

Comparison of Management Pay Plan Proposals

Category	Current Management Pay Plan	September 2007
Pay Philosophy	Job/time/seniority based compensation system	Combination of job/time/seniority based compensation and employee contribution/value-added compensation system
Pay Structure & Pay Progression	20 salary grades	20 salary grades The designations of Professional (Salary Grades 004 – 012), Management (Salary Grades 004 – 012), and Leadership (Salary Grades 012 – 019) will be used for salary adjustments after promotions and transfers and for classification reviews
	40% spread between minimum and maximum	40% spread between minimum and maximum
	12 steps from minimum to maximum	Open Ranges
	3.1% increments on anniversary date	3.1% increase each year on anniversary date if performance review is fully satisfactory No increase if performance review is not fully satisfactory
Exceptional Achievement Awards	None	Up to 1% lump sum for exceptional performance. Must be measurable and consistent with mission and objectives of department. Includes those who are at the top of the salary grade. Must be approved by DER and are nonpensionable and non-base building
Professional Development Awards		\$700 lump sum for professional degree, designation or certification. Must be approved through DER and are nonpensionable and non-base building
Appointment Rate	Up to the 7 th step with approval of Chair of Finance and Personnel and DER	Up to 60% of the salary grade with approval by DER and the Chair of the Finance & Personnel Committee

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Salary Adjustments for Promotions and Transfers	<ul style="list-style-type: none"> • Promotions are at least 3% over current total pay • Lateral transfers never result in a salary adjustment 	<ul style="list-style-type: none"> • Promotion to a higher grade within a category such as Professional : 3% • Initial promotion into Professional Classification: 3% • Initial promotion into Management Classification: 5% • Initial promotion into Leadership Classification: 7%
Reclassification	<p>Positions are reclassified to higher salary grades based on significant changes in scope of responsibility. This requires a thorough analysis of the changes by DER and approval by CSC, Finance and Personnel Committee and the Mayor.</p>	See above
Reallocation	<p>Positions are upgraded to higher salary grades based on labor market and/or pay compression considerations.</p>	See above
Across-the-Board Pay Increases	As approved by the Common Council and Mayor	As approved by the Common Council and Mayor