

**Attachment to Ordinance #0707-2013
Amending Police Management Compensation Plan #0676-2006,
as amended**

Section 1. That existing Section 3(A) of Ordinance No. 0676-2006, as amended, be amended to read as follows:

SECTION 3. EXECUTIVE POLICE PAY PLAN.

(A) Effective March 31, 2013, the following compensation structure is hereby established as the "Executive Police Pay Plan" and is to be applied to the positions set forth below.

<u>Class Title</u>	<u>Pay Period</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<u>Police Deputy</u>	<u>Hourly (40)</u>	<u>5P</u>	<u>\$52.88</u>	<u>\$66.09</u>	<u>\$79.30</u>
<u>Chief</u>	<u>Annually</u>		<u>\$109,984.16</u>	<u>\$137,463.04</u>	<u>\$164,941.92</u>
<u>Police Chief</u>	<u>Hourly (40)</u>	<u>6P</u>	<u>\$60.08</u>	<u>\$75.11</u>	<u>\$90.12</u>
	<u>Annually</u>		<u>\$124,970.56</u>	<u>\$156,224.64</u>	<u>\$187,455.84</u>

- (1) The hourly rates set forth above are based on a forty (40) hour workweek and shall be used to calculate salaries for hours actually worked or in paid status.
- (2) The City Auditor is authorized and directed to make retroactive payment of wages for the positions of Police Chief and Police Deputy Chief as determined by the Director of Public Safety. The pay rate and effective date must be certified by the Director of Public Safety to the City Auditor and Civil Service Commission Executive Director.

Section 2. That existing Section 7(K) of Ordinance No. 0676-2006, as amended, be amended to read as follows:

(K) Premium Contribution. Employees will be charged a monthly premium for participating in the City's insurance program that shall be paid through an automatic payroll deduction. The monthly insurance premium shall be an amount equal to **eleven** percent (**11%**) of the insurance base. Effective April 1, 2013 the monthly insurance premium shall be an amount equal to **eleven and one-half** percent (**11.5%**) of the insurance base. The insurance base shall be the total actual cost to the City of the claims and administrative fees for medical, dental, vision, and prescription drugs for the preceding benefit year of February 1 through January 31. The premium will be established as single and family rates. Half of the monthly premium will be deducted each payperiod not to exceed the total monthly premium.

Section 3. That existing Sections 3(A) and 7(K) of Ordinance No. 0676-2006, as amended, is hereby repealed, as required.

Section 4. 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.