

**Attachment to Ordinance #0821-2025
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Amend Section 4(B) to read as follows:

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.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	84.09 174,907	98.11 204,069	112.13 233,220	126.14 262,371	140.16 291,533
99	74.27 154,482	86.65 180,232	99.04 205,993	111.42 231,754	123.80 257,504
98	65.63 136,510	76.56 159,245	87.50 181,990	98.43 204,734	109.36 227,469
97	57.98 120,598	67.64 140,691	77.30 160,774	86.95 180,856	96.61 200,949
96	54.65 113,672	61.47 127,858	68.30 142,054	75.12 156,250	81.94 170,435
95	48.25 100,360	54.29 112,923	60.33 125,486	66.37 138,050	72.41 150,613
94	42.64 88,691	47.97 99,778	53.29 110,843	58.62 121,930	63.94 132,995
93	37.96 78,957	42.72 88,858	47.47 98,738	52.23 108,638	56.98 118,518
92	34.14 71,011	38.40 79,872	42.66 88,722	46.91 97,573	51.17 106,434
91	30.97 64,418	34.85 72,488	38.72 80,538	42.60 88,608	46.47 96,658
90	27.77 57,762	31.24 64,979	34.71 72,186	38.17 79,394	41.64 86,611
89	24.82 51,626	27.92 58,074	31.03 64,532	34.13 70,990	37.23 77,438
88	22.29 46,363	25.07 52,146	27.85 57,918	30.62 63,690	33.40 69,472
87	20.23 42,078	22.76 47,341	25.29 52,603	27.82 57,866	30.35 63,128
86	18.44 38,355	20.75 43,160	23.06 47,965	25.37 52,770	27.68 57,574

Amend Section 4(C) to read as follows, effective April 13, 2025:

SECTION 4. COMPENSATION PLAN.

- (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	\$15.51	-	\$21.12	\$1,241	-	\$1,690	\$32,261	-	\$43,930
6	\$17.41	-	\$23.22	\$1,393	-	\$1,858	\$36,213	-	\$48,298
7	\$17.78	-	\$23.52	\$1,422	-	\$1,882	\$36,982	-	\$48,922
8	\$18.08	-	\$23.86	\$1,446	-	\$1,909	\$37,606	-	\$49,629
9	\$18.37	-	\$24.17	\$1,470	-	\$1,934	\$38,210	-	\$50,274
10	\$18.80	-	\$24.54	\$1,504	-	\$1,963	\$39,104	-	\$51,043
11	\$19.10	-	\$24.98	\$1,528	-	\$1,998	\$39,728	-	\$51,958
12	\$19.53	-	\$25.36	\$1,562	-	\$2,029	\$40,622	-	\$52,749
13	\$20.44	-	\$26.40	\$1,635	-	\$2,112	\$42,515	-	\$54,912
14	\$20.90	-	\$26.69	\$1,672	-	\$2,135	\$43,472	-	\$55,515
15	\$21.33	-	\$27.29	\$1,706	-	\$2,183	\$44,366	-	\$56,763
16	\$21.87	-	\$27.94	\$1,750	-	\$2,235	\$45,490	-	\$58,115
17	\$22.41	-	\$28.32	\$1,793	-	\$2,266	\$46,613	-	\$58,906
18	\$23.91	-	\$29.94	\$1,913	-	\$2,395	\$49,733	-	\$62,275
19	\$24.59	-	\$30.73	\$1,967	-	\$2,458	\$51,147	-	\$63,918
20	\$25.18	-	\$31.27	\$2,014	-	\$2,502	\$52,374	-	\$65,042
21	\$25.80	-	\$31.92	\$2,064	-	\$2,554	\$53,664	-	\$66,394
22	\$26.20	-	\$32.47	\$2,096	-	\$2,598	\$54,496	-	\$67,538
23	\$26.87	-	\$33.17	\$2,150	-	\$2,654	\$55,890	-	\$68,994
24	\$27.61	-	\$33.81	\$2,209	-	\$2,705	\$57,429	-	\$70,325
25	\$28.43	-	\$34.70	\$2,274	-	\$2,776	\$59,134	-	\$72,176
26	\$29.24	-	\$35.52	\$2,339	-	\$2,842	\$60,819	-	\$73,882
27	\$30.01	-	\$36.36	\$2,401	-	\$2,909	\$62,421	-	\$75,629
28	\$30.84	-	\$37.25	\$2,467	-	\$2,980	\$64,147	-	\$77,480
29	\$31.65	-	\$38.10	\$2,532	-	\$3,048	\$65,832	-	\$79,248
30	\$32.56	-	\$44.76	\$2,605	-	\$3,581	\$67,725	-	\$93,101
31	\$37.15	-	\$46.38	\$2,972	-	\$3,710	\$77,272	-	\$96,470
32	\$39.55	-	\$49.20	\$3,164	-	\$3,936	\$82,264	-	\$102,336
33	\$41.16	-	\$51.08	\$3,293	-	\$4,086	\$85,613	-	\$106,246
34	\$42.83	-	\$53.01	\$3,426	-	\$4,241	\$89,086	-	\$110,261

Amend Section 4(D) to read as follows, effective the pay period which includes April 24, 2025:

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.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Maximum
60	52.02 \$108,202	58.51 \$121,701	64.99 \$135,179	71.49 \$148,699	77.98 \$162,198
59	46.41 \$96,533	52.22 \$108,618	58.02 \$120,682	63.83 \$132,766	69.63 \$144,830
58	41.45 \$86,216	46.62 \$96,970	51.78 \$107,702	56.97 \$118,498	62.16 \$129,293
57	37.02 \$77,002	41.64 \$86,611	46.26 \$96,221	50.89 \$105,851	55.52 \$115,482
56	33.03 \$68,702	37.16 \$77,293	41.28 \$85,862	45.41 \$94,453	49.54 \$103,043
55	29.47 \$61,298	33.17 \$68,994	36.86 \$76,669	40.53 \$84,302	44.19 \$91,915
54	26.33 \$54,766	29.62 \$61,610	32.91 \$68,453	36.21 \$75,317	39.51 \$82,181
53	23.54 \$48,963	26.48 \$55,078	29.41 \$61,173	32.35 \$67,288	35.29 \$73,403
52	21.37 \$44,450	24.05 \$50,024	26.72 \$55,578	29.42 \$61,194	32.11 \$66,789
51	19.44 \$40,435	21.89 \$45,531	24.34 \$50,627	26.77 \$55,682	29.19 \$60,715
50	17.84 \$37,107	20.07 \$41,746	22.30 \$46,384	24.52 \$51,002	26.73 \$55,598

Amend Section 5(D) to read as follows:

(D) Overtime Eligible Classifications:

Ord.	Job		
Sec.	Code	Class Title	Range
<u>U024</u>	<u>4037</u>	<u>Utility Maintenance Trainee</u>	<u>88</u>