



**CITY OF WHITEWATER  
COMMON COUNCIL AGENDA**  
Common Council Meeting

**October 25, 2016 - 6:30 p.m.**

**City of Whitewater Municipal Building –Community Room (Council Chambers)**  
312 W. Whitewater Street, Whitewater, WI 53190

**CALL TO ORDER, ROLL CALL, AND PLEDGE OF ALLEGIANCE.**

	<p>2017 BUDGET PROPOSALS:</p> <p>*PRESENTATION OF SALARY STUDY RESULTS AND PRESENTATION OF PROPOSED SALARY CHANGES.</p> <p>REVIEW THE FOLLOWING BUDGETS:</p> <p><u>LIBRARY SPECIAL REVENUE FUND - (220)</u></p> <p>NEIGHBORHOOD SERVICES (52400)</p> <p><u>POLICE</u> Administration - (52100) Patrol - (52110) Investigation - (52120) Communications/Dispatch - (52600) Community Service Officers - (52140)</p> <p>Emergency Preparedness - (52500)</p> <p><u>PARKS &amp; RECREATION/FACILITIES</u> Facilities --(51600) Park Administration - (55200) Park Maintenance - (53270) Recreation Administration - (55210) Recreation Programs - (55300) Senior Citizens Program - (55310) Community Events - (55320) Community Based-Coop Projects - (55130)</p> <p>Treyton's Field of Dreams-Fund 246 Aquatic Center-Fund 247</p>	
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Parks & Rec Special Rev-Fund 248

WATER UTILITY (610)

WASTEWATER UTILITY (620)

STORMWATER UTILITY (630)

SOLID WASTE/RECYCLING - (230)

CDA - (900/910)

TID #4,5,6,7,8,9

FIRE & RESCUE SERVICE-Fund 850

ALL CAPITAL PROJECTS FUNDS

SPECIAL REVENUES

CIP Fund 450

Innovation Center Operations Fund 920

Councilmember Requests for Future Agenda  
Items.

ADJOURNMENT.



*City of Whitewater Council Agenda Item Information Sheet*

MEETING DATE: **10/25/2016**

ITEM: **Municipal Budget Presentation**

PRESENTER: **City Manager**

PREVIOUS ACTION, IF ANY: **None.**

**SUMMARY OF ITEM BEING PRESENTED:**

**The city manager will lead staff and the Common Council in a review of sections of the proposed municipal budget for 2017.**

**Staff will be seeking feedback and the opportunity to answer questions posed by the Common Council regarding budget items on the agenda for discussion.**

**This presentation will include an in-depth overview of the proposed wage schedule for municipal employees in 2017. Included will be a brief overview of the classification and compensation study that initiated the project which ultimately led to the creation of the wage schedule proposed as part of the budget.**

**Additional budget presentations and discussions will take place on the following dates:**

- **Tuesday, November 1**
- **Tuesday, November 15 (Public Hearing and Anticipated Approval)**

**BUDGET IMPACT, IF ANY: None for 2016.**

**BOARD, COMMISSION, OR COMMITTEE RECOMMENDATION, IF ANY: None.**

**STAFF RECOMMENDATION: None.**

**RECOMMENDED MOTION: None.**

**ATTACHMENT(S) INCLUDED (If none, please state):**

- 1. Springsted Presentation of Classification and Compensation Results**
- 2. City Manager Presentation to Employees on the 2017 Proposed Wage Schedule**
- 3. Springsted Pay Grades – Three tables showing the General Employee pay grades, the Springsted proposed Library Employee pay grades and the difference between the two.**
- 4. Pay Grade Comparison Sheet – Compares the Springsted pay grade schedule against the staff-developed schedule included in the budget.**
- 5. Original Proposed Pay Plan – Shows the position, current annual wage/salary, and the min/mid/max of the proposed wage schedule for each position. (Actual employee names are covered)**
- 6. 2017 Proposed Pay Plan – Similar to the original pay plan, but with the min/mid/max for the pay plan included in the 2017 budget.**
- 7. 10-Year Wage Schedule – shows the 10-year financial impact of imposing the new schedule for 2017-2026**

**8. 10-Year Wage Schedule – shows the 10-year financial impact of imposing the new schedule for 2017-2026 specific to library employees.**

FOR MORE INFORMATION CONTACT:

**Cameron Clapper, City Manager, [cclapper@whitewater-wi.gov](mailto:cclapper@whitewater-wi.gov), 262-473-0100**

# Public Sector Advisors





# City of Whitewater, Wisconsin Classification and Compensation Study

September 2015

# Objectives

- Review and evaluate the City's current classification and compensation program
- Review wage and benefits levels
- Develop a compensation system that addresses internal equity and market competitiveness
- Review and develop administrative guidelines for implementation and maintenance

# Terminology

- **Job Evaluation** – A consistent and equitable method of evaluating jobs based on skill levels and work factors.
- **Internal Equity** – Fair and consistent compensation relationships within an organization for positions with comparable levels of essential duties and minimum requirements.
- **Pay Philosophy** – Policies defining the relative importance of internal equity, external competitiveness, employee performance, and compensation system administration.

## Terminology *(cont.)*

- **Pay Grade** – A level within a salary schedule in which job classes with similar job evaluation factors are assigned.
- **Midpoint** – The point midway between the minimum and the maximum of the pay grade that approximates the market salary rate.
- **Progression through Pay Grades** – Strategies that move employees through the pay grade such as performance, steps, merit, length of service or a combination thereof.

# Methodology

- Meeting with City Administration and Department Heads
- Employee orientation meetings
- Collection of data – Position Analysis Questionnaires
- Evaluate positions based on job responsibilities and requirements
- Obtain market salary and benefits information
- Development of salary line, determine pay grades
- Assignment of positions to pay grades
- Development of implementation options

# Salary Survey

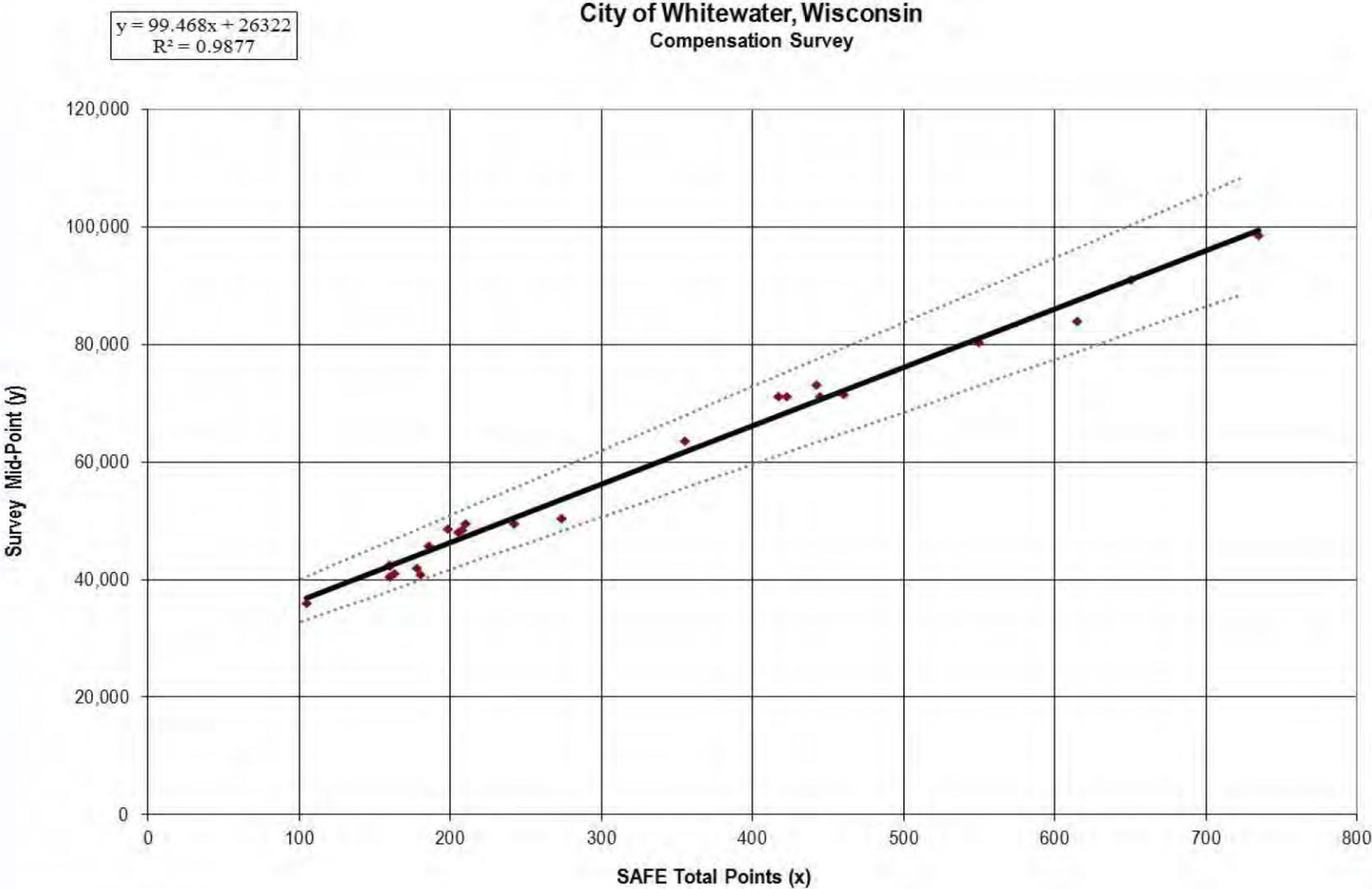
- 18 public entities invited to participate – 15 responses
- Department of Labor private sector data included
- 34 positions surveyed, 26 used in the analysis
- Some positions have no established salary ranges, comparison of current wages to market ranges
  - .78% below average minimum salaries
  - 6.37% below average midpoint salaries
  - 11.38% below average maximum salaries
- Internal pay relationship inequities exist within the City

# Job Evaluation

## Systematic Analysis and Factor Evaluation (SAFE<sup>®</sup>) System Job Evaluation Factors

Training and Ability	Experience Required
Level of Work	Human Relations Skills
Physical Demands	Working Conditions
Independence of Actions	Impact on End Results
Supervision Exercised	

# Proposed Salary Curve



# Pay Philosophy

- Provide fair and equitable compensation to employees
- Balance external market and internal equity
- Maintain competitive pay structure with consideration of City's fiscal resources
- Performance based component for step increases for individual employees
- Develop an understandable compensation program

# Proposed Pay Plan-General Government

Points	Department	Title	Proposed Range			
			Grade	Min	Mid	Max
100.5	Parks and Recreation	Sports Coordinator	2	29,282.50	34,450.00	39,617.50
105	Police	Records Technician	3	31,039.45	36,517.00	41,994.55
160	Finance	Utility Account Technician	5	34,875.93	41,030.50	47,185.08
160	Finance	Accounting Technician II	5	34,875.93	41,030.50	47,185.08
143	Media Services	Camera Operator	5	34,875.93	41,030.50	47,185.08
163	Neighborhood Services	Administrative Assistant I	5	34,875.93	41,030.50	47,185.08
163	Parks and Recreation	Senior Programs Coordinator	5	34,875.93	41,030.50	47,185.08
160	Police	Dispatcher	5	34,875.93	41,030.50	47,185.08
150	Streets and Parks	Laborer II	5	34,875.93	41,030.50	47,185.08
160	Wastewater	Administrative Assistant I - Utilities	5	34,875.93	41,030.50	47,185.08
178	Administration	Executive Assistant	6	36,968.48	43,492.33	50,016.18
186	Administration	Deputy Municipal Clerk	6	36,968.48	43,492.33	50,016.18
168	Parks and Recreation	Recreation Program Coordinator	6	36,968.48	43,492.33	50,016.18
180	Parks and Recreation	Building Maintenance	6	36,968.48	43,492.33	50,016.18
168	Wastewater	Building Maintenance - WWTF	6	36,968.48	43,492.33	50,016.18
198	Streets and Parks	Laborer I	7	39,186.59	46,101.87	53,017.15
207.5	Streets and Parks	Mechanic	7	39,186.59	46,101.87	53,017.15
210	Wastewater	Wastewater Operator	7	39,186.59	46,101.87	53,017.15
205	Water	Water Operator	7	39,186.59	46,101.87	53,017.15
215	Water	Water Utility Specialist	7	39,186.59	46,101.87	53,017.15
242.5	Neighborhood Services	GIS Technician	8	41,537.79	48,867.98	56,198.18
263	Police	Support Services Manager	9	44,030.05	51,800.06	59,570.07
273.5	Wastewater	Lab Manager/Operator	9	44,030.05	51,800.06	59,570.07
273	Administration	Economic Development Specialist	9	44,030.05	51,800.06	59,570.07

# Proposed Pay Plan-General Government

Points	Department	Title	Proposed Range			
			Grade	Min	Mid	Max
278	Finance	Finance Support Services Manager	10	46,671.86	54,908.07	63,144.28
288	Media Services	Media Services Manager	10	46,671.86	54,908.07	63,144.28
278	Police	Communications Supervisor	10	46,671.86	54,908.07	63,144.28
310	Administration	Human Resource Coordinator	11	49,472.17	58,202.55	66,932.93
320	Parks and Recreation	Recreation Community Events Programmer	11	49,472.17	58,202.55	66,932.93
355	Administration	Municipal Clerk	12	52,440.50	61,694.70	70,948.91
445	Police	Police Lieutenant	14	58,922.14	69,320.17	79,718.19
422.5	Streets and Parks	Streets/Parks/Forestry Superintendent	14	58,922.14	69,320.17	79,718.19
442.5	Wastewater	Wastewater Treatment Facility Superintendent	14	58,922.14	69,320.17	79,718.19
417.5	Water	Water Superintendent	14	58,922.14	69,320.17	79,718.19
460	Parks and Recreation	Park and Recreation Director	15	62,457.47	73,479.38	84,501.29
505	Administration	Assistant City Manager	16	66,204.92	77,888.14	89,571.36
520	Community Development	Community Development Authority Executive Director	16	66,204.92	77,888.14	89,571.36
505	Information Technology	Chief Information Officer	16	66,204.92	77,888.14	89,571.36
535	Neighborhood Services	Neighborhood Services Director	16	66,204.92	77,888.14	89,571.36
550	Police	Police Captain	16	66,204.92	77,888.14	89,571.36
615	Finance	Finance Director/Treasurer	18	74,387.85	87,515.12	100,642.38
650	Police	Chief of Police	18	74,387.85	87,515.12	100,642.38
735	Administration	City Manager	20	83,582.19	98,331.98	113,081.78



# Proposed Pay Plan-Library

Points	Department	Title	Proposed Range			
			Grade	Min	Mid	Max
128	Library	Customer Service Specialist	4	28,852.36	33,943.96	39,035.55
138	Library	Technical Services Specialist	5	30,583.50	35,980.59	41,377.68
140	Library	Outreach Services Specialist	5	30,583.50	35,980.59	41,377.68
285.5	Library	Youth Educational Services Librarian	9	38,610.97	45,424.67	52,238.37
440	Library	Assistant Library Director/Reference Librarian	14	51,670.19	60,788.46	69,906.72
560	Library	Library Director	16	58,056.62	68,301.91	78,547.19

# Implementation

- 6 general government employees are paid at a rate that falls below the proposed range for their position
- Annual cost to bring employees to the minimum - \$20,989.70
- 38 City employee's have a current wage which falls within the proposed range for their position
- 16 employees have a current wage which falls above the proposed range for their position
- 2 Library employees are paid at a rate which falls below the proposed range for their position – annual cost \$1,268.87
- 11 Library employees have a current wage which falls within the proposed range for their position
- Increases market comparability and addresses internal equity

## Implementation *(cont.)*

- As an additional option the City can move employees whose current wage falls within the proposed range for their position
- 2% increase for City positions results in an additional annual cost of \$39,334.14
- Total City annual cost - \$60,323.84 which is 1.95% of the City's total payroll
- 2% increase for Library positions results in an additional annual cost of \$7,330.69
- Total Library annual cost - \$8,599.57 which is 2.16% of the Library's total payroll
- Increases market comparability and internal equity
- Costs are based on a full year and include wages only

# On-going Administration

## Annual Adjustments

- Establish guidelines for base adjustments
  - e.g. comparable organizations, other economic indicators
- Adjust pay ranges and wages of employees
- Step adjustments based on individual employee performance

# Fringe Benefits

- Overall consistent with the market
- No changes recommended

# Conclusions

- Fair and equitable compensation to employees in a competitive and changing labor market
- Compensation that addresses internal equity and external market competitiveness
- Establish a market position that is fiscally responsible with public resources
- Consistent administration of pay policies and procedures among all City Departments



# Classification & Compensation City Manager Report

August 24, 2016

# Project Objectives

- Conduct a city-wide review and an update of job descriptions.
- Development of an objective job classification tool that could be used by staff for future job evaluations.
- Develop an objective system for reviewing job duties and descriptions in the future.
- Develop a new pay schedule that combines, as much as possible, the multiple wage schedules into one uniform wage schedule for regular employees.

# Project Objectives

- Ensure the new wage schedule was competitive for the purpose of attracting and retaining highly qualified and skilled employees.
- Evaluate wage rates for all non-sworn, regular positions within the city.

# Methodology

- Meet with city management team
- Conduct employee orientation meetings
- Data collection - Position Analysis Questionnaires
- Conduct position evaluations based on job responsibilities and requirements
- Data Collection – Market Survey for salary and benefits information
- Develop a salary line and determine pay grades
- Assign positions to pay grades based on SAFE system for job evaluation and scoring

# Methodology (Cont.)

- Present results and implement new wage schedules and regular schedule for future job evaluations
  - Present results to department managers and obtain feedback
  - Present results to employees by department or job area and obtain feedback
  - Provide instruction on employee appeals process
  - Present results with incorporated feedback to Common Council and include in 2017 budget
  - Receive and review appeals and incorporate changes by March 31, 2017

# Data Collection (PAQ Process)

- Employees were asked to complete a Position Analysis Questionnaire (PAQ)
- PAQs were reviewed by direct supervisors, department managers, and the city manager before being submitted to the consultant for evaluation and use in job scoring and classification
- Consultant conducted interviews with selected groups of employees to clarify or gain additional information for the PAQ process
- PAQs provided in August 2014 and finally completed by all staff in early 2015

# Data Collection (Survey)

- 18 municipalities were invited to participate in the wage survey
- 15 municipalities provided data.

City of Beaver Dam

City of Elkhorn

City of Burlington

City of Platteville

City of Fort Atkinson

City of River Falls

City of Hartford

City of Stevens Point

City of Menomonee

City of Watertown

City of Mequon

Village of Germantown

City of Oconomowoc

Village of Sussex

City of Pewaukee

# Data Collection (Survey)

- Collected relevant Department of Labor data
- Data was collected for 34 positions surveyed with data from 26 used in the analysis
- Some positions have no established salary ranges, comparison of current wages to market ranges
  - .78% below average minimum salaries
  - 6.37% below average midpoint salaries
  - 11.38% below average maximum salaries
- Internal pay relationship inequities exist within the City

# Analysis Findings

- Wages were not in line with wages for comparable positions in surveyed communities.
- Inequity existed between position duties and position wages for several positions within the organization.
- 6 general government employees are paid at a rate that falls below the proposed range for their position
- Annual cost to bring employees to the minimum - \$20,989.70
- 38 City employee's have a current wage which falls within the proposed range for their position

# Analysis Findings

- 16 employees have a current wage which falls above the proposed range for their position
- 2 Library employees are paid at a rate which falls below the proposed range for their position – annual cost \$1,268.87
- 11 Library employees have a current wage which falls within the proposed range for their position
- Increases market comparability and addresses internal equity

# Job Evaluation

- The “SAFE” system is an effort to ensure equitable job scores for each position and an equitable job score for each position and an equitable placement in a comprehensive pay schedule for all regular employees.

## Systematic Analysis and Factor Evaluation (SAFE®) System Job Evaluation Factors

Training and Ability	Experience Required
Level of Work	Human Relations Skills
Physical Demands	Working Conditions
Independence of Actions	Impact on End Results
Supervision Exercised	



# Review SAFE system

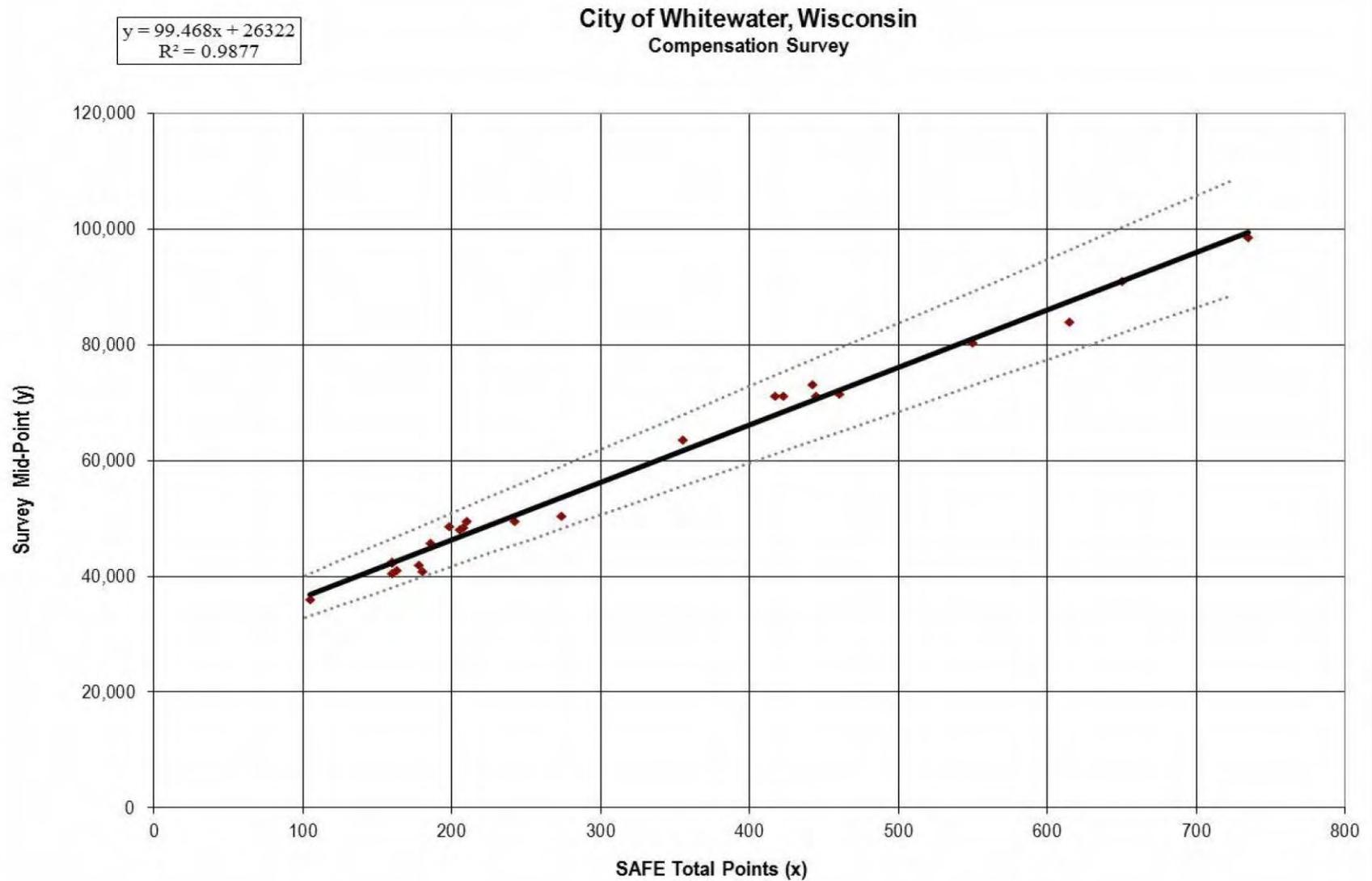
# Project Objectives

- ✓ Conduct a city-wide review and an update of job descriptions.
- ✓ Development of an objective job classification tool that could be used by staff for future job evaluations.
- ✓ Develop an objective system for reviewing job duties and descriptions in the future.

# Remaining Project Objectives

- Develop a new pay schedule that combines, as much as possible, the multiple wage schedules into one uniform wage schedule for regular employees.
- Ensure the new wage schedule was competitive for the purpose of attracting and retaining highly qualified and skilled employees.
- Evaluate wage rates for all non-sworn, regular positions within the city.

# Proposed Salary Curve



# Wage Analysis Goals:

- Provide fair and equitable compensation to employees
- Balance external market and internal equity
- Maintain competitive pay structure with consideration of City's fiscal resources

# Points to Note:

- Benefits were found to be consistent overall with the market so no changes were recommended by the consultant.
- A benefits committee continues to look at ways to improve the fringe benefit package.
- Nobody will receive a pay cut as a result of this project.
- The proposed wage schedule is expected to facilitate more frequent COLAs in the future.
- COLAs, when they occur, are expected to be available to all employees.
- Some positions have changes since the project started. These positions will be evaluated and adjusted (if needed) before March 31.



# Wage Tables

# Now What?

- An appeal process exists however, no changes are guaranteed to occur before March 31, 2017
- Now that the study is completed we will...
  - Establish a review schedule for all positions so that all positions are updated every five (5) years or less.
  - A panel will be assembled each year to review a set number of positions.
  - Internal Equity: Positions will be reviewed using SAFE system
  - External Equity: Comparables will be established and maintained based on study findings and Common Council input.
  - Continue efforts to provide a new, innovative, and competitive wage system as well as other benefits.

# Project Objectives

- ✓ Develop a new pay schedule that combines, as much as possible, the multiple wage schedules into one uniform wage schedule for regular employees.
- ✓ Ensure the new wage schedule was competitive for the purpose of attracting and retaining highly qualified and skilled employees.
- ✓ Evaluate wage rates for all non-sworn, regular positions within the city.

## Springsted Pay Grades

% Between Grades:	0.06
Range:	0.30
Starting midpoint:	32,500

% Between Grades:	0.06
Range:	0.30
Starting midpoint:	28,500

% Between Grades:	0.00
Range:	0.00
Starting midpoint:	(4,000)

Springsted Salary Range			
Grade	Min	Mid	Max
1	27,625.00	32,500.00	37,375.00
2	29,282.50	34,450.00	39,617.50
3	31,039.45	36,517.00	41,994.55
4	32,901.82	38,708.02	44,514.22
5	34,875.93	41,030.50	47,185.08
6	36,968.48	43,492.33	50,016.18
7	39,186.59	46,101.87	53,017.15
8	41,537.79	48,867.98	56,198.18
9	44,030.05	51,800.06	59,570.07
10	46,671.86	54,908.07	63,144.28
11	49,472.17	58,202.55	66,932.93
12	52,440.50	61,694.70	70,948.91
13	55,586.93	65,396.39	75,205.84
14	58,922.14	69,320.17	79,718.19
15	62,457.47	73,479.38	84,501.29
16	66,204.92	77,888.14	89,571.36
17	70,177.22	82,561.43	94,945.64
18	74,387.85	87,515.12	100,642.38
19	78,851.12	92,766.02	106,680.93
20	83,582.19	98,331.98	113,081.78
21	88,597.12	104,231.90	119,866.69
22	93,912.94	110,485.82	127,058.69

Springsted Salary Range (Library)			
Grade	Min	Mid	Max
1	24,225.00	28,500.00	32,775.00
2	25,678.50	30,210.00	34,741.50
3	27,219.21	32,022.60	36,825.99
4	28,852.36	33,943.96	39,035.55
5	30,583.50	35,980.59	41,377.68
6	32,418.51	38,139.43	43,860.34
7	34,363.63	40,427.79	46,491.96
8	36,425.44	42,853.46	49,281.48
9	38,610.97	45,424.67	52,238.37
10	40,927.63	48,150.15	55,372.67
11	43,383.29	51,039.16	58,695.03
12	45,986.28	54,101.51	62,216.74
13	48,745.46	57,347.60	65,949.74
14	51,670.19	60,788.46	69,906.72
15	54,770.40	64,435.76	74,101.13
16	58,056.62	68,301.91	78,547.19
17	-	-	-
18	-	-	-
19	-	-	-
20	-	-	-
21	-	-	-
22	-	-	-

Difference			
Grade	Min	Mid	Max
1	(3,400.00)	(4,000.00)	(4,600.00)
2	(3,604.00)	(4,240.00)	(4,876.00)
3	(3,820.24)	(4,494.40)	(5,168.56)
4	(4,049.46)	(4,764.06)	(5,478.67)
5	(4,292.43)	(5,049.91)	(5,807.40)
6	(4,549.97)	(5,352.90)	(6,155.84)
7	(4,822.96)	(5,674.08)	(6,525.19)
8	(5,112.35)	(6,014.52)	(6,916.70)
9	(5,419.08)	(6,375.39)	(7,331.70)
10	(5,744.23)	(6,757.92)	(7,771.61)
11	(6,088.88)	(7,163.39)	(8,237.90)
12	(6,454.22)	(7,593.19)	(8,732.17)
13	(6,841.47)	(8,048.79)	(9,256.10)
14	(7,251.95)	(8,531.71)	(9,811.47)
15	(7,687.07)	(9,043.62)	(10,400.16)
16	(8,148.30)	(9,586.23)	(11,024.17)
17	(70,177.22)	(82,561.43)	(94,945.64)
18	(74,387.85)	(87,515.12)	(100,642.38)
19	(78,851.12)	(92,766.02)	(106,680.93)
20	(83,582.19)	(98,331.98)	(113,081.78)
21	(88,597.12)	(104,231.90)	(119,866.69)
22	(93,912.94)	(110,485.82)	(127,058.69)

## Pay Grades Compared

% Between Grades:	0.06
Range:	0.3
Starting midpoint:	32,500

% Between Grades:	0.06
Range:	0.2
Starting midpoint:	30,388

% Between Grades:	0	
Range:	(0.1)	%
Starting midpoint:	(2,113)	-6.95%

Springsted Salary Range			
Grade	Min	Mid	Max
1	27,625.00	32,500.00	37,375.00
2	29,282.50	34,450.00	39,617.50
3	31,039.45	36,517.00	41,994.55
4	32,901.82	38,708.02	44,514.22
5	34,875.93	41,030.50	47,185.08
6	36,968.48	43,492.33	50,016.18
7	39,186.59	46,101.87	53,017.15
8	41,537.79	48,867.98	56,198.18
9	44,030.05	51,800.06	59,570.07
10	46,671.86	54,908.07	63,144.28
11	49,472.17	58,202.55	66,932.93
12	52,440.50	61,694.70	70,948.91
13	55,586.93	65,396.39	75,205.84
14	58,922.14	69,320.17	79,718.19
15	62,457.47	73,479.38	84,501.29
16	66,204.92	77,888.14	89,571.36
17	70,177.22	82,561.43	94,945.64
18	74,387.85	87,515.12	100,642.38
19	78,851.12	92,766.02	106,680.93
20	83,582.19	98,331.98	113,081.78
21	88,597.12	104,231.90	119,866.69
22	93,912.94	110,485.82	127,058.69

Adjusted Salary Range			
Grade	Min	Mid	Max
1	27,625.00	30,387.50	33,150.00
2	29,282.50	32,210.75	35,139.00
3	31,039.45	34,143.40	37,247.34
4	32,901.82	36,192.00	39,482.18
5	34,875.93	38,363.52	41,851.11
6	36,968.48	40,665.33	44,362.18
7	39,186.59	43,105.25	47,023.91
8	41,537.79	45,691.56	49,845.34
9	44,030.05	48,433.06	52,836.06
10	46,671.86	51,339.04	56,006.23
11	49,472.17	54,419.38	59,366.60
12	52,440.50	57,684.55	62,928.60
13	55,586.93	61,145.62	66,704.31
14	58,922.14	64,814.36	70,706.57
15	62,457.47	68,703.22	74,948.97
16	66,204.92	72,825.41	79,445.90
17	70,177.22	77,194.94	84,212.66
18	74,387.85	81,826.63	89,265.42
19	78,851.12	86,736.23	94,621.34
20	83,582.19	91,940.40	100,298.62
21	88,597.12	97,456.83	106,316.54
22	93,912.94	103,304.24	112,695.53

Difference				
Grade	Min	Mid	Max	%
1	0.00	(2,112.50)	(4,225.00)	-12.75%
2	0.00	(2,239.25)	(4,478.50)	-12.75%
3	0.00	(2,373.61)	(4,747.21)	-12.75%
4	0.00	(2,516.02)	(5,032.04)	-12.75%
5	0.00	(2,666.98)	(5,333.97)	-12.75%
6	0.00	(2,827.00)	(5,654.00)	-12.75%
7	0.00	(2,996.62)	(5,993.24)	-12.75%
8	0.00	(3,176.42)	(6,352.84)	-12.75%
9	0.00	(3,367.00)	(6,734.01)	-12.75%
10	0.00	(3,569.02)	(7,138.05)	-12.75%
11	0.00	(3,783.17)	(7,566.33)	-12.75%
12	0.00	(4,010.16)	(8,020.31)	-12.75%
13	0.00	(4,250.77)	(8,501.53)	-12.75%
14	0.00	(4,505.81)	(9,011.62)	-12.75%
15	0.00	(4,776.16)	(9,552.32)	-12.75%
16	0.00	(5,062.73)	(10,125.46)	-12.75%
17	0.00	(5,366.49)	(10,732.99)	-12.75%
18	0.00	(5,688.48)	(11,376.97)	-12.75%
19	0.00	(6,029.79)	(12,059.58)	-12.75%
20	0.00	(6,391.58)	(12,783.16)	-12.75%
21	0.00	(6,775.07)	(13,550.15)	-12.75%
22	0.00	(7,181.58)	(14,363.16)	-12.75%

Springsted Proposed Plan

Department	Name	Current	Misc Info	Proposed			Minimum		Middle		Maximum	
		Salary	Yrs of Svc	Title	Range	Grade	Min	Increase	Mid	Increase	Max	Increase
POLICE ADMIN		37,997.86	9	Records Technician	Within	3	31,039.45	-	36,517.00	-	41,994.55	3,996.69
POLICE ADMIN		37,997.86	13	Records Technician	Within	3	31,039.45	-	36,517.00	-	41,994.55	3,996.69
REC ADMIN		39,436.80	2	Laborer II	Within	5	34,875.93	-	41,030.50	1,593.70	47,185.08	7,748.28
REC ADMIN		33,430.81	12	Senior Programs Coordinator	Within	5	34,875.93	1,445.12	36,098.95	2,668.14	41,513.79	8,082.99
WASTEWATER		36,566.40	1	Administrative Assistant I - Utilities	Within	6	36,968.48	402.08	43,492.33	6,925.93	50,016.18	13,449.78
FINANCIAL		41,307.55	17	Accounting Technician II	Within	6	36,968.48	-	43,492.33	2,184.78	50,016.18	8,708.63
FINANCIAL		41,307.55	34	Accounting Technician II	Within	6	36,968.48	-	43,492.33	2,184.78	50,016.18	8,708.63
NEIGHBORHOOD SVCS		41,307.55	27	Administrative Assistant I	Within	6	36,968.48	-	43,492.33	2,184.78	50,016.18	8,708.63
POLICE DISPATCH		38,542.40	1	Dispatcher	Within	6	36,968.48	-	43,492.33	4,949.93	50,016.18	11,473.78
POLICE DISPATCH		41,010.53	13	Dispatcher	Within	6	36,968.48	-	43,492.33	2,481.80	50,016.18	9,005.65
POLICE DISPATCH		36,670.40	22	Dispatcher	Within	6	36,968.48	298.08	43,492.33	6,821.93	50,016.18	13,345.78
POLICE DISPATCH		41,010.53	8	Dispatcher	Within	6	36,968.48	-	43,492.33	2,481.80	50,016.18	9,005.65
POLICE DISPATCH		41,010.53	18	Dispatcher	Within	6	36,968.48	-	43,492.33	2,481.80	50,016.18	9,005.65
POLICE DISPATCH		41,010.53	21	Dispatcher	Within	6	36,968.48	-	43,492.33	2,481.80	50,016.18	9,005.65
POLICE DISPATCH		36,670.40	9	Dispatcher	Within	6	36,968.48	298.08	43,492.33	6,821.93	50,016.18	13,345.78
CITY ADMIN		41,308.80	17	Executive Assistant	Within	6	36,968.48	-	43,492.33	2,183.53	50,016.18	8,707.38
GENERAL ADMIN		36,566.40	2	Deputy Municipal Clerk	Below	6	36,968.48	402.08	43,492.33	6,925.93	50,016.18	13,449.78
REC ADMIN		32,635.20	1	Recreation Program Coordinator	Below	6	36,968.48	4,333.28	43,492.33	10,857.13	50,016.18	17,380.98
REC ADMIN		48,902.88	22	Building Maintenance	Within	6	36,968.48	-	43,492.33	-	50,016.18	1,113.30
WASTEWATER		-	8	Building Maintenance - WWTF		6	18,484.24	18,484.24	21,746.17	21,746.17	25,008.09	25,008.09
WASTEWATER		-	6	Building Maintenance - WWTF		6	36,968.48	36,968.48	43,492.33	43,492.33	50,016.18	50,016.18
DPW		47,860.80	1	Laborer II	Within	7	39,186.59	-	46,101.87	-	53,017.15	5,156.35
DPW		49,982.40	2	Laborer I	Within	7	39,186.59	-	46,101.87	-	53,017.15	3,034.75
DPW		53,230.94	10	Laborer I	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
DPW		53,230.94	9	Laborer I	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
DPW		53,230.94	22	Laborer I	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
DPW		53,230.94	10	Laborer I	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
DPW		-	15	Laborer I		7	39,186.59	39,186.59	46,101.87	46,101.87	53,017.15	53,017.15
DPW		53,230.94	16	Laborer I	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
DPW		53,230.94	21	Laborer I	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
WASTEWATER		-	15	Wastewater Operator		7	39,186.59	39,186.59	46,101.87	46,101.87	53,017.15	53,017.15
WASTEWATER		55,432.00	42	Wastewater Operator	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
WASTEWATER		55,432.00	27	Wastewater Operator	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
WASTEWATER		54,870.40	28	Wastewater Operator	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
WASTEWATER		48,900.80	18	Wastewater Operator	Within	7	39,186.59	-	46,101.87	-	53,017.15	4,116.35
WATER		54,704.00	31	Water Operator	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
WATER		53,643.20	14	Water Operator	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
WATER		53,643.20	22	Water Operator	Above	7	39,186.59	-	46,101.87	-	53,017.15	-
NEIGHBORHOOD SVCS		44,914.27	8	GIS Technician	Within	9	41,537.79	-	48,867.98	3,953.71	56,198.18	11,283.91
CITY ADMIN		-	1	Economic Development Specialist		9	44,030.05	44,030.05	51,800.06	51,800.06	59,570.07	59,570.07
POLICE ADMIN		51,168.00	17	Support Services Manager	Within	10	44,030.05	-	51,800.06	632.06	59,570.07	8,402.07
CITY ADMIN		53,230.94	16	Media Services Manager	Within	10	46,671.86	-	54,908.07	1,677.12	63,144.28	9,913.33
POLICE DISPATCH		47,486.40	36	Communications Supervisor	Within	10	46,671.86	-	54,908.07	7,421.67	63,144.28	15,657.88
WASTEWATER		54,308.80	3	Lab Manager/Operator	Within	11	44,030.05	-	51,800.06	-	59,570.07	5,261.27
CITY ADMIN		30,773.81	3	Human Resource Coordinator	Below	11	49,472.17	18,698.36	58,202.55	27,428.74	66,932.93	36,159.12
REC ADMIN		53,230.94	9	Recreation Community Events Programmer	Within	11	49,472.17	-	58,202.55	4,971.61	66,932.93	13,701.99
FINANCIAL		48,499.78	5	Finance Support Services Manager	Within	12	46,671.86	-	54,908.07	6,408.29	63,144.28	14,644.50
CITY ADMIN		57,389.28	22	Municipal Clerk	Within	12	52,440.50	-	61,694.70	4,305.42	70,948.91	13,559.63
DPW		74,022.62	15	Streets/Parks/Forestry Superintendent	Within	14	58,922.14	-	69,320.17	-	79,718.19	5,695.57
WASTEWATER		74,022.62	10	Wastewater Superintendent	Within	14	58,922.14	-	69,320.17	-	79,718.19	5,695.57
WATER		74,022.62	32	Water Superintendent	Within	14	58,922.14	-	69,320.17	-	79,718.19	5,695.57
CITY ADMIN		74,022.62	9	Park and Recreation Director	Within	15	62,457.47	-	73,479.38	-	84,501.29	10,478.66
CITY ADMIN		78,180.96	3	Assistant City Manager	Within	16	66,204.92	-	77,888.14	-	89,571.36	11,390.40
CITY ADMIN		69,864.29	9	Chief Information Officer	Within	16	66,204.92	-	77,888.14	8,023.85	89,571.36	19,707.07
CITY ADMIN		60,652.80	2	Neighborhood Services Director	Below	16	66,204.92	5,552.12	77,888.14	17,235.34	89,571.36	28,918.56
POLICE ADMIN		79,830.40	9	Police Captain	Within	16	66,204.92	-	77,888.14	-	89,571.36	9,740.96
CITY ADMIN		82,339.30	21	Finance Director/Treasurer	Within	18	74,387.85	-	87,515.12	5,175.82	100,642.38	18,303.09
POLICE ADMIN		91,419.74	26	Chief of Police	Within	18	74,387.85	-	87,515.12	-	100,642.38	9,222.64
CITY ADMIN		93,641.60	6	City Manager	Within	20	83,582.19	-	98,331.98	4,690.38	113,081.78	19,440.18

Staff Proposed Plan

Department	Name	Current	Misc Info	Proposed			Minimum		Middle		Maximum	
		Salary	Yrs of Svc	Title	Range	Grade	Min	Increase	Mid	Increase	Max	Increase
POLICE ADMIN		37,997.86	9	Records Technician	Within	3	31,039.45	-	34,143.40	37,247.34	41,994.55	3,996.69
POLICE ADMIN		37,997.86	13	Records Technician	Within	3	31,039.45	-	34,143.40	-	41,994.55	3,996.69
REC ADMIN		39,436.80	2	Laborer II	Within	5	34,875.93	-	38,363.52	-	41,851.11	2,414.31
REC ADMIN		33,430.81	12	Senior Programs Coordinator	Below	5	34,875.93	1,445.12	38,363.52	4,932.71	41,851.11	8,420.30
WASTEWATER		36,566.40	1	Administrative Assistant I - Utilities	Below	6	36,968.48	402.08	40,665.33	4,098.93	44,362.18	7,795.78
FINANCIAL		41,307.55	17	Accounting Technician II	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,054.63
FINANCIAL		41,307.55	34	Accounting Technician II	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,054.63
NEIGHBORHOOD SVCS		41,307.55	27	Administrative Assistant I	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,054.63
POLICE DISPATCH		38,542.40	1	Dispatcher	Within	6	36,968.48	-	40,665.33	2,122.93	44,362.18	5,819.78
POLICE DISPATCH		41,010.53	13	Dispatcher	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,351.65
POLICE DISPATCH		36,670.40	22	Dispatcher	Below	6	36,968.48	298.08	40,665.33	3,994.93	44,362.18	7,691.78
POLICE DISPATCH		41,010.53	8	Dispatcher	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,351.65
POLICE DISPATCH		41,010.53	18	Dispatcher	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,351.65
POLICE DISPATCH		41,010.53	21	Dispatcher	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,351.65
POLICE DISPATCH		36,670.40	9	Dispatcher	Below	6	36,968.48	298.08	40,665.33	3,994.93	44,362.18	7,691.78
CITY ADMIN		41,308.80	17	Executive Assistant	Within	6	36,968.48	-	40,665.33	-	44,362.18	3,053.38
GENERAL ADMIN		36,566.40	2	Deputy Municipal Clerk	Below	6	36,968.48	402.08	40,665.33	4,098.93	44,362.18	7,795.78
REC ADMIN		32,635.20	1	Recreation Program Coordinator	Below	6	36,968.48	4,333.28	40,665.33	8,030.13	44,362.18	11,726.98
REC ADMIN		48,902.88	22	Building Maintenance	Above	6	36,968.48	-	40,665.33	-	44,362.18	-
WASTEWATER		-	8	Building Maintenance - WWTF		6	18,484.24	-	40,665.33	-	44,362.18	-
WASTEWATER		-	6	Building Maintenance - WWTF		6	36,968.48	-	40,665.33	-	44,362.18	-
DPW		47,860.80	1	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		49,982.40	2	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		53,230.94	10	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		53,230.94	9	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		53,230.94	22	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		53,230.94	10	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		-	15	Laborer I		7	39,186.59	39,186.59	43,105.25	43,105.25	47,023.91	47,023.91
DPW		53,230.94	16	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
DPW		53,230.94	21	Laborer I	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WASTEWATER		-	15	Wastewater Operator		7	39,186.59	-	43,105.25	-	47,023.91	-
WASTEWATER		55,432.00	42	Wastewater Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WASTEWATER		55,432.00	27	Wastewater Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WASTEWATER		54,870.40	28	Wastewater Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WASTEWATER		48,900.80	18	Wastewater Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WATER		54,704.00	31	Water Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WATER		53,643.20	14	Water Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
WATER		53,643.20	22	Water Operator	Above	7	39,186.59	-	43,105.25	-	47,023.91	-
NEIGHBORHOOD SVCS		44,914.27	8	GIS Technician	Within	9	44,030.05	-	48,433.06	3,518.79	52,836.06	7,921.79
CITY ADMIN		-	1	Economic Development Specialist		9	44,030.05	-	48,433.06	-	52,836.06	-
POLICE ADMIN		51,168.00	17	Support Services Manager	Within	10	46,671.86	-	51,339.04	171.04	56,006.23	4,838.23
CITY ADMIN		53,230.94	16	Media Services Manager	Within	10	46,671.86	-	51,339.04	(1,891.90)	56,006.23	2,775.29
POLICE DISPATCH		47,486.40	36	Communications Supervisor	Within	10	46,671.86	-	51,339.04	3,852.64	56,006.23	8,519.83
WASTEWATER		54,308.80	3	Lab Manager/Operator	Within	11	49,472.17	-	54,419.38	-	59,366.60	5,057.80
CITY ADMIN		30,773.81	3	Human Resource Coordinator	Below	11	49,472.17	18,698.36	54,419.38	23,645.57	59,366.60	28,592.79
REC ADMIN		53,230.94	9	Recreation Community Events Programmer	Within	11	49,472.17	-	54,419.38	1,188.44	59,366.60	6,135.66
FINANCIAL		48,499.78	5	Finance Support Services Manager	Within	12	52,440.50	-	57,684.55	9,184.77	62,928.60	14,428.82
CITY ADMIN		57,389.28	22	Municipal Clerk	Within	12	52,440.50	-	57,684.55	295.27	62,928.60	5,539.32
DPW		74,022.62	15	Streets/Parks/Forestry Superintendent	Above	14	58,922.14	-	64,814.36	-	70,706.57	-
WASTEWATER		74,022.62	10	Wastewater Superintendent	Above	14	58,922.14	-	64,814.36	-	70,706.57	-
WATER		74,022.62	32	Water Superintendent	Above	14	58,922.14	-	64,814.36	-	70,706.57	-
CITY ADMIN		74,022.62	9	Park and Recreation Director	Within	15	62,457.47	-	68,703.22	-	74,948.97	926.35
CITY ADMIN		78,180.96	3	Assistant City Manager	Within	16	66,204.92	-	72,825.41	-	79,445.90	1,264.94
CITY ADMIN		69,864.29	9	Chief Information Officer	Within	16	66,204.92	-	72,825.41	2,961.12	79,445.90	9,581.61
CITY ADMIN		60,652.80	2	Neighborhood Services Director	Below	16	66,204.92	5,552.12	72,825.41	12,172.61	79,445.90	18,793.10
POLICE ADMIN		79,830.40	9	Police Captain	Above	16	66,204.92	-	72,825.41	-	79,445.90	-
CITY ADMIN		82,339.30	21	Finance Director/Treasurer	Within	18	74,387.85	-	81,826.63	-	89,265.42	6,926.12
POLICE ADMIN		91,419.74	26	Chief of Police	Above	18	74,387.85	-	81,826.63	-	89,265.42	-
CITY ADMIN		93,641.60	6	City Manager	Within	20	83,582.19	-	91,940.40	-	100,298.62	6,657.02



	Fund					
	100	200	610	620	630	900
Year 1 r 1	71%	1%	7%	8%	4%	9%
Year 2 r 2	66%	5%	8%	12%	5%	4%
Year 3 r 3	65%	5%	9%	12%	5%	4%
Year 4 r 4	67%	0%	9%	14%	5%	5%
Year 5 r 5	70%	0%	7%	12%	5%	6%

2% Per Year/20% Range										
	1	2	3	4	5	6	7	8	9	10
	Yearly Salary									
1	27,625.00	28,177.50	28,741.05	29,315.87	29,902.19	30,500.23	31,110.24	31,732.44	32,367.09	33,014.43
2	29,282.50	29,868.15	30,465.51	31,074.82	31,696.32	32,330.25	32,976.85	33,636.39	34,309.12	34,995.30
3	31,039.45	31,660.24	32,293.44	32,939.31	33,598.10	34,270.06	34,955.46	35,654.57	36,367.66	37,095.02
4	32,901.82	33,559.85	34,231.05	34,915.67	35,613.98	36,326.26	37,052.79	37,793.85	38,549.72	39,320.72
5	34,875.93	35,573.44	36,284.91	37,010.61	37,750.82	38,505.84	39,275.96	40,061.48	40,862.71	41,679.96
6	36,968.48	37,707.85	38,462.01	39,231.25	40,015.87	40,816.19	41,632.51	42,465.16	43,314.47	44,180.76
7	39,186.59	39,970.32	40,769.73	41,585.12	42,416.83	43,265.16	44,130.47	45,013.07	45,913.34	46,831.60
8	41,537.79	42,368.54	43,215.91	44,080.23	44,961.84	45,861.07	46,778.29	47,713.86	48,668.14	49,641.50
9	44,030.05	44,910.65	45,808.87	46,725.04	47,659.55	48,612.74	49,584.99	50,576.69	51,588.22	52,619.99
10	46,671.86	47,605.29	48,557.40	49,528.55	50,519.12	51,529.50	52,560.09	53,611.29	54,683.52	55,777.19
11	49,472.17	50,461.61	51,470.84	52,500.26	53,550.27	54,621.27	55,713.70	56,827.97	57,964.53	59,123.82
12	52,440.50	53,489.31	54,559.09	55,650.28	56,763.28	57,898.55	59,056.52	60,237.65	61,442.40	62,671.25
13	55,586.93	56,698.67	57,832.64	58,989.29	60,169.08	61,372.46	62,599.91	63,851.91	65,128.95	66,431.52
14	58,922.14	60,100.59	61,302.60	62,528.65	63,779.22	65,054.81	66,355.90	67,683.02	69,036.68	70,417.42
15	62,457.47	63,706.62	64,980.75	66,280.37	67,605.98	68,958.10	70,337.26	71,744.00	73,178.88	74,642.46
16	66,204.92	67,529.02	68,879.60	70,257.19	71,662.33	73,095.58	74,557.49	76,048.64	77,569.62	79,121.01
17	70,177.22	71,580.76	73,012.37	74,472.62	75,962.07	77,481.32	79,030.94	80,611.56	82,223.79	83,868.27
18	74,387.85	75,875.61	77,393.12	78,940.98	80,519.80	82,130.20	83,772.80	85,448.26	87,157.22	88,900.36
19	78,851.12	80,428.14	82,036.70	83,677.44	85,350.99	87,058.01	88,799.17	90,575.15	92,386.65	94,234.39
20	83,582.19	85,253.83	86,958.91	88,698.08	90,472.05	92,281.49	94,127.12	96,009.66	97,929.85	99,888.45
21	88,597.12	90,369.06	92,176.44	94,019.97	95,900.37	97,818.38	99,774.74	101,770.24	103,805.64	105,881.76
22	93,912.94	95,791.20	97,707.03	99,661.17	101,654.39	103,687.48	105,761.23	107,876.45	110,033.98	112,234.66

Department	Name	Current				Misc Info				Range	Grade	Starting Step	2% Per Year/20% Range										
		Unit	Grac	Hrly	Salary	Hrs/Yr	Hire Date	ps Date	1				2	3	4	5	6	7	8	9	10		
LIBRARY				15.76	21,307.52	1352	11/1/10	5	32,780.80	Below	4	1	21,386.18	21,813.90	22,250.18	22,695.19	23,149.09	23,612.07	24,084.31	24,566.00	25,057.32	25,558.47	
LIBRARY				15.76	21,969.44	1394	1/28/09	6	32,780.80	Below	4	1	22,050.54	22,491.56	22,941.39	23,400.21	23,868.22	24,345.58	24,832.49	25,329.14	25,835.73	26,352.44	
LIBRARY				13.33	15,249.52	1144	5/22/15	0	27,726.40	Below	4	1	18,096.00	18,457.92	18,827.08	19,203.62	19,587.69	19,979.45	20,379.03	20,786.62	21,202.35	21,626.39	
LIBRARY				13.33	15,996.00	1200	2/3/15	0	27,726.40	Below	4	1	18,981.82	19,361.45	19,748.68	20,143.66	20,546.53	20,957.46	21,376.61	21,804.14	22,240.22	22,685.03	
LIBRARY				15.76	16,390.40	1040	12/10/99	16	32,780.80	Below	4	1	18,875.41	19,252.92	19,637.98	20,030.74	20,431.35	20,839.98	20,839.98	20,839.98	20,839.98	20,839.98	20,839.98
LIBRARY				17.91	22,351.68	1248	10/30/89	26	37,252.80	Within	5	5	22,650.49	23,103.50	23,565.57	24,036.89	24,517.62	25,007.98	25,007.98	25,007.98	25,007.98	25,007.98	25,007.98
LIBRARY				17.91	22,351.68	1248	7/21/06	9	37,252.80	Within	5	5	22,650.49	23,103.50	23,565.57	24,036.89	24,517.62	25,007.98	25,007.98	25,007.98	25,007.98	25,007.98	25,007.98
LIBRARY				17.91	37,252.80	2080	1/15/03	12	37,252.80	Within	5	5	37,750.82	38,505.84	39,275.96	40,061.48	40,862.71	41,679.96	41,679.96	41,679.96	41,679.96	41,679.96	41,679.96
LIBRARY				15.15	18,180.00	1200	6/12/12	3	31,512.00	Below	5	1	20,120.73	20,523.14	20,933.60	21,352.28	21,779.32	22,214.91	22,659.21	23,112.39	23,574.64	24,046.13	
LIBRARY				17.91	37,252.80	2080	12/5/02	13	37,252.80	Within	5	5	37,750.82	38,505.84	39,275.96	40,061.48	40,862.71	41,679.96	41,679.96	41,679.96	41,679.96	41,679.96	41,679.96
LIBRARY				19.54	40,643.20	2080	9/16/14	1	40,643.20	Below	9	1	47,659.55	48,612.74	49,584.99	50,576.69	51,588.22	52,619.99	52,619.99	52,619.99	52,619.99	52,619.99	52,619.99
LIBRARY				27.05	56,264.00	2080	7/12/10	5	56,264.00	Below	14	1	58,922.14	60,100.59	61,302.60	62,528.65	63,779.22	65,054.81	66,355.90	67,683.02	69,036.68	70,417.42	
LIBRARY				34.89	72,571.20	2080	10/31/01	14	72,571.20	Within	16	6	73,095.58	74,557.49	76,048.64	77,569.62	79,121.01	79,121.01	79,121.01	79,121.01	79,121.01	79,121.01	79,121.01
												419,990.59	428,390.40	436,958.21	445,697.37	454,611.32	462,121.13	465,644.41	469,238.16	472,903.79	476,642.73		
												22,210.35	30,610.16	39,177.97	47,917.13	56,831.08	64,340.89	67,864.17	71,457.92	75,123.55	78,862.49		
												22,210.35	8,399.81	8,567.81	8,739.16	8,913.95	7,509.81	3,523.29	3,593.75	3,665.63	3,738.94		

397,780.24

Yearly Increase using year 1 as the Base  
Year to Year Increase

2% Per Year/20% Range										
	1	2	3	4	5	6	7	8	9	10
	Yearly Salary									
1	27,625.00	28,177.50	28,741.05	29,315.87	29,902.19	30,500.23	31,110.24	31,732.44	32,367.09	33,014.43
2	29,282.50	29,868.15	30,465.51	31,074.82	31,696.32	32,330.25	32,976.85	33,636.39	34,309.12	34,995.30
3	31,039.45	31,660.24	32,293.44	32,939.31	33,598.10	34,270.06	34,955.46	35,654.57	36,367.66	37,095.02
4	32,901.82	33,559.85	34,231.05	34,915.67	35,613.98	36,326.26	37,052.79	37,793.85	38,549.72	39,320.72
5	34,875.93	35,573.44	36,284.91	37,010.61	37,750.82	38,505.84	39,275.96	40,061.48	40,862.71	41,679.96
6	36,968.48	37,707.85	38,462.01	39,231.25	40,015.87	40,816.19	41,632.51	42,465.16	43,314.47	44,180.76
7	39,186.59	39,970.32	40,769.73	41,585.12	42,416.83	43,265.16	44,130.47	45,013.07	45,913.34	46,831.60
8	41,537.79	42,368.54	43,215.91	44,080.23	44,961.84	45,861.07	46,778.29	47,713.86	48,668.14	49,641.50
9	44,030.05	44,910.65	45,808.87	46,725.04	47,659.55	48,612.74	49,584.99	50,576.69	51,588.22	52,619.99
10	46,671.86	47,605.29	48,557.40	49,528.55	50,519.12	51,529.50	52,560.09	53,611.29	54,683.52	55,777.19
11	49,472.17	50,461.61	51,470.84	52,500.26	53,550.27	54,621.27	55,713.70	56,827.97	57,964.53	59,123.82
12	52,440.50	53,489.31	54,559.09	55,650.28	56,763.28	57,898.55	59,056.52	60,237.65	61,442.40	62,671.25
13	55,586.93	56,698.67	57,832.64	58,989.29	60,169.08	61,372.46	62,599.91	63,851.91	65,128.95	66,431.52
14	58,922.14	60,100.59	61,302.60	62,528.65	63,779.22	65,054.81	66,355.90	67,683.02	69,036.68	70,417.42
15	62,457.47	63,706.62	64,980.75	66,280.37	67,605.98	68,958.10	70,337.26	71,744.00	73,178.88	74,642.46
16	66,204.92	67,529.02	68,879.60	70,257.19	71,662.33	73,095.58	74,557.49	76,048.64	77,569.62	79,121.01
17	70,177.22	71,580.76	73,012.37	74,472.62	75,962.07	77,481.32	79,030.94	80,611.56	82,223.79	83,868.27
18	74,387.85	75,875.61	77,393.12	78,940.98	80,519.80	82,130.20	83,772.80	85,448.26	87,157.22	88,900.36
19	78,851.12	80,428.14	82,036.70	83,677.44	85,350.99	87,058.01	88,799.17	90,575.15	92,386.65	94,234.39
20	83,582.19	85,253.83	86,958.91	88,698.08	90,472.05	92,281.49	94,127.12	96,009.66	97,929.85	99,888.45
21	88,597.12	90,369.06	92,176.44	94,019.97	95,900.37	97,818.38	99,774.74	101,770.24	103,805.64	105,881.76
22	93,912.94	95,791.20	97,707.03	99,661.17	101,654.39	103,687.48	105,761.23	107,876.45	110,033.98	112,234.66