

**Attachment to Ordinance #0592-2017
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Section 1. To amend Section 4(B) to read as follows, effective March 26, 2017:

(B) Pay Plan.

Pay					
Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	68.97 143,458	80.47 167,378	91.96 191,277	103.46 215,197	114.95 239,096
99	60.91 126,693	71.07 147,826	81.23 168,948	91.38 190,070	101.54 211,203
98	53.82 111,946	62.79 130,603	71.76 149,261	80.73 167,918	89.70 186,576
97	47.55 98,904	55.47 115,378	63.40 131,862	71.32 148,346	79.24 164,819
96	44.81 93,205	50.41 104,853	56.01 116,490	61.60 128,128	67.20 139,776
95	39.57 82,306	44.52 92,602	49.48 102,908	54.43 113,214	59.38 123,510
94	34.96 72,717	39.33 81,806	43.71 90,906	48.08 100,006	52.45 109,096
93	31.14 64,771	35.04 72,883	38.94 80,995	42.84 89,107	46.74 97,219
92	27.99 58,219	31.49 65,499	34.98 72,758	38.48 80,038	41.97 87,298
91	25.41 52,853	28.59 59,467	31.76 66,061	34.94 72,675	38.11 79,269
90	22.77 47,362	25.62 53,290	28.47 59,207	31.31 65,125	34.16 71,053
89	20.35 42,328	22.90 47,632	25.45 52,926	27.99 58,219	30.54 63,523
88	18.27 38,002	20.55 42,744	22.83 47,486	25.11 52,229	27.39 56,971
87	16.58 34,486	18.66 38,813	20.74 43,129	22.81 47,445	24.89 51,771
86	15.13 31,470	17.02 35,402	18.92 39,343	20.81 43,285	22.70 47,216

Section 2. To amend Section 4(C) to read as follows, effective March 26, 2017:

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

Grade	Hourly		Bi-Weekly		Annual	
5	11.89	- 16.20	951.20	- 1296.00	24,731.20	- 33,696.00
6	13.37	- 17.82	1069.60	- 1425.60	27,809.60	- 37,065.60
7	13.64	- 18.04	1091.20	- 1443.20	28,371.20	- 37,523.20
8	13.87	- 18.29	1109.60	- 1463.20	28,849.60	- 38,043.20
9	14.09	- 18.54	1127.20	- 1483.20	29,307.20	- 38,563.20
10	14.41	- 18.83	1152.80	- 1506.40	29,972.80	- 39,166.40
11	14.64	- 19.16	1171.20	- 1532.80	30,451.20	- 39,852.80
12	14.97	- 19.45	1197.60	- 1556.00	31,137.60	- 40,456.00
13	15.69	- 20.25	1255.20	- 1620.00	32,635.20	- 42,120.00
14	16.04	- 20.49	1283.20	- 1639.20	33,363.20	- 42,619.20
15	16.37	- 20.92	1309.60	- 1673.60	34,049.60	- 43,513.60
16	16.78	- 21.44	1342.40	- 1715.20	34,902.40	- 44,595.20
17	17.19	- 21.73	1375.20	- 1738.40	35,755.20	- 45,198.40
18	18.34	- 22.97	1467.20	- 1837.60	38,147.20	- 47,777.60
19	18.86	- 23.57	1508.80	- 1885.60	39,228.80	- 49,025.60
20	19.32	- 23.98	1545.60	- 1918.40	40,185.60	- 49,878.40
21	19.79	- 24.49	1583.20	- 1959.20	41,163.20	- 50,939.20
22	20.10	- 24.90	1608.00	- 1992.00	41,808.00	- 51,792.00
23	20.60	- 25.44	1648.00	- 2035.20	42,848.00	- 52,915.20
24	21.18	- 25.94	1694.40	- 2075.20	44,054.40	- 53,955.20
25	21.82	- 26.62	1745.60	- 2129.60	45,385.60	- 55,369.60
26	22.42	- 27.24	1793.60	- 2179.20	46,633.60	- 56,659.20
27	23.02	- 27.89	1841.60	- 2231.20	47,881.60	- 58,011.20
28	23.65	- 28.58	1892.00	- 2286.40	49,192.00	- 59,446.40
29	24.27	- 29.23	1941.60	- 2338.40	50,481.60	- 60,798.40
30	24.97	- 34.34	1997.60	- 2747.20	51,937.60	- 71,427.20
31	28.50	- 35.58	2280.00	- 2846.40	59,280.00	- 74,006.40
32	30.34	- 37.74	2427.20	- 3019.20	63,107.20	- 78,499.20
33	31.57	- 39.18	2525.60	- 3134.40	65,665.60	- 81,494.40
34	32.85	- 40.66	2628.00	- 3252.80	68,328.00	- 84,572.80

Section 3. To amend Ordinance No. 2713-2013, as amended, by enacting Section 5(E) as follows:

Ord. Section	Job Code	Class Title	Grade
5(E)-E195	0348	Equal Employment Resources Manager	95

Section 4. To amend Ordinance No. 2713-2013, Section 5(E)-E198, as amended, by removing the classification of Employment Compliance Manager.

Section 5. That existing Sections 4(B), 4(C), and 5(E) of Ordinance No. 2713-2013, as amended, are hereby repealed.

Section 6. For reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten (10) days after passage if the Mayor neither approves nor vetoes the same.