

**Attachment to Ordinance #0713-2024  
Amending Management Compensation Plan (MCP) #2713-2013,  
as amended**

Amend Section 4(B) to read as follows, effective March 17, 2024:

**SECTION 4. COMPENSATION PLAN.**

- (A) Pay Grades and Rates of Pay. The following grades, pay ranges and variable hourly rates are hereby established as the “Compensation Plan” for employees covered by the MCP. These grades, pay ranges and variable hourly rates shall be applied to the classifications as set forth in Section 5 of this MCP, except as otherwise set forth in those Sections.

## (B) Pay Plan.

<b>Pay Grade</b>	<b>Entry</b>	2nd Quartile	<b>Market</b>	4th Quartile	<b>Max</b>
<b>100</b>	<b>80.47</b> 167,378	93.88 195,270	<b>107.30</b> 223,174	120.71 251,077	<b>134.12</b> 278,970
<b>99</b>	<b>71.07</b> 147,826	82.92 172,474	<b>94.77</b> 197,122	106.62 221,770	<b>118.47</b> 246,418
<b>98</b>	<b>62.80</b> 130,624	73.26 152,381	<b>83.73</b> 174,148	94.19 195,915	<b>104.65</b> 217,672
<b>97</b>	<b>55.48</b> 115,398	64.72 134,618	<b>73.97</b> 153,847	83.21 173,077	<b>92.45</b> 192,296
<b>96</b>	<b>52.30</b> 108,784	58.83 122,366	<b>65.36</b> 135,938	71.88 149,510	<b>78.41</b> 163,093
<b>95</b>	<b>46.17</b> 96,034	51.95 108,056	<b>57.73</b> 120,078	63.51 132,101	<b>69.29</b> 144,123
<b>94</b>	<b>40.80</b> 84,864	45.90 95,472	<b>51.00</b> 106,070	56.09 116,667	<b>61.19</b> 127,275
<b>93</b>	<b>36.33</b> 75,566	40.88 85,030	<b>45.43</b> 94,494	49.98 103,958	<b>54.53</b> 113,422
<b>92</b>	<b>32.67</b> 67,954	36.75 76,440	<b>40.82</b> 84,906	44.90 93,392	<b>48.97</b> 101,858
<b>91</b>	<b>29.64</b> 61,651	33.35 69,368	<b>37.06</b> 77,074	40.76 84,781	<b>44.47</b> 92,498
<b>90</b>	<b>26.57</b> 55,266	29.89 62,171	<b>33.21</b> 69,077	36.53 75,982	<b>39.85</b> 82,888
<b>89</b>	<b>23.75</b> 49,400	26.72 55,578	<b>29.69</b> 61,755	32.66 67,933	<b>35.63</b> 74,110
<b>88</b>	<b>21.33</b> 44,366	23.99 49,899	<b>26.65</b> 55,422	29.30 60,944	<b>31.96</b> 66,477
<b>87</b>	<b>19.36</b> 40,269	21.78 45,302	<b>24.20</b> 50,336	26.62 55,370	<b>29.04</b> 60,403
<b>86</b>	<b>17.65</b> 36,712	19.86 41,309	<b>22.07</b> 45,906	24.28 50,502	<b>26.49</b> 55,099

Amend Section 4(D) to read as follows, effective the pay period which includes April 24, 2024:

**SECTION 4. COMPENSATION PLAN.**

(D) Pay Plan for Bargaining Unit Exempt Classifications. The following pay plan is to be used for employees in CWA 4502 bargaining unit classifications who are not in the bargaining unit for reasons described in Section 5(C) of this Ordinance.

<b>Pay Grade</b>	<b>Entry</b>	<b>2nd Quartile</b>	<b>Market</b>	<b>4th Quartile</b>	<b>Maximum</b>
<b>60</b>	<b>50.50</b> \$105,040	<b>56.80</b> \$118,144	<b>63.10</b> \$131,248	<b>69.41</b> \$144,373	<b>75.71</b> \$157,477
<b>59</b>	<b>45.06</b> \$93,725	<b>50.70</b> \$105,456	<b>56.33</b> \$117,166	<b>61.97</b> \$128,898	<b>67.60</b> \$140,608
<b>58</b>	<b>40.24</b> \$83,699	<b>45.26</b> \$94,141	<b>50.27</b> \$104,562	<b>55.31</b> \$115,045	<b>60.35</b> \$125,528
<b>57</b>	<b>35.94</b> \$74,755	<b>40.43</b> \$84,094	<b>44.91</b> \$93,413	<b>49.41</b> \$102,773	<b>53.90</b> \$112,112
<b>56</b>	<b>32.07</b> \$66,706	<b>36.08</b> \$75,046	<b>40.08</b> \$83,366	<b>44.09</b> \$91,707	<b>48.10</b> \$100,048
<b>55</b>	<b>28.61</b> \$59,509	<b>32.20</b> \$66,976	<b>35.79</b> \$74,443	<b>39.35</b> \$81,848	<b>42.90</b> \$89,232
<b>54</b>	<b>25.56</b> \$53,165	<b>28.76</b> \$59,821	<b>31.95</b> \$66,456	<b>35.16</b> \$73,133	<b>38.36</b> \$79,789
<b>53</b>	<b>22.85</b> \$47,528	<b>25.70</b> \$53,456	<b>28.55</b> \$59,384	<b>31.41</b> \$65,333	<b>34.26</b> \$71,261
<b>52</b>	<b>20.75</b> \$43,160	<b>23.35</b> \$48,568	<b>25.94</b> \$53,955	<b>28.56</b> \$59,405	<b>31.17</b> \$64,834
<b>51</b>	<b>18.87</b> \$39,250	<b>21.25</b> \$44,200	<b>23.63</b> \$49,150	<b>25.99</b> \$54,059	<b>28.34</b> \$58,947
<b>50</b>	<b>17.32</b> \$36,026	<b>19.49</b> \$40,539	<b>21.65</b> \$45,032	<b>23.80</b> \$49,504	<b>25.95</b> \$53,976

Amend Section 5(F) to read as follows:

**(F) Seasonal Classifications.**

<b>Ord.</b>	<b>Job</b>				
<b>Sec.</b>	<b>Code</b>	<b>Class Title</b>	<b>Range</b>		
S305	3680	Summer Worker			\$10.45/hour to \$15.00/hour