$19.81	\$19.81	\$19.81	\$22.70	NA	\$21.38	\$22.75
Monroe	\$20.01	\$20.01	nr	nr	\$16.98	nr	nr	\$18.81	nr	nr	nr	nr	nr	\$19.12	\$20.55
New London	\$21.15	nr	\$20.67	nr	\$18.31	nr	nr	nr	nr	nr	\$20.37	\$23.92	\$21.45	\$21.45	\$22.60
Plover	\$25.22	\$25.26	na	\$21.35	\$20.46	na	na	\$20.72	na	na	na	nr	na	\$22.97	na
Portage	\$21.89	\$22.45	\$21.16	\$22.49	\$15.05	\$21.91	\$18.98	\$22.49	\$19.63	na	na	\$23.37	nr	\$20.66	\$21.70
Rice Lake	\$25.65	\$22.20	\$22.01	\$22.01	\$18.37	na	na	\$20.47	\$15.80	na	na	\$19.97	\$20.14	\$20.14	na
Rhineland	nr	\$23.93	na	\$22.16	\$14.78	na	na	\$22.16	\$22.03	\$19.40	\$19.40	nr	nr	\$21.73	\$23.55
Ripon	\$19.96	na	nr	nr	nr	nr	nr	nr	nr	nr	\$15.80	nr	nr	\$21.52	nr
Shawano	nr	nr	\$16.87	\$19.71	\$19.78	na	na	\$19.78	na	na	\$19.71	na	\$21.20	\$21.20	\$21.56
Sparta	nr	nr	\$17.63	\$17.33	\$17.09	na	na	na	na	\$17.09	na	nr	nr	nr	nr
Stoughton	nr	\$22.95	\$20.91	\$19.48	\$16.96	na	\$19.48	\$19.48	na	na	\$19.48	\$22.08	\$20.72	na	\$21.98
Two Rivers	\$26.13	\$25.05	\$19.68	na	\$19.04	na	\$19.04	na	na	na	\$20.17	na	\$23.13	\$20.75	\$23.35
Waupun	nr	nr	\$21.67	nr	\$21.06	na	na	\$19.86	\$21.27	nr	nr	\$23.37	\$22.81	\$23.80	\$24.46
WI Rapids	\$24.08	\$24.08	\$21.89	\$20.47	\$20.47	na	na	\$20.47	\$20.47	na	\$21.83	\$21.94	\$22.96	\$22.27	\$23.90
Average	\$23.91	\$23.63	\$20.93	\$20.77	\$19.22	\$20.15	\$19.25	\$21.10	\$19.13	\$19.49	\$19.82	\$22.32	\$22.54	\$21.41	\$23.01
Hi/Lo Aver.	\$24.16	\$25.08	\$21.70	\$21.93	\$20.66	\$20.39	\$19.08	\$22.32	\$18.13	\$19.60	\$21.17	\$23.25	\$23.02	\$21.46	\$23.70
Aver. Devia.	-\$0.22	-\$0.59	-\$1.12	-\$1.90	-\$0.35	-\$1.28	-\$0.38	-\$2.23	\$0.68	-\$0.32	-\$0.01	\$0.38	na	-\$0.03	-\$0.26

na - not applicable, no comparable position

na* - volunteer department w/no EMS

Na** - volunteer w/EMS

nr - no response

Low
High

Merrill Pay Grids

Merrill presently has six separate pay grids for employees: 1) Administrative, Professional, Supervisory and Technical Personnel, 2) Clerical and Other Support Personnel, 3) Sworn Police Personnel, 4) Sworn Fire Personnel, 5) former AFSCME represented personnel in Street and Parks Departments, and 6) former AFSCME represented personnel in Utilities.

The Administrative, Professional, Supervisory and Technical Personnel pay grid consists of 15 Grades and Steps A-G. Step A is the starting rate, Step B is the 6 month rate, Step C is the one year rate, with Steps D-G being years 2 through 5. Thus, if an individual is hired at the Starting Rate they will advance through the 7 steps in just 5 years. Presently there is no consistent percentage increase between the steps. The Step A, the starting step, to Step B (6 months) is 3.3%, Step B to Step C (1 year) is 3.2%, Step C to Step D (2 years) is 6.25%, Step D to Step E (3 years) is 5.9%, Step E to Step F (4 years) is 5.55% and Step F to Step G (5 years) is 5.2%.

Progression through these steps is too rapid and cannot be justified in such a short period of time. An additional problem is that we NEVER hire at the Starting Step. Lastly, the City's highest paid position, City Administrator, is classified at a Grade 14 so there is no reason to have a Grade 15 on our pay grid.

The City would be better served by restructuring this pay grid to have 14 grades and 13 steps. By taking the existing grid, dropping the present Starting Step and stretching it to 13 steps, with a 2.5% increment between steps, it would take 12 years to progress through the grid rather than the 5 years it now takes. This is a definite long-term cost savings for the City.

The Clerical and Other Support Staff Personnel pay grid consists of 8 Grades and Steps A-F. Step A is the starting rate, Step B is the 6 month rate, Step C is the one year rate, with Steps D-F being years 2 through 4. Thus, if an individual is hired at the Starting Rate they will advance through the 6 steps in just 4 years. Presently there is no consistent percentage increase between the steps. Step A, the starting step, to Step B (6 months) is 3.1%, Step B to Step C (1 year) is 3%, Step C to Step D (2 years) is 5.8%, Step D to Step E (3 years) is 5.5%, and Step E to Step F (4 years) is 5.2%. There is no consistency between the steps and no consistency with the Administrative, Professional, Supervisory and Technical Personnel pay grid.

Again, the City would be better served by restructuring this pay grid to have 8 grades and 10 steps. By taking the existing grid, dropping the present Starting Step and stretching it to 10 steps, with a 2.5% increment between steps, it would take 9 years to progress through the grid rather than the 4 years it now takes. This is a definite long-term cost savings for the City.

To make this transition for both pay grids there would need to be minor adjustments to existing salaries to fit the new grid because of the existing inconsistent percentage differences between the steps. However, these would not be made at the time the new grid is implemented but would be made at the time of the next scheduled annual increase for each employee affected.

We can either leave these two pay grids as they exist or we can restructure them in a manner that makes more sense. It is my recommendation that the Common Council adopt the proposed changes in the first two pay grids as outlined.

The Police and Fire Pay grids for sworn non-management personnel are part of the respective labor contracts and are not something we can change at this point.

The pay grids for the former AFSCME represented employees (Street, Parks and Utilities) aren't pay grids like the others. The concept advocated by unions has always been to get their members to the highest pay possible as soon as possible. Thus, unions have traditionally stayed away from pay grids with multiple years to reach maximum pay. There is a progression but not the traditional step and grade system. In the Street Department there is a new hire start rate that progresses through Public Works I, II and III, a Mechanic start rate that progresses to Mechanic. There is also a Lead Public Works, and Lead Mechanic. In Utilities there are Utility Operators starting with Utility Operator (new hire/no certificates) to Utility Operator (1 year w/certificates) up to top pay Utility Operator (4 years of experience w/certificates), with annual increments in between, as well as a Lead Operator position.

Given our existing pay scale for the Street Department, Parks & Recreation, and Utility employees formerly represented by AFSCME, it makes no sense to attempt to wedge them into an existing pay grid. In order to fit into the grid three higher grades would need to be added. Placing the positions within this grid would result in some positions getting pay increases and some getting decreases, some quite significant.

For these formerly AFSCME represented employees we can either leave the pay structure as it exists or we can restructure in a manner that makes less sense than what we already have in place. In order to place these employees on an existing pay grid it would mean that we are willing to hire new employees at a significantly lower rate than we have in the past and let them work their way through a long-term pay grid as other City positions have been doing.

The recently conducted salary survey indicates that we are paying appropriately for these positions and there is no need to make changes here. It is my recommendation that the Common Council make no changes in the pay structure for the former AFSCME represented employees.

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City of Merrill

Administrative, Professional, Supervisory and Technical Personnel

Step	A	B	C	D	E	F	G	H	I	J	K	L	M
Grade													
14	\$74,751.76	\$76,620.55	\$78,536.06	\$81,284.82	\$83,316.94	\$85,399.86	\$87,534.86	\$89,723.23	\$91,966.31	\$94,265.47	\$96,622.11	\$99,037.66	\$101,513.60
13	\$69,163.22	\$70,892.30	\$72,664.61	\$74,481.22	\$76,343.25	\$78,251.84	\$80,208.13	\$82,213.33	\$84,268.67	\$86,375.38	\$88,534.77	\$90,748.14	\$93,016.84
12	\$64,061.52	\$65,663.06	\$67,304.63	\$68,987.25	\$70,711.93	\$72,479.73	\$74,291.72	\$76,149.02	\$78,052.74	\$80,004.06	\$82,004.16	\$84,054.27	\$86,155.62
11	\$59,335.19	\$60,818.57	\$62,339.03	\$63,897.51	\$65,494.95	\$67,132.32	\$68,810.63	\$70,530.90	\$72,294.17	\$74,101.52	\$75,954.06	\$77,852.91	\$79,799.23
10	\$54,963.34	\$56,337.42	\$57,745.86	\$59,189.51	\$60,669.24	\$62,185.97	\$63,740.62	\$65,334.14	\$66,967.49	\$68,641.68	\$70,357.72	\$72,116.67	\$73,919.58
9	\$50,912.87	\$52,185.69	\$53,490.33	\$54,827.59	\$56,198.28	\$57,603.24	\$59,043.32	\$60,519.40	\$62,032.39	\$63,583.20	\$65,172.78	\$66,802.10	\$68,472.15
8	\$47,163.75	\$48,342.84	\$49,551.41	\$50,790.20	\$52,059.96	\$53,361.45	\$54,695.49	\$56,062.88	\$57,464.45	\$58,901.06	\$60,373.59	\$61,882.93	\$63,430.00
7	\$43,715.25	\$44,808.13	\$45,928.33	\$47,076.54	\$48,253.46	\$49,459.79	\$50,696.29	\$51,963.69	\$53,262.79	\$54,594.36	\$55,959.22	\$57,358.20	\$58,792.15
6	\$40,475.49	\$41,487.38	\$42,524.56	\$43,587.68	\$44,677.37	\$45,794.30	\$46,939.16	\$48,112.64	\$49,315.45	\$50,548.34	\$51,812.05	\$53,107.35	\$54,435.03
5	\$37,496.42	\$38,433.83	\$39,394.68	\$40,379.54	\$41,389.03	\$42,423.76	\$43,484.35	\$44,571.46	\$45,685.75	\$46,827.89	\$47,998.59	\$49,198.55	\$50,428.52
4	\$34,738.14	\$35,606.59	\$36,496.76	\$37,409.18	\$38,344.41	\$39,303.02	\$40,285.59	\$41,292.73	\$42,325.05	\$43,383.18	\$44,467.76	\$45,579.45	\$46,718.94
3	\$32,187.76	\$32,992.45	\$33,817.27	\$34,662.70	\$35,529.26	\$36,417.50	\$37,327.93	\$38,261.13	\$39,217.66	\$40,198.10	\$41,203.05	\$42,233.13	\$43,288.96
2	\$29,824.38	\$30,569.99	\$31,334.24	\$32,117.60	\$32,920.54	\$33,743.55	\$34,587.14	\$35,451.82	\$36,338.11	\$37,246.56	\$38,177.73	\$39,132.17	\$40,110.48
1	\$27,635.27	\$28,326.15	\$29,034.31	\$29,760.16	\$30,504.17	\$31,266.77	\$32,048.44	\$32,849.65	\$33,670.89	\$34,512.67	\$35,375.48	\$36,259.87	\$37,166.37

Clerical and Other Support Personnel

Step	A	B	C	D	E	F	G	H	I	J
Grade										
8	\$36,385.32	\$37,294.95	\$38,227.33	\$39,183.01	\$40,162.59	\$41,166.65	\$42,195.82	\$43,250.71	\$44,331.98	\$45,440.28
7	\$34,671.77	\$35,538.56	\$36,427.03	\$37,337.70	\$38,271.15	\$39,227.93	\$40,208.62	\$41,213.84	\$42,244.19	\$43,300.29
6	\$33,038.07	\$33,864.02	\$34,710.62	\$35,578.39	\$36,467.85	\$37,379.54	\$38,314.03	\$39,271.88	\$40,253.68	\$41,260.02
5	\$31,491.62	\$32,278.91	\$33,085.88	\$33,913.03	\$34,760.86	\$35,629.88	\$36,520.62	\$37,433.64	\$38,369.48	\$39,328.72
4	\$29,998.23	\$30,748.19	\$31,516.89	\$32,304.81	\$33,112.43	\$33,940.24	\$34,788.75	\$35,658.47	\$36,549.93	\$37,463.68
3	\$28,589.30	\$29,304.03	\$30,036.63	\$30,787.55	\$31,557.24	\$32,346.17	\$33,154.82	\$33,983.69	\$34,833.29	\$35,704.12
2	\$27,240.58	\$27,921.59	\$28,619.63	\$29,335.13	\$30,068.50	\$30,820.22	\$31,590.72	\$32,380.49	\$33,190.00	\$34,019.75
1	\$25,969.08	\$26,618.31	\$27,283.76	\$27,965.86	\$28,665.01	\$29,381.63	\$30,116.17	\$30,869.08	\$31,640.80	\$32,431.82

Former AFSCME Personnel (Utilities, Streets, Parks)

Step	A	B	C	D	E	F	G	H	I	J	
Grade											
11	\$19.94	\$20.44	\$20.95	\$21.47	\$22.01	\$22.56	\$23.12	\$23.70	\$24.29	\$24.89	+.03 Lead Operator
10	\$19.01	\$19.49	\$19.97	\$20.47	\$20.98	\$21.51	\$22.05	\$22.60	\$23.16	\$23.74	+\$0.16 Lead Mechanic, +\$.05 Oper. Grade IV
9	\$18.25	\$18.71	\$19.17	\$19.65	\$20.14	\$20.65	\$21.16	\$21.69	\$22.24	\$22.79	+.04 Mechanic, +\$.74 Lead PW, -\$.15 Oper. Grade III
8	\$17.49	\$17.93	\$18.38	\$18.83	\$19.31	\$19.79	\$20.28	\$20.79	\$21.31	\$21.84	+.46 PW I, -\$.42 Mech. (New), -\$.38 Oper. Grade II
7	\$16.67	\$17.09	\$17.51	\$17.95	\$18.40	\$18.86	\$19.33	\$19.82	\$20.31	\$20.82	+.22 PW II, -\$.81 Oper. Grade I
6	\$15.88	\$16.28	\$16.68	\$17.10	\$17.53	\$17.97	\$18.42	\$18.88	\$19.35	\$19.83	-.34 PW III, -\$1.22 Oper. Trainee
5	\$15.14	\$15.52	\$15.91	\$16.30	\$16.71	\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	+.34 Oper. Hire Rate
4	\$14.42	\$14.78	\$15.15	\$15.53	\$15.92	\$16.31	\$16.72	\$17.14	\$17.57	\$18.01	
3	\$13.74	\$14.08	\$14.44	\$14.80	\$15.17	\$15.55	\$15.93	\$16.33	\$16.74	\$17.16	
2	\$13.10	\$13.43	\$13.76	\$14.11	\$14.46	\$14.82	\$15.19	\$15.57	\$15.96	\$16.36	
1	\$12.49	\$12.80	\$13.12	\$13.45	\$13.79	\$14.13	\$14.48	\$14.85	\$15.22	\$15.60	+\$3.60 Zamboni Oper., +\$2.87 Smith Custodian

Former AFSCME Personnel (Utilities, Streets, Parks)

Step	A	B	C	D	E	F	G	H	I	J	
Grade											
12	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.12	+\$1.27 Lead Operator
11	\$19.94	\$20.44	\$20.95	\$21.47	\$22.01	\$22.56	\$23.12	\$23.70	\$24.29	\$24.89	+\$1.20 Oper. Grade IV
10	\$19.01	\$19.49	\$19.97	\$20.47	\$20.98	\$21.51	\$22.05	\$22.60	\$23.16	\$23.74	+.16 Lead Mechanic, +\$1.10 Oper. Grade III
9	\$18.25	\$18.71	\$19.17	\$19.65	\$20.14	\$20.65	\$21.16	\$21.69	\$22.24	\$22.79	+.04 Mechanic, +\$.74 Lead PW, +\$.57 Oper. Grade II
8	\$17.49	\$17.93	\$18.38	\$18.83	\$19.31	\$19.79	\$20.28	\$20.79	\$21.31	\$21.84	+.46 PW I, -\$.42 Mech. (New), +\$.21 Oper. Grade I
7	\$16.67	\$17.09	\$17.51	\$17.95	\$18.40	\$18.86	\$19.33	\$19.82	\$20.31	\$20.82	+.22 PW II, -\$.23 Oper. Trainee
6	\$15.88	\$16.28	\$16.68	\$17.10	\$17.53	\$17.97	\$18.42	\$18.88	\$19.35	\$19.83	-.34 PW III
5	\$15.14	\$15.52	\$15.91	\$16.30	\$16.71	\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	+.34 Oper. Hire Rate
4	\$14.42	\$14.78	\$15.15	\$15.53	\$15.92	\$16.31	\$16.72	\$17.14	\$17.57	\$18.01	
3	\$13.74	\$14.08	\$14.44	\$14.80	\$15.17	\$15.55	\$15.93	\$16.33	\$16.74	\$17.16	
2	\$13.10	\$13.43	\$13.76	\$14.11	\$14.46	\$14.82	\$15.19	\$15.57	\$15.96	\$16.36	
1	\$12.49	\$12.80	\$13.12	\$13.45	\$13.79	\$14.13	\$14.48	\$14.85	\$15.22	\$15.60	+\$3.60 Zamboni Oper., +\$2.87 Smith Custodian

