

**Attachment to Ordinance #0694-2023
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Enact Section 5(E) to read as follows:

(E) Overtime Exempt Classifications:

Ord. Sec.	Job Code	Class Title	Pay Grade
<u>T159</u>	<u>0235</u>	<u>Traffic Management Division Assistant Administrator</u>	<u>96</u>

Enact Section 5(F)(1) to read as follows:

(F) Seasonal Classifications.

Ord. Sec.	Job Code	Class Title	Range
A199	3184	Aquatics Supervisor (Seasonal)	\$17.00/hour to \$23.50/hour
L130	3183	Lifeguard (Seasonal)	\$15.00/hour to \$20.00/hour
R063	3684	Recreation and Parks Aide (Seasonal)	\$10.10/hour to \$17.00/hour
S305	3680	Summer Worker	\$10.10/hour to \$15.00/hour

(1) The Department of Recreation and Parks may create a policy at its discretion for an annual payment in the amount of \$500.00, less applicable withholdings, for employees in the classifications of Aquatics Supervisor (Seasonal) and Lifeguard (Seasonal) at the conclusion of the summer season as determined by the Department of Recreation and Parks. The policy shall be administered by the Department of Recreation and Parks and shall be made available to all eligible employees.

Amend Section 4(B) to read as follows, effective April 2, 2023:

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	78.43 163,134	91.50 190,320	104.58 217,516	117.65 244,712	130.72 271,898
99	69.27 144,082	80.82 168,106	92.37 192,130	103.92 216,154	115.47 240,178
98	61.21 127,317	71.41 148,533	81.61 169,738	91.80 190,944	102.00 212,160
97	54.07 112,466	63.08 131,206	72.09 149,947	81.10 168,688	90.11 187,429
96	50.97 106,018	57.33 119,246	63.70 132,486	70.06 145,725	76.42 158,954
95	45.00 93,600	50.63 105,310	56.27 117,031	61.90 128,752	67.53 140,462
94	39.77 82,722	44.74 93,059	49.71 103,386	54.67 113,714	59.64 124,051
93	35.41 73,653	39.85 82,888	44.28 92,102	48.72 101,338	53.15 110,552
92	31.84 66,227	35.81 74,485	39.79 82,753	43.76 91,021	47.73 99,278
91	28.89 60,091	32.50 67,600	36.12 75,119	39.73 82,638	43.34 90,147
90	25.90 53,872	29.14 60,611	32.37 67,330	35.61 74,069	38.84 80,787
89	23.15 48,152	26.05 54,184	28.94 60,195	31.84 66,227	34.73 72,238
88	20.79 43,243	23.38 48,630	25.97 54,018	28.56 59,405	31.15 64,792
87	18.87 39,250	21.23 44,158	23.59 49,057	25.94 53,955	28.30 58,864
86	17.20 35,776	19.36 40,269	21.51 44,741	23.67 49,234	25.82 53,706

Amend Section 4(C) to read as follows:

- (C) Pay Plan For Bargaining Unit Exempt Classifications. The following pay plan is to be used for employees in AFSCME 1632 bargaining unit classifications who are not in the bargaining unit for reasons described in Section 5(C) of this Ordinance.

Grade	Hourly			Bi-Weekly			Annual		
5	14.07	-	19.16	1,126	-	1,533	29,266	-	39,853
6	15.79	-	21.06	1,263	-	1,685	32,843	-	43,805
7	16.13	-	21.33	1,290	-	1,706	33,550	-	44,366
8	16.40	-	21.64	1,312	-	1,731	34,112	-	45,011
9	16.66	-	21.92	1,333	-	1,754	34,653	-	45,594
10	17.05	-	22.26	1,364	-	1,781	35,464	-	46,301
11	17.32	-	22.66	1,386	-	1,813	36,026	-	47,133
12	17.71	-	23.00	1,417	-	1,840	36,837	-	47,840
13	18.54	-	23.95	1,483	-	1,916	38,563	-	49,816
14	18.96	-	24.21	1,517	-	1,937	39,437	-	50,357
15	19.35	-	24.75	1,548	-	1,980	40,248	-	51,480
16	19.84	-	25.34	1,587	-	2,027	41,267	-	52,707
17	20.33	-	25.69	1,626	-	2,055	42,286	-	53,435
18	21.69	-	27.16	1,735	-	2,173	45,115	-	56,493
19	22.30	-	27.87	1,784	-	2,230	46,384	-	57,970
20	22.84	-	28.36	1,827	-	2,269	47,507	-	58,989
21	23.40	-	28.95	1,872	-	2,316	48,672	-	60,216
22	23.76	-	29.45	1,901	-	2,356	49,421	-	61,256
23	24.37	-	30.09	1,950	-	2,407	50,690	-	62,587
24	25.04	-	30.67	2,003	-	2,454	52,083	-	63,794
25	25.79	-	31.47	2,063	-	2,518	53,643	-	65,458
26	26.52	-	32.22	2,122	-	2,578	55,162	-	67,018
27	27.22	-	32.98	2,178	-	2,638	56,618	-	68,598
28	27.97	-	33.79	2,238	-	2,703	58,178	-	70,283
29	28.71	-	34.56	2,297	-	2,765	59,717	-	71,885
30	29.53	-	40.60	2,362	-	3,248	61,422	-	84,448
31	33.70	-	42.07	2,696	-	3,366	70,096	-	87,506
32	35.87	-	44.63	2,870	-	3,570	74,610	-	92,830
33	37.33	-	46.33	2,986	-	3,706	77,646	-	96,366
34	38.85	-	48.08	3,108	-	3,846	80,808	-	100,006

Amend Section 5(E) to read as follows:

(E) Overtime Exempt Classifications:

Ord.	Job		
Sec.	Code	Class Title	Pay Grade
F004	0295	Facilities Management Division Administrator	95 <u>96</u>
F088	0272	Fleet Management Division Administrator	95 <u>96</u>