

**Appendix B**  
**The Compensation Plan**

**LABORER**

Laborer - Schedule I		Effective July 1, 2014				
	MIN.	1	2	3	4	5
PW-1	16.37	16.73	17.07	17.40	17.78	18.12
PW-2	17.67	18.26	18.86	19.46	20.05	20.66
PW-3	18.91	20.19	20.56	21.35	22.16	22.98
PW-4	21.04	21.82	22.63	23.40	24.20	24.98

Laborer - Schedule I		Effective July 1, 2015				
	MIN.	1	2	3	4	5
PW-1	16.69	17.07	17.42	17.75	18.14	18.48
PW-2	18.02	18.62	19.24	19.85	20.46	21.07
PW-3	19.28	20.60	20.97	21.78	22.60	23.44
PW-4	21.47	22.25	23.08	23.87	24.68	25.48

Laborer - Schedule I		Effective July 1, 2016				
	MIN.	1	2	3	4	5
PW-1	17.03	17.41	17.76	18.11	18.50	18.85
PW-2	18.38	19.00	19.62	20.25	20.87	21.49
PW-3	19.67	21.01	21.39	22.21	23.05	23.91
PW-4	21.89	22.70	23.54	24.34	25.17	25.99

Golf Course		Effective July 1, 2014				
	MIN.	1	2	3	4	5
G - 1	16.37	16.73	17.07	17.41	17.78	18.13
G-2	17.67	18.26	18.86	19.46	20.05	20.65
G-3	18.90	20.19	20.55	21.35	22.15	22.99

Golf Course		Effective July 1, 2015				
	MIN.	1	2	3	4	5
G - 1	16.70	17.06	17.42	17.76	18.13	18.49
G-2	18.02	18.62	19.24	19.85	20.45	21.06
G-3	19.28	20.60	20.96	21.78	22.60	23.45

Golf Course		Effective July 1, 2016				
	MIN.	1	2	3	4	5
G - 1	17.03	17.40	17.76	18.11	18.50	18.86
G-2	18.38	18.99	19.62	20.24	20.86	21.48
G-3	19.67	21.01	21.38	22.21	23.05	23.92

MP - 1 Current Minimum Wage

MP -2 Current Minimum Wage

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**CLERICAL**

Clerical/Council on Aging - Schedule II Effective 7/01/2014

	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	14.69	15.31	15.92	16.53	17.14	17.76	18.36
Latos II	15.92	16.53	17.14	17.76	18.36	18.98	19.59
Latos III	17.14	17.96	18.79	19.59	20.41	21.23	22.05
Latos IV	20.81	21.62	22.43	23.25	24.05	24.86	25.72

Clerical/Council on Aging - Schedule II Effective 7/01/2015

	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	14.98	15.61	16.24	16.86	17.48	18.11	18.73
Latos II	16.24	16.86	17.48	18.11	18.73	19.36	19.99
Latos III	17.48	18.32	19.16	19.99	20.82	21.65	22.49
Latos IV	21.23	22.05	22.88	23.71	24.53	25.36	26.23

Clerical/Council on Aging - Schedule II Effective 7/01/2016

	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	15.28	15.92	16.56	17.19	17.83	18.47	19.10
Latos II	16.56	17.19	17.83	18.47	19.10	19.74	20.39
Latos III	17.83	18.68	19.55	20.39	21.24	22.09	22.94
Latos IV	21.66	22.49	23.33	24.18	25.02	25.86	26.76

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**FIRE**

**Fire Department Schedule III Effective 7/1/15**

Class	Min	1	2	3	4	5		
F1	843.45	873.20	902.99	932.65	962.37	990.90		

Completion of Hazardous Materials Training

**Fire Department Schedule III Effective 07/01/15**

Class	Min	1	2	3	4	5		
F-1	885.45	916.70	947.99	979.15	1,010.37	1,040.40		
F-2	1,106.81	1,145.88	1,184.99	1,223.94	1,262.96	1,300.50	125% X F-1	
F-3	1,383.52	1,432.34	1,481.23	1,529.92	1,578.70	1,625.63	125% X F-2	
F-4	1,859.89	1,925.54	1,991.25	2,056.71	2,122.29	2,185.36	200% X F-1 & HP	

**Fire Department Schedule III Effective 7/1/16**

Class	Min	1	2	3	4	5		
F1	870.17	900.52	930.90	961.15	991.47	1,020.57		

Completion of Hazardous Materials Training

**Fire Department Schedule III Effective 07/01/16**

Class	Min	1	2	3	4	5		
F-1	913.01	944.89	976.80	1,008.59	1,040.43	1,071.06		
F-2	1,141.26	1,181.11	1,221.00	1,260.74	1,300.54	1,338.83	125% X F-1	
F-3	1,426.58	1,476.39	1,526.25	1,575.92	1,625.67	1,673.53	125% X F-2	
F-4	1,917.79	1,984.74	2,051.78	2,118.54	2,185.43	2,249.77	200% X F-1 & HP	

**Fire Department Schedule III Effective 7/1/17**

Class	Min	1	2	3	4	5		
F1	888.63	919.28	949.96	980.52	1,011.14	1,040.53		

Completion of Hazardous Materials Training

**Fire Department Schedule III Effective 07/01/17**

Class	Min	1	2	3	4	5		
F-1	931.90	964.10	996.32	1,028.43	1,060.59	1,091.53		
F-2	1,164.88	1,205.13	1,245.40	1,285.54	1,325.74	1,364.41	125% X F-1	
F-3	1,456.09	1,506.41	1,556.75	1,606.92	1,657.17	1,705.52	125% X F-2	
F-4	1,957.45	2,025.09	2,092.78	2,160.23	2,227.78	2,292.76	200% X F-1 & HP	

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**POLICE**

**POLICE - Schedule IV effective 7/01/2013**

	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	847.94	878.19	908.49	938.75	968.91	997.98
P -2	1,059.57	1,097.75	1,135.64	1,173.44	1,211.14	1,247.46
P -3	1,293.11	1,345.63	1,385.47	1,431.60	1,477.60	1,521.90
P -4	1,785.54	1,850.87	1,913.01	1,976.64	2,040.31	2,101.52

**POLICE - Schedule IV effective 7/01/2014**

	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	864.90	895.76	926.66	957.52	988.29	1,017.93
P -2	1,080.76	1,119.70	1,158.35	1,196.91	1,235.36	1,272.41
P -3	1,318.97	1,372.54	1,413.18	1,460.23	1,507.15	1,552.34
P -4	1,821.25	1,887.88	1,951.27	2,016.18	2,081.11	2,143.55

**POLICE - Schedule IV effective 7/01/2015**

	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	882.20	913.67	945.19	976.67	1,008.06	1,038.29
P -2	1,102.38	1,142.10	1,181.52	1,220.84	1,260.07	1,297.86
P -3	1,345.35	1,399.99	1,441.44	1,489.43	1,537.29	1,583.39
P -4	1,857.67	1,925.64	1,990.30	2,056.50	2,122.74	2,186.42

**POLICE DISPATCH**

Police Department - Schedule IV			Effective 07/01/2014			
	MIN.	1	2	3	4	5
PD -1	607.67	641.27	674.87	708.46	742.08	775.68
PD-2	15.20	16.04	16.87	17.71	18.55	19.39

Police Department - Schedule IV			Effective 07/01/2015			
	MIN.	1	2	3	4	5
PD -1	619.82	654.10	688.37	722.63	756.92	791.19
PD-2	15.50	16.36	17.21	18.06	18.92	19.78

Police Department - Schedule IV			Effective 07/01/2016			
	MIN.	1	2	3	4	5
PD -1	632.22	667.18	702.14	737.08	772.06	807.02
PD-2	15.81	16.68	17.56	18.43	19.30	20.18

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Police Department - Schedule IV  
7/1/2016

SP-2	18.53	per hour
FP-1	855.95	per year
SG-1	18.26	per hour
PM-1	12.41	per hour

Police Department - Schedule IV  
7/1/2017

SP-2	18.90	per hour
FP-1	873.07	per year
SG-1	18.62	per hour
PM-1	12.66	per hour

### CUSTODIAN

	MIN.	1	2	3	4	5
Custodian 7/1/16						
C-1	11.41	12.11	12.84	13.67		
C-2	12.30	12.87	13.25	13.99	14.68	
C-3	13.26	13.83	14.36	14.94	15.47	16.08
C-4	14.15	14.78	15.35	15.97	16.55	17.16

	MIN.	1	2	3	4	5
Custodian 7/1/17						
C-1	11.64	12.35	13.10	13.95		
C-2	12.54	13.13	13.52	14.27	14.97	
C-3	13.53	14.11	14.65	15.24	15.78	16.40
C-4	14.43	15.08	15.66	16.29	16.88	17.50

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**LIBRARY**

Library - Schedule VI		effective July 1, 2015					FY16	
	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
L - 1	15.95	16.66	17.16	17.76	18.37	18.94	19.20	
L - 2	17.18	17.99	18.80	19.62	20.42	21.27	22.05	
L - 3	20.84	21.64	22.44	23.26	24.07	24.75	25.87	

Library - Schedule VI		effective July 1, 2016					FY17	
	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
L - 1	16.27	16.99	17.50	18.12	18.74	19.32	19.58	
L - 2	17.52	18.35	19.18	20.01	20.83	21.70	22.49	
L - 3	21.26	22.07	22.89	23.73	24.55	25.25	26.39	

Library - Schedule VI		effective July 1, 2017					FY18	
	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
L - 1	16.59	17.33	17.85	18.48	19.12	19.70	19.97	
L - 2	17.87	18.72	19.56	20.41	21.25	22.13	22.94	
L - 3	21.69	22.51	23.35	24.20	25.04	25.75	26.92	

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**NURSES**

Nurses - Schedule VII		Effective July 1, 2015				
		1	2	3	4	5
N -1	18.58	19.25	19.98	20.75	21.55	0.00
N -2	19.78	20.38	21.05	21.58	22.69	23.25
Nurses - Schedule VII		Effective July 1, 2016				
		1	2	3	4	5
N -1	18.95	19.63	20.38	21.16	21.98	0.00
N -2	20.17	20.79	21.47	22.01	23.14	23.72
Nurses - Schedule VII		Effective July 1, 2017				
		1	2	3	4	5
N -1	19.33	20.02	20.79	21.58	22.42	0.00
N -2	20.58	21.20	21.90	22.46	23.61	24.19
Nurses - Schedule VII		Effective July 1, 2018				
		1	2	3	4	5
N -1	19.48	20.17	20.94	21.73	22.57	0.00
N -2	20.73	21.35	22.05	22.61	23.76	24.34
Nurses - Schedule VII		Effective July 1, 2018				
N-1	19.87	20.58	21.36	22.17	23.02	
N-2	21.14	21.78	22.49	23.06	24.23	24.83

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**RECREATION**

<b>CLASS</b>	<b>WAGE</b>
Recreation – Schedule IX (Effective 7/1/2016)	
D-1	Current Min Wage
D-2	8.00
D-3	12.00
D-4	12.00
PLG-1	13.50
HLG- 1	15.00
PLG- 2	12.00
HLG -2	13.00
PN- 1	20.00
PL - 3	16.00

**ENGINEERING**

ENGINEERING – SCHEDULE X (Effective 07/01/08)

Class	Min.	1	2	3	4
E-2(Temp)	14.42				

**COMPUTER SERVICES**

<b>Information Technology</b>		<b>Schedule XIV</b>		<b>effective 7/1/2017</b>		
CS - 1	16.31	17.41	18.49	19.58	20.67	21.76



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**CABLE**

<b>CABLE TELEVISION – SCHEDULE XIV</b>						
effective 7/1/2016						
Class	Min.	1	2	3	4	5
TV-1	14.71	15.28	15.84	16.41	16.97	17.54
TV-2	18.36	18.97	19.58	20.20	20.81	21.42

<b>CABLE TELEVISION – SCHEDULE XIV</b>						
effective 7/1/2017						
Class	Min.	1	2	3	4	5
TV-1	15.00	15.59	16.16	16.74	17.31	17.89
TV-2	18.73	19.35	19.98	20.60	21.22	21.85

**MANAGEMENT**

	MIN.	1	2	3	4	5	6
Management – Schedule XIII 7/1/2016							
GL II	38,211	41,394	44,580	47,765	50,947	54,131	57,316
GL III	50,947	54,131	57,316	60,500	63,684	66,868	70,054
GL IV	57,316	60,501	63,684	66,868	70,054	73,237	76,422
GL V	76,421	80,667	84,912	89,157	93,402	97,648	101,895
Elected	50,947	54,131	57,316	60,500	63,684	66,868	70,054

	MIN.	1	2	3	4	5	6
Management – Schedule XIII 7/1/2017							
GL II	38,975	42,222	45,471	48,720	51,966	55,214	58,463
GL III	51,966	55,214	58,463	61,710	64,958	68,206	71,455
GL IV	58,463	61,711	64,958	68,206	71,455	74,702	77,950
GL V	77,949	82,280	86,610	90,940	95,270	99,601	103,933
Elected	51,966	55,214	58,463	61,710	64,958	68,206	71,455