

SALARY ORDINANCE CHANGES

MANAGEMENT POSITIONS (2.1% increase)

Effective Pay Period 1, 2006 (January 1, 2006), under Part I, Section 2 of the Salary Ordinance, delete the current rates of pay for management salary grades 001 through 020 listed below and substitute the following rates:

Salary Grade 001

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,349.61 | 1,391.51 | 1,434.71 | 1,479.29 | 1,525.19 | 1,572.56 |
| 1,621.39 | 1,671.72 | 1,723.66 | 1,777.19 | 1,832.37 | 1,889.28 |

Salary Grade 002

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,438.14 | 1,482.80 | 1,528.85 | 1,576.31 | 1,625.24 | 1,675.72 |
| 1,727.78 | 1,781.43 | 1,836.74 | 1,893.77 | 1,952.56 | 2,013.10 |

Salary Grade 003

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,532.60 | 1,580.19 | 1,629.26 | 1,679.86 | 1,732.02 | 1,785.82 |
| 1,841.26 | 1,898.46 | 1,957.39 | 2,018.14 | 2,080.82 | 2,145.51 |

Salary Grade 004

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,633.77 | 1,684.50 | 1,736.81 | 1,790.75 | 1,846.35 | 1,903.67 |
| 1,962.78 | 2,023.78 | 2,086.59 | 2,151.37 | 2,218.19 | 2,287.24 |

Salary Grade 005

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,741.54 | 1,795.63 | 1,851.37 | 1,908.86 | 1,968.14 | 2,029.25 |
| 2,092.28 | 2,157.24 | 2,224.21 | 2,293.29 | 2,364.49 | 2,438.29 |

Salary Grade 006

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,856.02 | 1,913.65 | 1,973.06 | 2,034.34 | 2,097.52 | 2,162.64 |
| 2,229.80 | 2,299.03 | 2,370.45 | 2,444.04 | 2,519.92 | 2,598.68 |

Salary Grade 007

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,978.48 | 2,039.92 | 2,103.26 | 2,168.57 | 2,235.92 | 2,305.35 |
| 2,376.93 | 2,450.74 | 2,526.84 | 2,605.32 | 2,686.21 | 2,769.72 |

Salary Grade 008

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 2,108.22 | 2,173.70 | 2,241.21 | 2,310.81 | 2,382.53 | 2,456.54 |
| 2,532.80 | 2,611.45 | 2,692.55 | 2,776.17 | 2,862.38 | 2,951.39 |

Salary Grade 009

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 2,247.99 | 2,317.82 | 2,389.79 | 2,463.98 | 2,540.48 | 2,619.40 |
| 2,700.73 | 2,784.59 | 2,871.04 | 2,960.22 | 3,052.12 | 3,147.07 |

Salary Grade 010

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 2,395.71 | 2,470.10 | 2,546.83 | 2,625.88 | 2,707.43 | 2,791.52 |
| 2,878.19 | 2,967.58 | 3,059.72 | 3,154.73 | 3,252.67 | 3,354.04 |

Salary Grade 011

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 2,554.11 | 2,633.43 | 2,715.21 | 2,799.49 | 2,886.45 | 2,976.07 |
| 3,068.50 | 3,163.76 | 3,261.99 | 3,363.28 | 3,467.73 | 3,575.62 |

Salary Grade 012

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 2,721.82 | 2,806.34 | 2,893.48 | 2,983.33 | 3,075.97 | 3,171.47 |
| 3,269.99 | 3,371.51 | 3,476.22 | 3,584.15 | 3,695.45 | 3,810.54 |

Salary Grade 013

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 2,900.82 | 2,990.90 | 3,083.80 | 3,179.56 | 3,278.26 | 3,380.08 |
| 3,485.01 | 3,593.24 | 3,704.79 | 3,819.87 | 3,938.47 | 4,061.45 |

Salary Grade 014

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 3,092.49 | 3,188.51 | 3,287.52 | 3,389.59 | 3,494.85 | 3,603.37 |
| 3,715.29 | 3,830.64 | 3,949.59 | 4,072.22 | 4,198.67 | 4,329.64 |

Salary Grade 015

Official Rate Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 3,296.12 | 3,398.45 | 3,504.00 | 3,612.82 | 3,724.97 | 3,840.67 |
| 3,959.91 | 4,082.87 | 4,209.66 | 4,340.39 | 4,475.16 | 4,614.45 |

Salary Grade 016

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 3,513.08 | 3,622.19 | 3,734.65 | 3,850.63 | 3,970.20 | 4,093.49 |
| 4,220.58 | 4,351.67 | 4,486.78 | 4,626.09 | 4,769.74 | 4,918.56 |

Salary Grade 017

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 3,744.63 | 3,860.94 | 3,980.83 | 4,104.44 | 4,231.86 | 4,363.30 |
| 4,498.77 | 4,638.47 | 4,782.53 | 4,931.02 | 5,084.14 | 5,242.62 |

Salary Grade 018

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 3,991.56 | 4,115.50 | 4,243.31 | 4,375.05 | 4,510.92 | 4,651.00 |
| 4,795.43 | 4,944.33 | 5,097.86 | 5,256.16 | 5,419.36 | 5,588.05 |

Salary Grade 019

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 4,254.47 | 4,386.57 | 4,522.78 | 4,663.21 | 4,808.04 | 4,957.35 |
| 5,111.27 | 5,269.97 | 5,433.63 | 5,602.36 | 5,776.31 | 5,956.05 |

Salary Grade 020

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 4,534.61 | 4,675.40 | 4,820.60 | 4,970.29 | 5,124.61 | 5,283.76 |
| 5,447.83 | 5,617.00 | 5,791.42 | 5,971.25 | 6,156.69 | 6,348.71 |

Under Part I, Section 1, under Pay Range 047, delete the 2005 rate of \$1,869.98 biweekly and substitute the 2006 rate of \$1,909.25 biweekly.

Under Part II, Section 12. Management Pay Plan, delete "12.e (2)", and "12.f.(1)" in their entirety and substitute the following, effective Pay Period 1, 2006 (January 1, 2006):

e. Salary Advancement:

(2) Annual salary increments: Except as provided below, management employees, who demonstrate fully satisfactory performance, working in management classifications, shall be eligible for salary increments of one step per year above the initial appointment step, up to the maximum step based upon recommendation of the appointing authority after appropriate review of job performance. Such step increases may be made on the manager's salary anniversary date. Nothing in this section shall be construed as denying the right of a department head to make the effective date of a salary increment later than the employee's anniversary pay period. For fiscal year 2006, management employees earning a salary above \$90,000 as of Pay Period 27, 2005 will remain in their current step.

f. Promotion

(1) Promotion: A promotion may take place by reclassification to a higher salary grade, reallocation to a higher salary grade, or appointment to a different, higher level position.

The promotional increase, for employees promoted within or into the Management Pay Plan, will be at the pay rate in the new salary grade which is at least 3.00 percent above the salary pay rate the manager was receiving at the time of such appointment or promotion. The Department of Employee Relations must review and authorize the calculation of the salary rate prior to promotion. In those instances where the next pay rate (step) is less than three percent higher than the employee was receiving, the next higher pay rate (step) shall be paid.