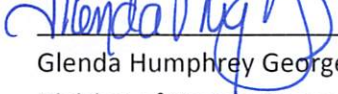




M E M O R A N D U M

TO: Linda Gorton, Mayor
Sally Hamilton, Chief Administrative Officer
Council Members

FROM: 
Glenda Humphrey George, Director
Division of Human Resources

DATE: June 12, 2024

RE: Pay Increases and Salary Structure Movement – Division of Human Resources

Request:

The attached action increases the salaries of all eligible classified and unclassified employees included in the unified pay plan (including employees who would otherwise be ineligible due to grade max restriction) by 3%. This action also amends the unified pay plan's salary schedules by adjusting the schedules by 1.5% and amends section 23-28 of the Code of Ordinances by increasing the existing step structure of Police Chief and Fire Chief by 3.0% and adjusting the incumbents' salaries accordingly. Finally, this action increases salaries of the following positions by 3.0%: Council Administrator (1), Law Clerk P/T (3), Park Patrol Coordinator P/T (1), Police and Fire Pension Benefits Specialist. All actions are effective July 1, 2024.

Why are you requesting:

All funding for the increase is included in the FY 2025 proposed budget.

File Number: 0660-24

Director/Commissioner:

Glenda Humphrey George/Sally Hamilton

If you have questions or need additional information, please contact Alana Morton (859) 258-3037.



FY2025

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
501	\$33,269.60	\$33,269.60	\$33,269.60 (Annual)
	\$2,772.47	\$2,772.47	\$2,772.47 (Monthly)
	\$1,279.60	\$1,279.60	\$1,279.60 (Biweekly)
	\$15.995	\$15.995	\$15.995 (Hourly)
502	\$33,271.68	\$33,889.44	\$34,507.20
	\$2,772.64	\$2,824.12	\$2,875.60
	\$1,279.68	\$1,303.44	\$1,327.20
	\$15.996	\$16.293	\$16.590
503	\$33,271.68	\$34,752.64	\$36,233.60
	\$2,772.64	\$2,896.05	\$3,019.47
	\$1,279.68	\$1,336.64	\$1,393.60
	\$15.996	\$16.708	\$17.420
504	\$33,271.68	\$35,659.52	\$38,045.28
	\$2,772.64	\$2,971.63	\$3,170.44
	\$1,279.68	\$1,371.52	\$1,463.28
	\$15.996	\$17.144	\$18.291
505	\$33,271.68	\$36,610.08	\$39,948.48
	\$2,772.64	\$3,050.84	\$3,329.04
	\$1,279.68	\$1,408.08	\$1,536.48
	\$15.996	\$17.601	\$19.206
506	\$33,271.68	\$37,608.48	\$41,945.28
	\$2,772.64	\$3,134.04	\$3,495.44
	\$1,279.68	\$1,446.48	\$1,613.28
	\$15.996	\$18.081	\$20.166
507	\$33,381.92	\$38,712.96	\$44,041.92
	\$2,781.83	\$3,226.08	\$3,670.16
	\$1,283.92	\$1,488.96	\$1,693.92
	\$16.049	\$18.612	\$21.174
508	\$33,485.92	\$39,865.28	\$46,244.64
	\$2,790.49	\$3,322.11	\$3,853.72
	\$1,287.92	\$1,533.28	\$1,778.64
	\$16.099	\$19.166	\$22.233
509	\$33,592.00	\$41,073.76	\$48,555.52
	\$2,799.33	\$3,422.81	\$4,046.29
	\$1,292.00	\$1,579.76	\$1,867.52
	\$16.150	\$19.747	\$23.344

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
510	\$33,991.36	\$42,488.16	\$50,982.88 (Annual)
	\$2,832.61	\$3,540.68	\$4,248.57 (Monthly)
	\$1,307.36	\$1,634.16	\$1,960.88 (Biweekly)
	\$16.342	\$20.427	\$24.511 (Hourly)
511	\$35,688.64	\$44,609.76	\$53,530.88
	\$2,974.05	\$3,717.48	\$4,460.91
	\$1,372.64	\$1,715.76	\$2,058.88
	\$17.158	\$21.447	\$25.736
512	\$37,473.28	\$46,841.60	\$56,207.84
	\$3,122.77	\$3,903.47	\$4,683.99
	\$1,441.28	\$1,801.60	\$2,161.84
	\$18.016	\$22.520	\$27.023
513	\$39,347.36	\$49,183.68	\$59,020.00
	\$3,278.95	\$4,098.64	\$4,918.33
	\$1,513.36	\$1,891.68	\$2,270.00
	\$18.917	\$23.646	\$28.375
514	\$41,315.04	\$51,642.24	\$61,969.44
	\$3,442.92	\$4,303.52	\$5,164.12
	\$1,589.04	\$1,986.24	\$2,383.44
	\$19.863	\$24.828	\$29.793
515	\$43,378.40	\$54,223.52	\$65,068.64
	\$3,614.87	\$4,518.63	\$5,422.39
	\$1,668.40	\$2,085.52	\$2,502.64
	\$20.855	\$26.069	\$31.283
516	\$45,547.84	\$56,935.84	\$68,321.76
	\$3,795.65	\$4,744.65	\$5,693.48
	\$1,751.84	\$2,189.84	\$2,627.76
	\$21.898	\$27.373	\$32.847
517	\$47,827.52	\$59,783.36	\$71,739.20
	\$3,985.63	\$4,981.95	\$5,978.27
	\$1,839.52	\$2,299.36	\$2,759.20
	\$22.994	\$28.742	\$34.490
518	\$50,217.44	\$62,772.32	\$75,325.12
	\$4,184.79	\$5,231.03	\$6,277.09
	\$1,931.44	\$2,414.32	\$2,897.12
	\$24.143	\$30.179	\$36.214

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
519	\$52,728.00	\$65,911.04	\$79,092.00 (Annual)
	\$4,394.00	\$5,492.59	\$6,591.00 (Monthly)
	\$2,028.00	\$2,535.04	\$3,042.00 (Biweekly)
	\$25.350	\$31.688	\$38.025 (Hourly)
520	\$55,363.36	\$69,205.76	\$83,046.08
	\$4,613.61	\$5,767.15	\$6,920.51
	\$2,129.36	\$2,661.76	\$3,194.08
	\$26.617	\$33.272	\$39.926
521	\$58,133.92	\$72,666.88	\$87,199.84
	\$4,844.49	\$6,055.57	\$7,266.65
	\$2,235.92	\$2,794.88	\$3,353.84
	\$27.949	\$34.936	\$41.923
522	\$61,039.68	\$76,300.64	\$91,559.52
	\$5,086.64	\$6,358.39	\$7,629.96
	\$2,347.68	\$2,934.64	\$3,521.52
	\$29.346	\$36.683	\$44.019
523	\$64,088.96	\$80,113.28	\$96,137.60
	\$5,340.75	\$6,676.11	\$8,011.47
	\$2,464.96	\$3,081.28	\$3,697.60
	\$30.812	\$38.516	\$46.220
524	\$67,294.24	\$84,119.36	\$100,942.40
	\$5,607.85	\$7,009.95	\$8,411.87
	\$2,588.24	\$3,235.36	\$3,882.40
	\$32.353	\$40.442	\$48.530
525	\$70,659.68	\$88,325.12	\$105,988.48
	\$5,888.31	\$7,360.43	\$8,832.37
	\$2,717.68	\$3,397.12	\$4,076.48
	\$33.971	\$42.464	\$50.956
526	\$74,193.60	\$92,743.04	\$111,290.40
	\$6,182.80	\$7,728.59	\$9,274.20
	\$2,853.60	\$3,567.04	\$4,280.40
	\$35.670	\$44.588	\$53.505
527	\$77,904.32	\$97,379.36	\$116,854.40
	\$6,492.03	\$8,114.95	\$9,737.87
	\$2,996.32	\$3,745.36	\$4,494.40
	\$37.454	\$46.817	\$56.180

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
528	\$81,798.08	\$102,248.64	\$122,699.20 (Annual)
	\$6,816.51	\$8,520.72	\$10,224.93 (Monthly)
	\$3,146.08	\$3,932.64	\$4,719.20 (Biweekly)
	\$39.326	\$49.158	\$58.990 (Hourly)
529	\$85,887.36	\$107,359.20	\$128,831.04
	\$7,157.28	\$8,946.60	\$10,735.92
	\$3,303.36	\$4,129.20	\$4,955.04
	\$41.292	\$51.615	\$61.938
530	\$90,182.56	\$112,729.76	\$135,274.88
	\$7,515.21	\$9,394.15	\$11,272.91
	\$3,468.56	\$4,335.76	\$5,202.88
	\$43.357	\$54.197	\$65.036
531	\$94,692.00	\$118,364.48	\$142,036.96
	\$7,891.00	\$9,863.71	\$11,836.41
	\$3,642.00	\$4,552.48	\$5,462.96
	\$45.525	\$56.906	\$68.287
532	\$99,426.08	\$124,284.16	\$149,140.16
	\$8,285.51	\$10,357.01	\$12,428.35
	\$3,824.08	\$4,780.16	\$5,736.16
	\$47.801	\$59.752	\$71.702
533	\$104,397.28	\$130,497.12	\$156,596.96
	\$8,699.77	\$10,874.76	\$13,049.75
	\$4,015.28	\$5,019.12	\$6,022.96
	\$50.191	\$62.739	\$75.287
534	\$109,616.00	\$137,022.08	\$164,426.08
	\$9,134.67	\$11,418.51	\$13,702.17
	\$4,216.00	\$5,270.08	\$6,324.08
	\$52.700	\$65.876	\$79.051
535	\$115,098.88	\$143,873.60	\$172,648.32
	\$9,591.57	\$11,989.47	\$14,387.36
	\$4,426.88	\$5,533.60	\$6,640.32
	\$55.336	\$69.170	\$83.004
536	\$120,854.24	\$151,066.24	\$181,278.24
	\$10,071.19	\$12,588.85	\$15,106.52
	\$4,648.24	\$5,810.24	\$6,972.24
	\$58.103	\$72.628	\$87.153

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
537	\$126,896.64	\$158,620.80	\$190,342.88 (Annual)
	\$10,574.72	\$13,218.40	\$15,861.91 (Monthly)
	\$4,880.64	\$6,100.80	\$7,320.88 (Biweekly)
	\$61.008	\$76.260	\$91.511 (Hourly)
538	\$133,240.64	\$166,551.84	\$199,860.96
	\$11,103.39	\$13,879.32	\$16,655.08
	\$5,124.64	\$6,405.84	\$7,686.96
	\$64.058	\$80.073	\$96.087
539	\$139,902.88	\$174,878.08	\$209,853.28
	\$11,658.57	\$14,573.17	\$17,487.77
	\$5,380.88	\$6,726.08	\$8,071.28
	\$67.261	\$84.076	\$100.891
540	\$146,897.92	\$183,624.48	\$220,348.96
	\$12,241.49	\$15,302.04	\$18,362.41
	\$5,649.92	\$7,062.48	\$8,474.96
	\$70.624	\$88.281	\$105.937
541	\$154,242.40	\$192,803.52	\$231,364.64
	\$12,853.53	\$16,066.96	\$19,280.39
	\$5,932.40	\$7,415.52	\$8,898.64
	\$74.155	\$92.694	\$111.233
542	\$161,955.04	\$202,444.32	\$242,933.60
	\$13,496.25	\$16,870.36	\$20,244.47
	\$6,229.04	\$7,786.32	\$9,343.60
	\$77.863	\$97.329	\$116.795
543	\$170,052.48	\$212,565.60	\$255,078.72
	\$14,171.04	\$17,713.80	\$21,256.56
	\$6,540.48	\$8,175.60	\$9,810.72
	\$81.756	\$102.195	\$122.634
544	\$178,555.52	\$223,194.40	\$267,833.28
	\$14,879.63	\$18,599.53	\$22,319.44
	\$6,867.52	\$8,584.40	\$10,301.28
	\$85.844	\$107.305	\$128.766
545	\$187,482.88	\$234,353.60	\$281,224.32
	\$15,623.57	\$19,529.47	\$23,435.36
	\$7,210.88	\$9,013.60	\$10,816.32
	\$90.136	\$112.670	\$135.204

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
546	\$196,857.44	\$246,072.32	\$295,285.12 (Annual)
	\$16,404.79	\$20,506.03	\$24,607.09 (Monthly)
	\$7,571.44	\$9,464.32	\$11,357.12 (Biweekly)
	\$94.643	\$118.304	\$141.964 (Hourly)
547	\$206,700.00	\$258,375.52	\$310,051.04
	\$17,225.00	\$21,531.29	\$25,837.59
	\$7,950.00	\$9,937.52	\$11,925.04
	\$99.375	\$124.219	\$149.063
548	\$217,033.44	\$271,294.40	\$325,553.28
	\$18,086.12	\$22,607.87	\$27,129.44
	\$8,347.44	\$10,434.40	\$12,521.28
	\$104.343	\$130.430	\$156.516
549	\$227,886.88	\$284,860.16	\$341,831.36
	\$18,990.57	\$23,738.35	\$28,485.95
	\$8,764.88	\$10,956.16	\$13,147.36
	\$109.561	\$136.952	\$164.342
550	\$239,281.12	\$299,101.92	\$358,922.72
	\$19,940.09	\$24,925.16	\$29,910.23
	\$9,203.12	\$11,503.92	\$13,804.72
	\$115.039	\$143.799	\$172.559

FY2025 Pay Scale - Appointed Positions - Police Chief and Fire Chief

	<u>Grade</u>	<u>Step1</u>	<u>Step2</u>	<u>Step3</u>	<u>Step4</u>	<u>Step5</u>	<u>Step6</u>	<u>Step7</u>	<u>Step8</u>	<u>Step9</u>	<u>Step10(Max)</u>
Annual	324	\$130,101.92	\$138,692.32	\$147,284.80	\$155,877.28	\$164,467.68	\$173,064.32	\$181,644.32	\$190,243.04	\$198,827.20	\$207,434.24 (Annual)
Bi-Weekly	324	\$5,003.92	\$5,334.32	\$5,664.80	\$5,995.28	\$6,325.68	\$6,656.32	\$6,986.32	\$7,317.04	\$7,647.20	\$7,978.24 (Biweekly)
Hourly	324	\$62.549	\$66.679	\$70.810	\$74.941	\$79.071	\$83.204	\$87.329	\$91.463	\$95.590	\$99.728 (Hourly)

Positions with salaries outside the Unified Pay Plan

Title	Job Code	Positions	FY2025	
Law Clerk – P/T	291	3	\$ 21.405	hourly
Park Patrol Coordinator - P/T	893	1	\$ 35.856	hourly

Title	Job Code	Positions	FY 2025 Range
Council Administrator	080	1	\$2,811.04 - \$4,663.84 bi-weekly
P&F Pension Benefits Spec	075	2	\$27.949 - \$41.923 hourly

School Traffic Guards		FY 2025
Entrance rate		\$15.750