

ORDINANCE NO. 2238-10

By the Human Resources and Public Safety Committee

AS PER SECTION 2.40.140 OF THE MUNICIPAL CODE THE COMMON COUNCIL ESTABLISHES THE SALARIES FOR NON-UNION ADMINISTRATIVE PERSONNEL OF THE CITY OF BROOKFIELD FOR CALENDAR YEARS 2011 AND 2012.

PART I: SALARY GRADES AND PAY RANGES (ADDENDUM A)

SECTION I: MANAGEMENT PAY PLAN

SALARY GRADE 1

MINIMUM		MIDPOINT		MAXIMUM
\$ 34,938.54	\$ 38,257.70	\$ 41,576.34	\$ 44,896.02	\$ 48,215.18
\$ 2,911.55	\$ 3,188.14	\$ 3,464.70	\$ 3,741.34	\$ 4,017.93
\$ 1,343.79	\$ 1,471.45	\$ 1,599.09	\$ 1,726.77	\$ 1,854.43
\$ 16.80	\$ 18.39	\$ 19.99	\$ 21.58	\$ 23.18

SALARY GRADE 2

MINIMUM		MIDPOINT		MAXIMUM
\$ 37,384.36	\$ 40,935.18	\$ 44,487.04	\$ 48,038.12	\$ 51,589.98
\$ 3,115.36	\$ 3,411.27	\$ 3,707.25	\$ 4,003.18	\$ 4,299.17
\$ 1,437.86	\$ 1,574.43	\$ 1,711.04	\$ 1,847.62	\$ 1,984.23
\$ 17.97	\$ 19.68	\$ 21.39	\$ 23.10	\$ 24.80

Community Services Officer
Public Education Specialist (1)

(1) 1 Part-time position in the Fire Department budgeted to average 20 hours per week on annual basis.

SALARY GRADE 3

MINIMUM		MIDPOINT		MAXIMUM
\$ 40,001.26	\$ 43,800.64	\$ 47,601.32	\$ 51,401.48	\$ 55,201.38
\$ 3,333.44	\$ 3,650.05	\$ 3,966.78	\$ 4,283.46	\$ 4,600.12
\$ 1,538.51	\$ 1,684.64	\$ 1,830.82	\$ 1,976.98	\$ 2,123.13
\$ 19.23	\$ 21.06	\$ 22.89	\$ 24.71	\$ 26.54

Administrative Coordinator
Human Resources Analyst

SALARY GRADE 4

MINIMUM		MIDPOINT		MAXIMUM
\$ 42,800.94	\$ 46,866.82	\$ 50,933.22	\$ 54,985.06	\$ 59,065.50
\$ 3,566.75	\$ 3,905.57	\$ 4,244.44	\$ 4,582.09	\$ 4,922.13
\$ 1,646.19	\$ 1,802.57	\$ 1,958.97	\$ 2,114.81	\$ 2,271.75
\$ 20.58	\$ 22.53	\$ 24.49	\$ 26.44	\$ 28.40

SALARY GRADE 5

MINIMUM		MIDPOINT		MAXIMUM
\$ 45,796.92	\$ 50,148.02	\$ 54,498.34	\$ 58,849.44	\$ 63,200.28
\$ 3,816.41	\$ 4,179.00	\$ 4,541.53	\$ 4,904.12	\$ 5,266.69
\$ 1,761.42	\$ 1,928.77	\$ 2,096.09	\$ 2,263.44	\$ 2,430.78
\$ 22.02	\$ 24.11	\$ 26.20	\$ 28.29	\$ 30.38

Administrative Specialist

Neighborhood Planner/Urban Designer
Park Programs and Operations Manager

Payroll and Benefits Specialist

Recreation Supervisor
Utility Accountant

SALARY GRADE 6

MINIMUM		MIDPOINT		MAXIMUM
\$ 49,002.98	\$ 53,658.28	\$ 58,313.06	\$ 62,968.36	\$ 67,623.92
\$ 4,083.58	\$ 4,471.52	\$ 4,859.42	\$ 5,247.36	\$ 5,635.33
\$ 1,884.73	\$ 2,063.78	\$ 2,242.81	\$ 2,421.86	\$ 2,600.92
\$ 23.56	\$ 25.80	\$ 28.04	\$ 30.27	\$ 32.51

Circulation Supervisor
Economic Development Coordinator

SALARY GRADE 7

MINIMUM		MIDPOINT		MAXIMUM
\$ 52,433.16	\$ 57,414.24	\$ 62,395.06	\$ 67,376.66	\$ 72,357.74
\$ 4,369.43	\$ 4,784.52	\$ 5,199.59	\$ 5,614.72	\$ 6,029.81
\$ 2,016.66	\$ 2,208.24	\$ 2,399.81	\$ 2,591.41	\$ 2,782.99
\$ 25.21	\$ 27.60	\$ 30.00	\$ 32.39	\$ 34.79

Adult and Administrative Supervisor
GIS Coordinator
Library Children's Supervisor
Social Worker
Survey Supervisor (1)
Technical Service Supervisor

(1) Position eligible for cash overtime at the rate of time and one-half.

SALARY GRADE 8

MINIMUM		MIDPOINT		MAXIMUM
\$ 56,103.58	\$ 61,433.06	\$ 66,762.80	\$ 72,093.06	\$ 77,422.28
\$ 4,675.30	\$ 5,119.42	\$ 5,563.57	\$ 6,007.76	\$ 6,451.86
\$ 2,157.83	\$ 2,362.81	\$ 2,567.80	\$ 2,772.81	\$ 2,977.78
\$ 26.97	\$ 29.54	\$ 32.10	\$ 34.66	\$ 37.22

Assistant Public Works Superintendent
Code Enforcement Supervisor
Facilities Supervisor
Fleet Manager
Health & Productivity Manager
Network Administrator
Pretreatment/Process Supervisor
Systems Analyst/Programmer
Water Operations Supervisor
WPCC Operations Supervisor

SALARY GRADE 9

MINIMUM		MIDPOINT		MAXIMUM
\$ 60,030.10	\$ 65,733.72	\$ 71,436.04	\$ 77,138.88	\$ 82,842.24
\$ 5,002.51	\$ 5,477.81	\$ 5,953.00	\$ 6,428.24	\$ 6,903.52
\$ 2,308.85	\$ 2,528.22	\$ 2,747.54	\$ 2,966.88	\$ 3,186.24
\$ 28.86	\$ 31.60	\$ 34.34	\$ 37.09	\$ 39.83

Accounting Manager
City Clerk
Planning Administrator
Project Engineer

SALARY GRADE 10

MINIMUM		MIDPOINT		MAXIMUM
\$ 64,232.48	\$ 70,335.20	\$ 76,436.62	\$ 82,539.08	\$ 88,641.02
\$ 5,352.71	\$ 5,861.27	\$ 6,369.72	\$ 6,878.26	\$ 7,386.75
\$ 2,470.48	\$ 2,705.20	\$ 2,939.87	\$ 3,174.58	\$ 3,409.27
\$ 30.88	\$ 33.82	\$ 36.75	\$ 39.68	\$ 42.62

City Assessor
Director of Services
Engineering Project Manager
Finance Manager
Revenue Manager
Zoning and Building Administrator

SALARY GRADE 11

MINIMUM		MIDPOINT		MAXIMUM
\$ 68,729.18	\$ 75,258.04	\$ 81,787.16	\$ 88,317.06	\$ 94,845.66
\$ 5,727.43	\$ 6,271.50	\$ 6,815.60	\$ 7,359.76	\$ 7,903.81
\$ 2,643.43	\$ 2,894.54	\$ 3,145.66	\$ 3,396.81	\$ 3,647.91
\$ 33.04	\$ 36.18	\$ 39.32	\$ 42.46	\$ 45.60

Highway Superintendent
Parks and Forestry Superintendent
Water Utility Superintendent
WPCC Manager

SALARY GRADE 12

MINIMUM		MIDPOINT		MAXIMUM
\$ 73,539.96	\$ 80,526.68	\$ 87,512.62	\$ 94,498.82	\$ 101,485.28
\$ 6,128.33	\$ 6,710.56	\$ 7,292.72	\$ 7,874.90	\$ 8,457.11
\$ 2,828.46	\$ 3,097.18	\$ 3,365.87	\$ 3,634.57	\$ 3,903.28
\$ 35.36	\$ 38.71	\$ 42.07	\$ 45.43	\$ 48.79

Assistant Chief of Police
City Engineer

SALARY GRADE 13

MINIMUM		MIDPOINT		MAXIMUM
\$ 78,687.96	\$ 86,163.22	\$ 93,638.22	\$ 101,113.48	\$ 108,589.26
\$ 6,557.33	\$ 7,180.27	\$ 7,803.19	\$ 8,426.12	\$ 9,049.11
\$ 3,026.46	\$ 3,313.97	\$ 3,601.47	\$ 3,888.98	\$ 4,176.51
\$ 37.83	\$ 41.42	\$ 45.02	\$ 48.61	\$ 52.21

Director of Parks, Recreation and Forestry
Human Resources Director
Information Technology Director
Library Director

SALARY GRADE 14

MINIMUM		MIDPOINT		MAXIMUM
\$ 84,195.80	\$ 92,194.96	\$ 100,193.08	\$ 108,191.72	\$ 116,190.36
\$ 7,016.32	\$ 7,682.91	\$ 8,349.42	\$ 9,015.98	\$ 9,682.53
\$ 3,238.30	\$ 3,545.96	\$ 3,853.58	\$ 4,161.22	\$ 4,468.86
\$ 40.48	\$ 44.32	\$ 48.17	\$ 52.02	\$ 55.86

Director of Community Development
Fire Chief
Police Chief

SALARY GRADE 15

MINIMUM

\$ 90,090.00	\$ 98,648.16
\$ 7,507.50	\$ 8,220.68
\$ 3,465.00	\$ 3,794.16
\$ 43.31	\$ 47.43

MIDPOINT

\$ 107,206.84	\$ 115,765.00
\$ 8,933.90	\$ 9,647.08
\$ 4,123.34	\$ 4,452.50
\$ 51.54	\$ 55.66

MAXIMUM

\$ 124,323.68
\$ 10,360.31
\$ 4,781.68
\$ 59.77

City Attorney
Director of Finance/Treasurer
Director of Public Works

SECTION II: CLERICAL AND TECHNICAL PAY PLAN

PAY RANGE 101

MINIMUM		MIDPOINT		MAXIMUM
\$ 20,321.60	\$ 22,297.60	\$ 24,190.40	\$ 26,124.80	\$ 28,080.00
\$ 1,693.47	\$ 1,858.13	\$ 2,015.87	\$ 2,177.07	\$ 2,340.00
\$ 781.60	\$ 857.60	\$ 930.40	\$ 1,004.80	\$ 1,080.00
\$ 9.77	\$ 10.72	\$ 11.63	\$ 12.56	\$ 13.50

- College Intern
- General Cleaner (1)
- Recycling Attendant (2)
- Shelver (3)

- (1) 16 part-time positions budgeted to average between 9 and 22.5 hours per week on an annual basis.
- (2) 4 part-time positions budgeted to average between 10 and 25 hours per week on an annual basis.
- (3) 12 part-time positions budgeted at 20 hours per week on an annual basis.

PAY RANGE 102

MINIMUM		MIDPOINT		MAXIMUM
\$ 21,798.40	\$ 23,836.80	\$ 25,916.80	\$ 27,996.80	\$ 30,014.40
\$ 1,816.53	\$ 1,986.40	\$ 2,159.73	\$ 2,333.07	\$ 2,501.20
\$ 838.40	\$ 916.80	\$ 996.80	\$ 1,076.80	\$ 1,154.40
\$ 10.48	\$ 11.46	\$ 12.46	\$ 13.46	\$ 14.43

- Engineering Intern (1)
- Lead Recycling Attendant (2)
- Squad Maintenance Worker (3)

- (1) 1 part-time position budgeted at 500 hours per year.
- (2) 1 part-time position budgeted to average between 10 and 25 hours per week on an annual basis.
- (3) 2 part-time positions budgeted to average 20 hours per week on annual basis.

PAY RANGE 103

MINIMUM		MIDPOINT		MAXIMUM
\$ 23,254.40	\$ 25,500.80	\$ 27,726.40	\$ 29,910.40	\$ 32,156.80
\$ 1,937.87	\$ 2,125.07	\$ 2,310.53	\$ 2,492.53	\$ 2,679.73
\$ 894.40	\$ 980.80	\$ 1,066.40	\$ 1,150.40	\$ 1,236.80
\$ 11.18	\$ 12.26	\$ 13.33	\$ 14.38	\$ 15.46

PAY RANGE 104

MINIMUM		MIDPOINT		MAXIMUM
\$ 24,918.40	\$ 27,310.40	\$ 29,660.80	\$ 32,052.80	\$ 34,361.60
\$ 2,076.53	\$ 2,275.87	\$ 2,471.73	\$ 2,671.07	\$ 2,863.47
\$ 958.40	\$ 1,050.40	\$ 1,140.80	\$ 1,232.80	\$ 1,321.60
\$ 11.98	\$ 13.13	\$ 14.26	\$ 15.41	\$ 16.52

Graduate Intern
Office Assistant (1) (2)
Receptionist (3)

- (1) 1 part-time position in the Parks and Recreation Department budgeted at an average of 18 hours per week on an annual basis.
- (2) *2 part-time positions in the Finance Department budgeted at an average of 15 hours per week on an annual basis.*
- (3) 2 part-time positions in the City Clerk's Office budgeted at an average of 22.5 hours per week on an annual basis.

PAY RANGE 105

MINIMUM		MIDPOINT		MAXIMUM
\$ 26,665.60	\$ 29,182.40	\$ 31,720.00	\$ 34,257.60	\$ 36,774.40
\$ 2,222.13	\$ 2,431.87	\$ 2,643.33	\$ 2,854.80	\$ 3,064.53
\$ 1,025.60	\$ 1,122.40	\$ 1,220.00	\$ 1,317.60	\$ 1,414.40
\$ 12.82	\$ 14.03	\$ 15.25	\$ 16.47	\$ 17.68

Shelver Supervisor (1)

- (1) 1 part-time position budgeted to average 20 hours per week on an annual basis.

PAY RANGE 106

MINIMUM		MIDPOINT		MAXIMUM
\$ 28,537.60	\$ 31,241.60	\$ 33,966.40	\$ 36,670.40	\$ 39,353.60
\$ 2,378.13	\$ 2,603.47	\$ 2,830.53	\$ 3,055.87	\$ 3,279.47
\$ 1,097.60	\$ 1,201.60	\$ 1,306.40	\$ 1,410.40	\$ 1,513.60
\$ 13.72	\$ 15.02	\$ 16.33	\$ 17.63	\$ 18.92

Secretary (1)
Survey Assistant (2)

- (1) 1 part-time position in the Water Pollution Control Center budgeted at an average of 20 hours per week on an annual basis.
- (2) 1 part-time position in the Public Works-Inspection/Survey Department budgeted at an average of 20 hours per week on an annual basis.

PAY RANGE 107

MINIMUM		MIDPOINT		MAXIMUM
\$ 30,534.40	\$ 33,425.60	\$ 36,337.60	\$ 39,208.00	\$ 42,099.20
\$ 2,544.53	\$ 2,785.47	\$ 3,028.13	\$ 3,267.33	\$ 3,508.27
\$ 1,174.40	\$ 1,285.60	\$ 1,397.60	\$ 1,508.00	\$ 1,619.20
\$ 14.68	\$ 16.07	\$ 17.47	\$ 18.85	\$ 20.24

Office Services Assistant (1) (2)

(1) 1 part-time position in the Finance Department budgeted at an average of 32 hours per week on an annual basis.

(2) 1 part-time position in the Finance Department budgeted at an average of 28 hours per week on an annual basis.

PAY RANGE 108

MINIMUM		MIDPOINT		MAXIMUM
\$ 32,656.00	\$ 35,776.00	\$ 38,875.20	\$ 41,974.40	\$ 45,073.60
\$ 2,721.33	\$ 2,981.33	\$ 3,239.60	\$ 3,497.87	\$ 3,756.13
\$ 1,256.00	\$ 1,376.00	\$ 1,495.20	\$ 1,614.40	\$ 1,733.60
\$ 15.70	\$ 17.20	\$ 18.69	\$ 20.18	\$ 21.67

Accounting Clerk
Administration and Licensing Clerk
Assessment Technician

PAY RANGE 109

MINIMUM		MIDPOINT		MAXIMUM
\$ 34,944.00	\$ 38,292.80	\$ 41,579.20	\$ 44,886.40	\$ 48,235.20
\$ 2,912.00	\$ 3,191.07	\$ 3,464.93	\$ 3,740.53	\$ 4,019.60
\$ 1,344.00	\$ 1,472.80	\$ 1,599.20	\$ 1,726.40	\$ 1,855.20
\$ 16.80	\$ 18.41	\$ 19.99	\$ 21.58	\$ 23.19

Administrative Assistant

PAY RANGE 110

MINIMUM		MIDPOINT		MAXIMUM
\$ 37,398.40	\$ 40,934.40	\$ 44,491.20	\$ 48,048.00	\$ 51,604.80
\$ 3,116.53	\$ 3,411.20	\$ 3,707.60	\$ 4,004.00	\$ 4,300.40
\$ 1,438.40	\$ 1,574.40	\$ 1,711.20	\$ 1,848.00	\$ 1,984.80
\$ 17.98	\$ 19.68	\$ 21.39	\$ 23.10	\$ 24.81

Accountant
Community Development Assistant
Compensation and Records Technician
Deputy City Clerk
Payroll and Benefits Technician

PAY RANGE 111

MINIMUM		MIDPOINT		MAXIMUM
\$ 39,998.40	\$ 43,784.00	\$ 47,611.20	\$ 51,396.80	\$ 55,203.20
\$ 3,333.20	\$ 3,648.67	\$ 3,967.60	\$ 4,283.07	\$ 4,600.27
\$ 1,538.40	\$ 1,684.00	\$ 1,831.20	\$ 1,976.80	\$ 2,123.20
\$ 19.23	\$ 21.05	\$ 22.89	\$ 24.71	\$ 26.54

Chemist
Code Enforcement Inspector (1)
Engineering Technician I
Senior Drafter

(1) 1 part-time position budgeted at an average of 30 hours per week on an annual basis.

PAY RANGE 112

MINIMUM		MIDPOINT		MAXIMUM
\$ 42,785.60	\$ 46,862.40	\$ 50,980.80	\$ 55,016.00	\$ 59,092.80
\$ 3,565.47	\$ 3,905.20	\$ 4,248.40	\$ 4,584.67	\$ 4,924.40
\$ 1,645.60	\$ 1,802.40	\$ 1,960.80	\$ 2,116.00	\$ 2,272.80
\$ 20.57	\$ 22.53	\$ 24.51	\$ 26.45	\$ 28.41

Appraiser I
Senior Chemist

PAY RANGE 113

MINIMUM		MIDPOINT		MAXIMUM
\$ 45,780.80	\$ 50,148.80	\$ 54,537.60	\$ 58,884.80	\$ 63,190.40
\$ 3,815.07	\$ 4,179.07	\$ 4,544.80	\$ 4,907.07	\$ 5,265.87
\$ 1,760.80	\$ 1,928.80	\$ 2,097.60	\$ 2,264.80	\$ 2,430.40
\$ 22.01	\$ 24.11	\$ 26.22	\$ 28.31	\$ 30.38

Appraiser 2
Surveyor

PAY RANGE 114

MINIMUM		MIDPOINT		MAXIMUM
\$ 49,046.40	\$ 53,664.00	\$ 58,323.20	\$ 62,982.40	\$ 67,641.60
\$ 4,087.20	\$ 4,472.00	\$ 4,860.27	\$ 5,248.53	\$ 5,636.80
\$ 1,886.40	\$ 2,064.00	\$ 2,243.20	\$ 2,422.40	\$ 2,601.60
\$ 23.58	\$ 25.80	\$ 28.04	\$ 30.28	\$ 32.52

Engineering Technician II
Public Works Inspector

PAY RANGE 115

MINIMUM		MIDPOINT		MAXIMUM
\$ 52,416.00	\$ 57,408.00	\$ 62,400.00	\$ 67,392.00	\$ 72,384.00
\$ 4,368.00	\$ 4,784.00	\$ 5,200.00	\$ 5,616.00	\$ 6,032.00
\$ 2,016.00	\$ 2,208.00	\$ 2,400.00	\$ 2,592.00	\$ 2,784.00
\$ 25.20	\$ 27.60	\$ 30.00	\$ 32.40	\$ 34.80

Bailiff (1)
District Building Inspector
Electrical Inspector (1)
Engineering Technician III
Plumbing Inspector (2)

- (1) 1 part-time position budgeted to average 4 hours per week on an annual basis, to be paid at \$30.00 per hour.
- (2) 1 part-time position budgeted to average 5 hours per week on an annual basis, to be paid at \$30.00 per hour.

SECTION III: SWORN MANAGEMENT PAY PLAN

PAY RANGE 200

<u>JANUARY 1 2011 RATE</u>	<u>JANUARY 1 2012 RATE</u>	<u>JULY 1 2012 RATE</u>
\$ 72,017.40	\$ 72,917.62	\$ 73,829.16
\$ 6,001.45	\$ 6,076.47	\$ 6,152.43
\$ 2,769.90	\$ 2,804.52	\$ 2,839.58
\$ 34.62	\$ 35.06	\$ 35.49

Sergeant (1) (2) (3) (4)

- (1) Eligible for cash overtime at the rate of 1.54x.
- (2) Official rate is monthly.
- (3) Incumbents work a 5/2-4/2 schedule and are eligible for police schedule pay.
- (4) Incumbents receive 10 paid holidays in lieu of time off on City recognized holidays.

PAY RANGE 210

<u>JANUARY 1 2011 RATE</u>	<u>JANUARY 1 2012 RATE</u>	<u>JULY 1 2012 RATE</u>
\$ 79,167.66	\$ 80,157.26	\$ 81,159.22
\$ 6,597.31	\$ 6,679.77	\$ 6,763.27
\$ 3,044.91	\$ 3,082.97	\$ 3,121.51
\$ 38.06	\$ 38.54	\$ 39.02

Police Lieutenant

- (1) Incumbents work a 5/2-4/2 schedule and are eligible for police schedule pay.
- (2) Incumbents receive 10 paid holidays in lieu of time off on City recognized holidays.
- (3) Official rate is bi-weekly.

PAY RANGE 215

<u>JANUARY 1 2011 RATE</u>	<u>JANUARY 1 2012 RATE</u>	<u>JULY 1 2012 RATE</u>
\$ 81,454.10	\$ 82,472.28	\$ 83,503.18
\$ 6,787.84	\$ 6,872.69	\$ 6,958.60
\$ 3,132.85	\$ 3,172.01	\$ 3,211.66
\$ 39.16	\$ 39.65	\$ 40.15

Police Lieutenant - Community Relations (1)
Police Training Lieutenant (1)

- (1) Official rate is bi-weekly.

PAY RANGE 220

**JANUARY 1
2011 RATE**

\$ 90,730.38
\$ 7,560.87
\$ 3,489.63
\$ 43.62

**JANUARY 1
2012 RATE**

\$ 91,864.51
\$ 7,655.38
\$ 3,533.25
\$ 44.17

**JULY 1
2012 RATE**

\$ 93,012.82
\$ 7,751.07
\$ 3,577.42
\$ 44.72

Police Captain (1)

(1) Official rate is bi-weekly.

PAY RANGE 250

**JANUARY 1
2011 RATE**

\$ 89,555.40
\$ 7,462.95
\$ 3,444.44
\$ 30.75

**JANUARY
2012 RATE**

\$ 90,674.84
\$ 7,556.24
\$ 3,487.49
\$ 31.14

**JULY 1
2012 RATE**

\$ 91,808.28
\$ 7,650.69
\$ 3,531.09
\$ 31.53

Deputy Fire Chief (1) (2) (3) (4)

- (1) Positions eligible for cash overtime at straight time rates when covering shifts.
- (2) Incumbents work a 1/1-1/1-1/4 schedule which is paid based on an average 112 hour pay period.
- (3) Incumbents eligible for 144 hours in Holiday pay in lieu of time-off on City recognized holidays.
- (4) Official rate is monthly.

PAY RANGE 255

**JANUARY 1
2011 RATE**

\$ 90,730.38
\$ 7,560.87
\$ 3,489.63
\$ 43.62

**JANUARY
2012 RATE**

\$ 91,864.51
\$ 7,655.38
\$ 3,533.25
\$ 44.17

**JULY 1
2012 RATE**

\$ 93,012.82
\$ 7,751.07
\$ 3,577.42
\$ 44.72

Deputy Fire Chief - Administration (1) (2) (3)

Deputy Fire Chief - Training (1) (2) (3)

- (1) Official rate is bi-weekly.
- (2) Incumbent works a 5/2-5/2 schedule which is paid based on an 80 hour pay period.
- (3) Position eligible for cash overtime at straight time pay range 250 rates when covering shifts.

PART II: ANNUAL PAY ADJUSTMENTS

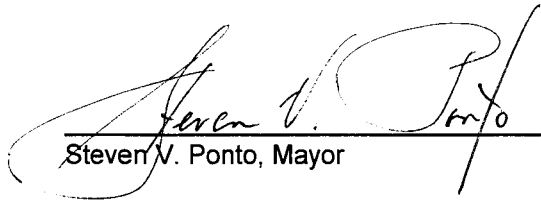
For pay adjustments to be made effective January 1, 2011 and January 1, 2012, the general increases (ATB) are 1% for incumbents of titles contained in the Management Pay Plan and the Technical and Clerical Pay Plan as attached as Addendum A.

PART III: All ordinances and parts of ordinances contravening the provisions of this ordinance are hereby repealed.

ADOPTED AND APPROVED _____ November 16 _____, 2010



Kristine A. Schmidt, City Clerk



Steven V. Ponto, Mayor

Published: November 24, 2010