

**Attachment to Ordinance #0578-2021  
Amending Management Compensation Plan (MCP) #2713-2013,  
as amended**

**Section 1.** To amend Ordinance No. 2713-2013, as amended, by amending Section 4(B) to read as follows, effective March 21, 2021:

(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>74.80</b><br>155,584 | 87.27<br>181,522    | <b>99.73</b><br>207,438 | 112.20<br>233,376   | <b>124.66</b><br>259,293 |
| <b>99</b>        | <b>66.06</b><br>137,405 | 77.08<br>160,326    | <b>88.09</b><br>183,227 | 99.11<br>206,149    | <b>110.12</b><br>229,050 |
| <b>98</b>        | <b>58.37</b><br>121,410 | 68.10<br>141,648    | <b>77.83</b><br>161,876 | 87.55<br>182,104    | <b>97.28</b><br>202,342  |
| <b>97</b>        | <b>51.57</b><br>107,266 | 60.16<br>125,133    | <b>68.76</b><br>143,010 | 77.35<br>160,888    | <b>85.94</b><br>178,755  |
| <b>96</b>        | <b>48.61</b><br>101,109 | 54.68<br>113,734    | <b>60.75</b><br>126,350 | 66.81<br>138,965    | <b>72.88</b><br>151,590  |
| <b>95</b>        | <b>42.92</b><br>89,274  | 48.29<br>100,443    | <b>53.66</b><br>111,613 | 59.03<br>122,782    | <b>64.40</b><br>133,952  |
| <b>94</b>        | <b>37.92</b><br>78,874  | 42.66<br>88,733     | <b>47.40</b><br>98,592  | 52.14<br>108,451    | <b>56.88</b><br>118,310  |
| <b>93</b>        | <b>33.77</b><br>70,242  | 38.00<br>79,040     | <b>42.23</b><br>87,838  | 46.46<br>96,637     | <b>50.69</b><br>105,435  |
| <b>92</b>        | <b>30.36</b><br>63,149  | 34.15<br>71,032     | <b>37.94</b><br>78,915  | 41.73<br>86,798     | <b>45.52</b><br>94,682   |
| <b>91</b>        | <b>27.55</b><br>57,304  | 31.00<br>64,480     | <b>34.44</b><br>71,635  | 37.89<br>78,811     | <b>41.33</b><br>85,966   |
| <b>90</b>        | <b>24.70</b><br>51,376  | 27.79<br>57,803     | <b>30.87</b><br>64,210  | 33.96<br>70,637     | <b>37.04</b><br>77,043   |
| <b>89</b>        | <b>22.08</b><br>45,926  | 24.84<br>51,667     | <b>27.60</b><br>57,408  | 30.36<br>63,149     | <b>33.12</b><br>68,890   |
| <b>88</b>        | <b>19.82</b><br>41,226  | 22.29<br>46,363     | <b>24.77</b><br>51,511  | 27.24<br>56,659     | <b>29.71</b><br>61,797   |
| <b>87</b>        | <b>17.99</b><br>37,419  | 20.24<br>42,099     | <b>22.49</b><br>46,779  | 24.74<br>51,459     | <b>26.99</b><br>56,139   |
| <b>86</b>        | <b>16.41</b><br>34,133  | 18.46<br>38,397     | <b>20.52</b><br>42,671  | 22.57<br>46,946     | <b>24.62</b><br>51,210   |

**Section 2.** To amend Ordinance No. 2713-2013, as amended, by amending Section 4(D) to read as follows, effective March 21, 2021:

- (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.

| <b>Pay Grade</b> | <b>Entry</b>             | <b>2nd<br/>Quartile</b>   | <b>Market</b>             | <b>4th<br/>Quartile</b>   | <b>Maximum</b>            |
|------------------|--------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| <b>60</b>        | <b>44.90</b><br>\$93,392 | <b>50.50</b><br>\$105,040 | <b>56.10</b><br>\$116,688 | <b>61.71</b><br>\$128,357 | <b>67.31</b><br>\$140,005 |
| <b>59</b>        | <b>40.07</b><br>\$83,346 | <b>45.08</b><br>\$93,766  | <b>50.08</b><br>\$104,166 | <b>55.09</b><br>\$114,587 | <b>60.10</b><br>\$125,008 |
| <b>58</b>        | <b>35.78</b><br>\$74,422 | <b>40.24</b><br>\$83,699  | <b>44.70</b><br>\$92,976  | <b>49.18</b><br>\$102,294 | <b>53.66</b><br>\$111,613 |
| <b>57</b>        | <b>31.95</b><br>\$66,456 | <b>35.94</b><br>\$74,755  | <b>39.92</b><br>\$83,034  | <b>43.92</b><br>\$91,354  | <b>47.92</b><br>\$99,674  |
| <b>56</b>        | <b>28.51</b><br>\$59,301 | <b>32.07</b><br>\$66,706  | <b>35.63</b><br>\$74,110  | <b>39.20</b><br>\$81,536  | <b>42.77</b><br>\$88,962  |
| <b>55</b>        | <b>25.44</b><br>\$52,915 | <b>28.63</b><br>\$59,550  | <b>31.82</b><br>\$66,186  | <b>34.99</b><br>\$72,779  | <b>38.15</b><br>\$79,352  |
| <b>54</b>        | <b>22.73</b><br>\$47,278 | <b>25.57</b><br>\$53,186  | <b>28.41</b><br>\$59,093  | <b>31.26</b><br>\$65,021  | <b>34.10</b><br>\$70,928  |
| <b>53</b>        | <b>20.31</b><br>\$42,245 | <b>22.85</b><br>\$47,528  | <b>25.38</b><br>\$52,790  | <b>27.92</b><br>\$58,074  | <b>30.46</b><br>\$63,357  |
| <b>52</b>        | <b>18.45</b><br>\$38,376 | <b>20.76</b><br>\$43,181  | <b>23.06</b><br>\$47,965  | <b>25.39</b><br>\$52,811  | <b>27.71</b><br>\$57,637  |
| <b>51</b>        | <b>16.78</b><br>\$34,902 | <b>18.90</b><br>\$39,312  | <b>21.01</b><br>\$43,701  | <b>23.10</b><br>\$48,048  | <b>25.19</b><br>\$52,395  |
| <b>50</b>        | <b>15.40</b><br>\$32,032 | <b>17.33</b><br>\$36,046  | <b>19.25</b><br>\$40,040  | <b>21.16</b><br>\$44,013  | <b>23.07</b><br>\$47,986  |

**Section 3.** To amend Ordinance No. 2713-2013, as amended, by amending Section 5(D) as follows:

| <b>Ord.<br/>Section</b> | <b>Job<br/>Code</b> | <b>Class Title</b> | <b>Grade</b>  |
|-------------------------|---------------------|--------------------|---|
| L086                    | 1988                | Law Clerk (U)      | \$10.85/hour<br>to \$16.27/hour<br><b><u>86</u></b> |

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

**Section 5.** 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.