

**Attachment to Ordinance #0560-2015  
Amending Management Compensation Plan (MCP) #2713-2013,  
as amended**

**Section 1.** To amend Section 4(B) to read as follows, effective March 15, 2015:

(B) Pay Plan.

<b>Pay Grade</b>	<b>Entry</b>	<b>2nd Quartile</b>	<b>Market</b>	<b>4th Quartile</b>	<b>Max</b>
<b>100</b>	<b>66.29</b> 137,883	77.34 160,867	<b>88.39</b> 183,851	99.44 206,835	<b>110.49</b> 229,819
<b>99</b>	<b>58.55</b> 121,784	68.31 142,085	<b>78.08</b> 162,396	87.84 182,707	<b>97.60</b> 203,008
<b>98</b>	<b>51.73</b> 107,598	60.35 125,528	<b>68.98</b> 143,468	77.6 161,408	<b>86.22</b> 179,338
<b>97</b>	<b>45.71</b> 95,077	53.33 110,926	<b>60.94</b> 126,755	68.56 142,605	<b>76.17</b> 158,434
<b>96</b>	<b>43.07</b> 89,586	48.45 100,776	<b>53.83</b> 111,966	59.21 123,157	<b>64.59</b> 134,347
<b>95</b>	<b>38.03</b> 79,102	42.79 89,003	<b>47.56</b> 98,914	52.32 108,826	<b>57.08</b> 118,726
<b>94</b>	<b>33.60</b> 69,888	37.8 78,624	<b>42.01</b> 87,370	46.21 96,117	<b>50.41</b> 104,853
<b>93</b>	<b>29.93</b> 62,254	33.68 70,054	<b>37.43</b> 77,844	41.17 85,634	<b>44.92</b> 93,434
<b>92</b>	<b>26.90</b> 55,952	30.26 62,941	<b>33.62</b> 69,930	36.98 76,918	<b>40.34</b> 83,907
<b>91</b>	<b>24.42</b> 50,794	27.47 57,138	<b>30.53</b> 63,492	33.58 69,846	<b>36.63</b> 76,190
<b>90</b>	<b>21.88</b> 45,510	24.62 51,210	<b>27.36</b> 56,898	30.09 62,587	<b>32.83</b> 68,286
<b>89</b>	<b>19.56</b> 40,685	22.01 45,781	<b>24.46</b> 50,866	26.9 55,952	<b>29.35</b> 61,048
<b>88</b>	<b>17.56</b> 36,525	19.75 41,080	<b>21.94</b> 45,635	24.13 50,190	<b>26.32</b> 54,746
<b>87</b>	<b>15.93</b> 33,134	17.93 37,294	<b>19.93</b> 41,444	21.92 45,594	<b>23.92</b> 49,754
<b>86</b>	<b>14.54</b> 30,243	16.36 34,029	<b>18.18</b> 37,804	19.99 41,579	<b>21.81</b> 45,365

**Section 2.** To amend Section 4(C) to read as follows, effective March 15, 2015:

- (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	9.67	- 14.20	773.96	- 1135.68	20,122.95	- 29,527.78
6	10.89	- 15.56	871.55	- 1244.75	22,660.39	- 32,363.53
7	11.07	- 15.73	885.98	- 1258.60	23,035.48	- 32,723.63
8	11.30	- 16.01	903.80	- 1281.11	23,498.84	- 33,308.78
9	11.48	- 16.23	918.23	- 1298.42	23,873.94	- 33,758.90
10	11.70	- 16.48	936.05	- 1318.33	24,337.30	- 34,276.54
11	11.92	- 16.77	953.87	- 1341.70	24,800.66	- 34,884.20
12	12.18	- 17.03	974.24	- 1362.47	25,330.21	- 35,424.34
13	12.76	- 17.69	1020.91	- 1415.28	26,543.76	- 36,797.20
14	13.04	- 17.95	1042.98	- 1436.05	27,117.44	- 37,337.34
15	13.32	- 18.28	1065.89	- 1462.02	27,713.19	- 38,012.52
16	13.66	- 18.69	1093.05	- 1494.91	28,419.26	- 38,867.75
17	13.99	- 19.03	1119.36	- 1522.61	29,103.26	- 39,587.94
18	14.93	- 20.11	1194.04	- 1609.17	31,044.95	- 41,838.53
19	15.33	- 20.57	1226.28	- 1645.53	31,883.40	- 42,783.78
20	15.72	- 20.98	1257.68	- 1678.42	32,699.80	- 43,639.00
21	16.10	- 21.42	1288.24	- 1713.91	33,494.12	- 44,561.75
22	16.37	- 21.79	1309.45	- 1743.34	34,045.74	- 45,326.95
23	16.78	- 22.20	1342.55	- 1776.24	34,906.26	- 46,182.17
24	17.22	- 22.71	1377.34	- 1816.92	35,810.91	- 47,239.95
25	17.76	- 23.27	1420.62	- 1861.93	36,936.21	- 48,410.26
26	18.24	- 23.87	1458.81	- 1909.54	37,929.12	- 49,648.09
27	18.77	- 24.41	1501.24	- 1952.82	39,032.35	- 50,773.38
28	19.24	- 25.02	1539.43	- 2001.30	40,025.26	- 52,033.72
29	19.75	- 25.60	1580.17	- 2048.04	41,084.36	- 53,249.04
30	21.06	- 31.81	1684.80	- 2544.90	43,804.80	- 66,167.44
31	21.59	- 33.01	1727.23	- 2640.98	44,908.03	- 68,665.60
32	22.13	- 35.21	1770.50	- 2816.70	46,032.90	- 73,234.31
33	22.68	- 36.63	1814.59	- 2930.10	47,179.39	- 76,182.58
34	23.25	- 38.07	1860.35	- 3045.23	48,369.15	- 79,175.87

**Section 3.** That existing Sections 4(B) and (C) of Ordinance No. 2713-2013, as amended, are hereby repealed.

**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.