

**Fiscal Year 2015-2016 Employee Compensation Plan Changes**

The council has authorized a 1/2 percent increase to the entire salary table.

The council has authorized a performance increase to employee salaries of 3% (increases must follow implementation guidelines)

The compression adjustment table moves employees more quickly towards market and beyond based on years of service.

FY 15-16 Compression Adjustment Table	
Years in <i>Current</i> Position	Target Percentage of Market
1	85%
2	88%
3	93%
5	100%
7	105%
10	110%

General Employee Salary Table (BI-WEEKLY Rates)					
Fiscal Year 2015-2016					
2080 hrs Yrly, 40 hrs Per Week, 80 hrs Per Pay Period					
Minimum		Market		Maximum	
\$4,121	to	\$4,946	to	\$5,935	19
\$3,680	to	\$4,416	to	\$5,299	18
\$3,285	to	\$3,942	to	\$4,731	17
\$2,933	to	\$3,520	to	\$4,224	16
\$2,619	to	\$3,143	to	\$3,772	15
\$2,337	to	\$2,804	to	\$3,365	14
\$2,088	to	\$2,506	to	\$3,007	13
\$1,898	to	\$2,278	to	\$2,733	12
\$1,725	to	\$2,070	to	\$2,484	11
\$1,569	to	\$1,882	to	\$2,259	10
\$1,426	to	\$1,711	to	\$2,053	9
\$1,333	to	\$1,599	to	\$1,919	8
\$1,245	to	\$1,494	to	\$1,793	7
\$1,164	to	\$1,397	to	\$1,676	6
\$1,088	to	\$1,306	to	\$1,567	5
\$1,017	to	\$1,220	to	\$1,464	4

Sworn Police Dept Salary Table Bi-Weekly					
2184 hrs Yrly, 84 hrs Per Pay Period					
Minimum		Market		Maximum	
\$1,993	to	\$2,391	to	\$2,870	SS
\$1,812	to	\$2,174	to	\$2,609	SG
\$1,497	to	\$1,797	to	\$2,156	Patrol
\$1,399	to	\$1,679	to	\$2,015	Recruit

MONTHLY					
Fire Salary Table - Positions Covered by CBA					
2920 hrs Yrly, 243.33 hrs Per Pay Period					
Minimum		Market		Maximum	
\$5,067	to	\$6,081	to	\$7,297	14
\$3,814	to	\$4,577	to	\$5,493	11a (2%)
\$3,739	to	\$4,487	to	\$5,384	11
\$3,151	to	\$3,781	to	\$4,538	9a (2%)
\$3,090	to	\$3,708	to	\$4,450	9
\$2,946	to	\$3,536	to	\$4,243	8b (1%)
\$2,916	to	\$3,499	to	\$4,199	8a (1%)
\$2,888	to	\$3,465	to	\$4,158	8