

**Attachment to Ordinance #0615-2016
Amending Management Compensation Plan (MCP) #2713-2013,
as amended**

Section 1. To amend Section 4(B) to read as follows, effective March 13, 2016:

(B) Pay Plan.

Pay Grade	Entry	2nd Quartile	Market	4th Quartile	Max
100	67.62	78.89	90.16	101.43	112.70
	140,650	164,091	187,533	210,974	234,416
99	59.72	69.68	79.64	89.59	99.55
	124,218	144,934	165,641	186,347	207,064
98	52.76	61.56	70.35	79.15	87.94
	109,741	128,045	146,328	164,632	182,915
97	46.62	54.39	62.16	69.92	77.69
	96,970	113,131	129,282	145,434	161,595
96	43.93	49.42	54.91	60.39	65.88
	91,374	102,794	114,202	125,611	137,030
95	38.79	43.65	48.51	53.36	58.22
	80,683	90,792	100,890	110,989	121,098
94	34.27	38.56	42.85	47.13	51.42
	71,282	80,205	89,118	98,030	106,954
93	30.53	34.35	38.18	42	45.82
	63,502	71,448	79,404	87,360	95,306
92	27.44	30.87	34.30	37.72	41.15
	57,075	64,210	71,334	78,458	85,592
91	24.91	28.02	31.14	34.25	37.36
	51,813	58,282	64,761	71,240	77,709
90	22.32	25.11	27.91	30.7	33.49
	46,426	52,229	58,042	63,856	69,659
89	19.95	22.45	24.95	27.44	29.94
	41,496	46,696	51,886	57,075	62,275
88	17.91	20.15	22.38	24.62	26.85
	37,253	41,912	46,550	51,210	55,848
87	16.25	18.29	20.33	22.36	24.40
	33,800	38,043	42,276	46,509	50,752
86	14.83	16.69	18.54	20.4	22.25
	30,846	34,715	38,563	42,432	46,280

Section 2. To amend Section 4(C) to read as follows, effective March 13, 2016:

- (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	9.86	-	14.48	789.07	-	1158.72	20,515.87	-	30,126.72
6	11.11	-	15.87	888.62	-	1269.70	23,104.22	-	33,012.10
7	11.29	-	16.04	903.31	-	1283.57	23,486.11	-	33,372.77
8	11.53	-	16.33	922.08	-	1306.42	23,974.08	-	33,966.82
9	11.71	-	16.55	936.77	-	1324.37	24,355.97	-	34,433.57
10	11.93	-	16.81	954.72	-	1344.77	24,822.72	-	34,963.97
11	12.16	-	17.11	972.67	-	1368.43	25,289.47	-	35,579.23
12	12.42	-	17.37	993.89	-	1389.65	25,841.09	-	36,130.85
13	13.02	-	18.04	1041.22	-	1443.50	27,071.62	-	37,531.10
14	13.30	-	18.31	1064.06	-	1464.72	27,665.66	-	38,082.72
15	13.59	-	18.65	1086.91	-	1491.65	28,259.71	-	38,782.85
16	13.93	-	19.06	1114.66	-	1525.10	28,981.06	-	39,652.70
17	14.27	-	19.41	1141.58	-	1552.85	29,681.18	-	40,374.05
18	15.23	-	20.51	1218.29	-	1640.98	31,675.49	-	42,665.38
19	15.64	-	20.98	1250.93	-	1678.51	32,524.13	-	43,641.31
20	16.03	-	21.40	1282.75	-	1711.97	33,351.55	-	44,511.17
21	16.42	-	21.85	1313.76	-	1747.87	34,157.76	-	45,444.67
22	16.70	-	22.23	1335.79	-	1778.06	34,730.59	-	46,229.66
23	17.12	-	22.64	1369.25	-	1811.52	35,600.45	-	47,099.52
24	17.56	-	23.16	1405.15	-	1853.14	36,533.95	-	48,181.54
25	18.12	-	23.74	1449.22	-	1898.83	37,679.62	-	49,369.63
26	18.60	-	24.35	1488.38	-	1947.79	38,697.98	-	50,642.59
27	19.15	-	24.90	1531.63	-	1991.86	39,822.43	-	51,788.26
28	19.62	-	25.52	1569.98	-	2041.63	40,819.58	-	53,082.43
29	20.15	-	26.11	1611.60	-	2088.96	41,901.60	-	54,312.96
30	21.48	-	32.45	1718.50	-	2595.70	44,680.90	-	67,488.10
31	22.02	-	33.67	1761.74	-	2693.62	45,805.34	-	70,034.02
32	22.57	-	35.91	1805.81	-	2873.14	46,951.01	-	74,701.54
33	23.13	-	37.36	1850.69	-	2989.01	48,117.89	-	77,714.21
34	23.72	-	38.83	1897.20	-	3106.51	49,327.20	-	80,769.31

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.