

PROGRAM INFORMATION

Employee benefit costs are distributed proportionately to each department's budget, rather than making a lump sum appropriation for these items. This distribution of costs for each employee benefit results in more accurate costs for each program.

A summary of the total estimated expenditures for various employee benefits in 2008-2009 compared with the 2009-2010 budget allowance is shown in the following table. Brief discussions of individual employee benefits follow the table.

**Comparison of 2008-2009 Employee Benefit Allowance to 2009-2010 Final Allowance
(in 000's)**

| Employee Benefits | 2008-2009 Estimate | 2009-2010 Budget | \$ Change | % Change |
|--|-----------------------|---------------------|-----------|-------------|
| Pension Contribution – General | \$68,659 | \$88,175 | \$19,516 | 28.4% |
| Pension Contribution – Police | 62,387 | 66,271 | 3,884 | 6.2 |
| Pension Contribution – Fire | 30,353 | 30,695 | 342 | 1.1 |
| Social Security/Medicare ¹ | 51,844 | 52,088 | 244 | 0.5 |
| Industrial Insurance | 16,427 | 16,812 | 385 | 2.3 |
| Health Insurance | 121,698 | 136,466 | 14,768 | 12.1 |
| Life Insurance | 2,267 | 2,063 | (204) | -9.0 |
| Long-Term Disability Insurance | 0 | 2,030 | 2,030 | 0.0 |
| Unemployment Insurance | 182 | 345 | 163 | 89.6 |
| Post Employment Health Benefits – GASB 45 | 22,521 | 45,444 | 22,923 | 101.8 |
| Post Employment Health Plan – Police | 412 | 412 | 0 | 0.0 |
| Fire Exercise Equipment Program | 39 | 39 | 0 | -1.2 |
| Fire Sick Leave Benefit | 1,415 | 1,107 | (308) | -21.8 |
| Fire Vacation Benefit | 610 | 427 | (183) | -30.0 |
| Uniform Allowance - General | 709 | 502 | (207) | -29.2 |
| Uniform Allowance - Police | 4,436 | 4,435 | (1) | 0.0 |
| Uniform Allowance - Fire | 1,049 | 1,049 | 0 | 0.0 |
| Dental Insurance | 12,591 | 12,397 | (194) | -1.5 |
| Tool Allowance | 389 | 163 | (226) | -58.1 |
| Executive Transportation Allowance | 1,673 | 1,672 | (1) | -0.1 |
| Communication Allowance | 548 | 545 | (3) | -0.5 |
| Deferred Compensation | 39,366 | 41,038 | 1,672 | 4.2 |
| Employee Suggestion Awards | 17 | 16 | (1) | -5.9 |
| Flexrap Benefits Program | 1 | 1 | 0 | 0.0 |
| Financial Aid | 16 | 16 | 0 | 0.0 |
| Cancer Insurance – Fire | 1,383 | 1,384 | 1 | 0.1 |
| Cancer Insurance – Police | 341 | 311 | (30) | -8.8 |
| Management Development | 398 | 240 | (158) | -39.7 |
| Relocation Pay | 0 | 0 | 0 | 0.0 |

PROGRAM INFORMATION

| Employee Benefits | 2008-2009 Estimate | 2009-2010 Budget | \$ Change | % Change |
|---|-----------------------|---------------------|-----------------|--------------|
| Employee Reimbursement - Tuition | 1,900 | 2,972 | 1,072 | 56.4 |
| Employee Reimbursement - Seminars | 900 | 1,381 | 481 | 53.4 |
| Employee Reimbursement - Other | 18 | 18 | 0 | 0.0 |
| Employee Reimbursement - Reduced Transit Fare | 1,196 | 953 | (243) | -20.3 |
| Employee Reimbursement - Memberships | 50 | 40 | (10) | -20.0 |
| Employee Ballistic Vests | 352 | 449 | 97 | 27.6 |
| Fire Employee Assistance Program | 218 | 218 | 0 | 0.0 |
| Total Benefits | \$446,365 | \$512,174 | \$65,809 | 14.7% |

¹ Includes part-time employees and Medicare coverage for sworn employees employed on a continuous basis after March 31, 1986.

City contributions for pension benefits are shown in the following table. The estimated cost per employee is calculated based on the number of active members.

City Pension Cost Per Employee

| Pension System | Estimated Active Members | Appropriation For 2009-2010 | |
|---------------------|--------------------------------|--------------------------------|----------------------|
| | | Pension Contribution | Cost Per Employee |
| General Retirement | 9,316 | \$88,175,000 | \$ 9,465 |
| Police ² | 3,324 | 66,271,000 | 19,937 |
| Fire ^{2,3} | 1,514 | 30,695,000 | 20,274 |

² Active membership excludes DROP (Deferred Retirement Option Plan) participants.

³ Reflects net pension contribution, exclusive of 2009-10 state fire insurance premium tax revenue estimate of \$3,500,000.

PROGRAM INFORMATION**Pension for General City Employees**

The 2009-2010 budget for general City employee pension costs is \$88,175,000. This amount complies with the requirement established by the actuary (\$86,653,000) plus an allowance for pension administrative costs (\$1,522,000).

All full-time general employees participate in the General City Employees Pension Fund. Employees contribute 5% of their gross pay under an employer pick-up plan. The City contributes an actuarially determined amount to fully fund benefits for active members and to amortize any unfunded actuarial liability as a level percent of member payroll. The general employee system amortizes this unfunded liability over an open period of 20 years.

Under the General City Employee plan, members are eligible for retirement benefits at age 60 with ten or more years of service credit or age 62 with five or more years of service credit. Members can also become eligible for retirement benefits when years of service and age add to 80. The benefit is based on 2% of the member's highest three consecutive years' salary for each year of credited service to a maximum of 32 ½ years. The benefit increase beyond 32 ½ years is at a declining rate. The increase in general employee retirement costs is due to an increase in the number of retirees over the last few years and poor market returns.

Pension for Public Safety City Employees

The Public Safety Retirement System, enacted by the State Legislature in 1968, applies to local firefighters and police officers and sworn law enforcement personnel of other public agencies. The Public Safety Retirement System provides for retirement after 20 years of service. Retirement benefits are generally based on 50% of the employee's highest three consecutive years of service. The annual benefit increases after 20 years to a maximum of 80% after 32 ½ years of service.

As of July 1, 1991, Public Safety employees contribute 7.65% of their salary. The City contributes an actuarially determined amount to fully fund benefits for active members and to amortize any unfunded actuarial liability as a level percent of member payroll. The Public Safety Retirement System amortizes this unfunded liability over an open period of 20 years.

City contributions to the Phoenix Fire Fighters Pension Fund are partially funded by a state-imposed insurance premium tax on all fire insurance policies sold within the City. This premium tax is estimated at \$3,500,000 for 2009-2010.

Increases in public safety employees retirement costs are largely due to the effects of the deferred retirement program (DROP), less than expected average investment returns and the addition of new positions.

PROGRAM INFORMATION

Social Security/Medicare

The 2009-2010 appropriation for Social Security/Medicare is \$52,088,000, \$244,000 or 0.5% more than the 2008-2009 estimate of \$51,844,000. The estimated number of employees who contribute to Social Security is 10,774.1 or 66.7% of City FTEs (full time equivalent). This includes 632.4 full-time equivalents for part-time City employees.

The following table shows the rate and increase in the maximum Social Security taxes since 1999.

SOCIAL SECURITY TAXES

| Calendar Year | Base | Rate | Maximum Amount | Annual % Increase |
|---------------|---------|------|----------------|-------------------|
| 1999 | 72,600 | 6.20 | 4,501 | 6.1 |
| 2000 | 76,200 | 6.20 | 4,724 | 5.0 |
| 2001 | 80,400 | 6.20 | 4,985 | 5.5 |
| 2002 | 84,900 | 6.20 | 5,264 | 5.6 |
| 2003 | 87,000 | 6.20 | 5,394 | 2.5 |
| 2004 | 87,900 | 6.20 | 5,450 | 1.0 |
| 2005 | 90,000 | 6.20 | 5,580 | 2.4 |
| 2006 | 94,200 | 6.20 | 5,840 | 4.7 |
| 2007 | 97,500 | 6.20 | 6,045 | 3.5 |
| 2008 | 102,000 | 6.20 | 6,324 | 4.6 |
| 2009 | 106,800 | 6.20 | 6,622 | 4.7 |

Medicare is calculated at 1.45% of wages. Unlike Social Security, which has a maximum salary amount subject to the tax (i.e., \$106,800 in calendar year 2009); there is no limit to wages subject to the Medicare tax. All employees are subject to Medicare tax with the exception of sworn employees hired prior to March 31, 1986.

Industrial Insurance

As of April 1, 2003, the City became self-insured for the industrial insurance program. The benefits are administered by a third party contractor, including all injuries occurring on or after April 1, 2003. Claims that occur with a date of injury prior to April 1, 2003 are administered by the Arizona State Industrial Commission Fund. By State law, the City is required to insure its employees for injuries, illnesses and death that occur in the course and scope of their employment with the City. Costs for this insurance in 2009-2010 are estimated at \$15,364,000, an increase of \$301,000 or 2.0% more than the current year's cost of \$15,063,000. The amount complies with the recommendation of a recent actuarial analysis.

PROGRAM INFORMATION**Unemployment Insurance Program**

During its 1977 session, the Arizona Legislature amended the Employment Security Law of Arizona to extend the State's unemployment insurance program to local governments. Effective January 1, 1978, the City assumed the costs of unemployment claims submitted by former employees for reimbursement to the State administered program. As a result of the low number of terminations projected for the City of Phoenix and adequate Unemployment Insurance funding in prior years, contributions to the unemployment insurance program in 2009-2010 is \$345,000.

Health and Dental Insurance

The 2009-2010 allowance for employee health insurance is \$136,466,000, an increase of \$14,768,000 or 12.1% over 2008-2009 estimated expenditures of \$121,698,000. This increase is partially due to a 3.1% increase in health insurance rates. In addition, actual costs for 2008-2009 are lower due to a high number of vacant positions.

Dental insurance in 2009-2010 is estimated at \$12,397,000, a decrease of \$194,000 or .02% under 2008-2009 estimated expenditures of \$12,591,000. This year's dental plan changes incurred no significant rate increase or decrease.

Long-term Disability Insurance

The 2009-2010 allowance for long-term disability insurance is \$2,030,000 reflecting an increase over 2008-2009 estimated expenditures. The rates are based on a recent actuarial analysis of the Long-Term Disability Program.

Post Employment Health Benefits – GASB 45

Retired employees meeting certain qualifications are eligible to participate in the City Health Insurance Program at their own cost. In addition, retirees receive a direct subsidy to offset health care costs during retirement. In June 2004, the Governmental Accounting Standards Board (GASB) issued Statement No. 45 (GASB 45) which addresses how local governments should account for and report costs and obligations related to post-employment health care and other post-employment non-pension benefits (OPEB). The City's annual OPEB costs must be based on actuarially determined amounts that will provide sufficient resources to pay benefits as they come due. The annual required contribution to fully comply with GASB 45 is \$39.0 million amortized over the next 26 years. Net new funding included in 2009-2010 is \$45.4 million. Some budgeted funding from 2008-2009 was carried over to 2009-2010 to allow budget flexibility. The GASB 45 trust was more than 100% funded in 2008-2009.

PROGRAM INFORMATION

Uniform Allowance

Police, fire and certain general employees receive a uniform allowance. The combined uniform allowance budget in 2009-2010 is \$6,199,000. Police Officers receive an annual allowance of \$1,150. Police Lieutenants and Sergeants receive an annual allowance of \$1,550. Sworn Police Middle Managers and Executives also receive an annual allowance of \$1,550. Firefighters receive an annual allowance of \$625 and Sworn Fire Middle Managers and Executives receive an annual allowance of \$925.

2009-2010 Employee Benefit Values

The value of each of the major benefit categories expressed as a percentage of wages is shown in the table that follows.

| Benefit Type | General | Police | Fire |
|---|---------|--------|--------|
| Health, Dental, Life, Long Term Disability, Unemployment ¹ | 16.16% | 11.12% | 10.95% |
| Pension ² | 14.35% | 24.31% | 24.41% |
| Social Security and Medicare ³ | 7.43% | 1.25% | 1.07% |
| Holidays, personal and educational leave | 5.91% | 6.08% | 5.67% |
| Vacation ⁴ | 5.77% | 5.77% | 5.77% |
| Sick Leave | 5.77% | 5.77% | 5.77% |
| Industrial Insurance | 1.40% | 1.40% | 1.40% |

¹ Not applicable to part-time and delegate agency personnel.

² Rates reflect actuarial valuation percentages.

³ General Social Security is taxed at 6.2% of earnings up to \$106,800. Medicare is taxed at 1.45% of all earnings. Police and fire employees hired after 3/31/86 are taxed at the Medicare rate of 1.45% of all earnings.

⁴ Reflects estimated composite rate based on 10 years of service.

Schedule of Monthly and Annual Salary Ranges
Salary Plan 001 - Supervisory and Professional Employees
Effective July 13, 2009

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 011 | 1,459 | 2,083 | 17,514 | 25,002 |
| 012 | 1,529 | 2,187 | 18,346 | 26,250 |
| 013 | 1,591 | 2,288 | 19,094 | 27,456 |
| 014 | 1,673 | 2,408 | 20,072 | 28,891 |
| 015 | 1,749 | 2,513 | 20,987 | 30,160 |
| 016 | 1,822 | 2,612 | 21,861 | 31,346 |
| 017 | 1,905 | 2,749 | 22,859 | 32,989 |
| 018 | 1,995 | 2,903 | 23,941 | 34,840 |
| 019 | 2,083 | 3,044 | 25,002 | 36,525 |
| 020 | 2,187 | 3,200 | 26,250 | 38,397 |
| 021 | 2,288 | 3,359 | 27,456 | 40,310 |
| 022 | 2,408 | 3,543 | 28,891 | 42,515 |
| 023 | 2,513 | 3,723 | 30,160 | 44,678 |
| 024 | 2,612 | 3,897 | 31,346 | 46,758 |
| 025 | 2,749 | 4,111 | 32,989 | 49,338 |
| 026 | 2,903 | 4,318 | 34,840 | 51,813 |
| 027 | 3,044 | 4,533 | 36,525 | 54,392 |
| 028 | 3,200 | 4,774 | 38,397 | 57,283 |
| 029 | 3,359 | 5,015 | 40,310 | 60,174 |
| 030 | 3,543 | 5,276 | 42,515 | 63,315 |
| 031 | 3,723 | 5,543 | 44,678 | 66,518 |
| 032 | 3,897 | 5,829 | 46,758 | 69,950 |
| 033 | 4,111 | 6,138 | 49,338 | 73,653 |
| 034 | 4,318 | 6,445 | 51,813 | 77,334 |
| 035 | 4,533 | 6,770 | 54,392 | 81,245 |
| 036 | 4,774 | 7,117 | 57,283 | 85,405 |
| 037 | 5,015 | 7,488 | 60,174 | 89,856 |
| 038 | 5,276 | 7,861 | 63,315 | 94,328 |
| 039 | 5,543 | 8,266 | 66,518 | 99,195 |
| 040 | 5,829 | 8,701 | 69,950 | 104,416 |
| 041 | 6,138 | 9,138 | 73,653 | 109,658 |
| 042 | 6,445 | 9,610 | 77,334 | 115,315 |
| 043 | 6,770 | 10,102 | 81,245 | 121,222 |
| 044 | 7,117 | 10,620 | 85,405 | 127,442 |
| 045 | 7,488 | 11,164 | 89,856 | 133,973 |
| 046 | 7,861 | 11,735 | 94,328 | 140,816 |
| 047 | 8,266 | 12,333 | 99,195 | 147,992 |
| 048 | 8,701 | 12,972 | 104,416 | 155,667 |
| 049 | 9,138 | 13,624 | 109,658 | 163,488 |
| 050 | 9,610 | 14,303 | 115,315 | 171,642 |
| 081* | 8,458 | 8,458 | 101,500 | 101,500 |
| 086* | 10,271 | 10,271 | 123,248 | 123,248 |

* Effective date 1/5/09

Schedule of Monthly and Annual Salary Ranges
Salary Plan 002 - Field Unit 1 Employees
Effective July 13, 2009

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 100 | 1,466 | 2,078 | 17,597 | 24,939 |
| 101 | 1,823 | 2,364 | 21,882 | 28,371 |
| 102 | 1,917 | 2,434 | 23,005 | 29,203 |
| 103 | 2,011 | 2,496 | 24,128 | 29,952 |
| 104 | 2,068 | 2,576 | 24,814 | 30,909 |
| 105 | 2,115 | 2,645 | 25,376 | 31,741 |
| 106 | 2,174 | 2,732 | 26,083 | 32,781 |
| 107 | 2,239 | 2,818 | 26,874 | 33,821 |
| 108 | 2,291 | 2,917 | 27,498 | 35,006 |
| 109 | 2,364 | 3,021 | 28,371 | 36,254 |
| 110 | 2,434 | 3,144 | 29,203 | 37,731 |
| 111 | 2,496 | 3,267 | 29,952 | 39,208 |
| 112 | 2,576 | 3,385 | 30,909 | 40,622 |
| 113 | 2,645 | 3,536 | 31,741 | 42,432 |
| 114 | 2,732 | 3,692 | 32,781 | 44,304 |
| 115 | 2,818 | 3,848 | 33,821 | 46,176 |
| 116 | 2,917 | 4,032 | 35,006 | 48,381 |
| 117 | 3,021 | 4,191 | 36,254 | 50,294 |
| 118 | 3,144 | 4,361 | 37,731 | 52,333 |
| 119 | 3,267 | 4,540 | 39,208 | 54,475 |
| 120 | 3,385 | 4,727 | 40,622 | 56,722 |
| 121 | 3,536 | 4,917 | 42,432 | 59,010 |
| 122 | 3,692 | 5,115 | 44,304 | 61,381 |
| 123 | 3,848 | 5,320 | 46,176 | 63,835 |
| 124 | 4,032 | 5,533 | 48,381 | 66,394 |
| 125 | 4,191 | 5,753 | 50,294 | 69,035 |
| 126 | 4,361 | 5,992 | 52,333 | 71,906 |

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 003 - Field Unit 1 "A" Employees
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 100* | 1,257 | 1,257 | 15,080 | 15,080 |
| 101 | 2,011 | 2,364 | 24,128 | 28,371 |
| 102 | 2,068 | 2,434 | 24,814 | 29,203 |
| 103 | 2,115 | 2,496 | 25,376 | 29,952 |
| 104 | 2,174 | 2,576 | 26,083 | 30,909 |
| 105 | 2,239 | 2,645 | 26,874 | 31,741 |
| 106 | 2,291 | 2,732 | 27,498 | 32,781 |
| 107 | 2,364 | 2,818 | 28,371 | 33,821 |
| 108 | 2,434 | 2,917 | 29,203 | 35,006 |
| 109 | 2,496 | 3,021 | 29,952 | 36,254 |
| 110 | 2,576 | 3,144 | 30,909 | 37,731 |
| 111 | 2,645 | 3,267 | 31,741 | 39,208 |
| 112 | 2,732 | 3,385 | 32,781 | 40,622 |
| 113 | 2,818 | 3,536 | 33,821 | 42,432 |
| 114 | 2,917 | 3,692 | 35,006 | 44,304 |
| 115 | 3,021 | 3,848 | 36,254 | 46,176 |
| 116 | 3,144 | 4,032 | 37,731 | 48,381 |
| 117 | 3,267 | 4,191 | 39,208 | 50,294 |
| 118 | 3,385 | 4,361 | 40,622 | 52,333 |
| 119 | 3,536 | 4,540 | 42,432 | 54,475 |
| 120 | 3,692 | 4,727 | 44,304 | 56,722 |
| 121 | 3,848 | 4,917 | 46,176 | 59,010 |
| 122 | 4,032 | 5,115 | 48,381 | 61,381 |

* Effective date 1/1/09

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 004 - Field Unit 2 Employees
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 200* | 1,257 | 1,257 | 15,080 | 15,080 |
| 201 | 1,938 | 2,373 | 23,254 | 28,475 |
| 202 | 2,023 | 2,441 | 24,274 | 29,286 |
| 203 | 2,097 | 2,506 | 25,168 | 30,077 |
| 204 | 2,161 | 2,557 | 25,938 | 30,680 |
| 205 | 2,198 | 2,633 | 26,374 | 31,595 |
| 206 | 2,260 | 2,697 | 27,123 | 32,365 |
| 207 | 2,316 | 2,775 | 27,789 | 33,301 |
| 208 | 2,373 | 2,876 | 28,475 | 34,507 |
| 209 | 2,441 | 2,966 | 29,286 | 35,589 |
| 210 | 2,506 | 3,066 | 30,077 | 36,795 |
| 211 | 2,557 | 3,182 | 30,680 | 38,189 |
| 212 | 2,633 | 3,295 | 31,595 | 39,541 |
| 213 | 2,697 | 3,427 | 32,365 | 41,122 |
| 214 | 2,775 | 3,590 | 33,301 | 43,077 |
| 215 | 2,876 | 3,746 | 34,507 | 44,949 |
| 216 | 2,966 | 3,902 | 35,589 | 46,821 |
| 217 | 3,066 | 4,075 | 36,795 | 48,901 |
| 218 | 3,182 | 4,245 | 38,189 | 50,939 |
| 219 | 3,295 | 4,430 | 39,541 | 53,165 |
| 220 | 3,427 | 4,600 | 41,122 | 55,203 |
| 221 | 3,590 | 4,793 | 43,077 | 57,512 |
| 222 | 3,746 | 4,973 | 44,949 | 59,675 |
| 223 | 3,902 | 5,174 | 46,821 | 62,088 |
| 224 | 4,075 | 5,410 | 48,901 | 64,917 |
| 225 | 4,245 | 5,685 | 50,939 | 68,224 |
| 226 | 4,430 | 5,977 | 53,165 | 71,718 |
| 227 | 4,600 | 6,280 | 55,203 | 75,358 |
| 228 | 4,793 | 6,568 | 57,512 | 78,811 |

**Salary Plan 022 - Field Unit 2 Multi-Skilled Employees
Effective July 13, 2009**

| | | | | |
|-----|-------|-------|--------|--------|
| 214 | 2,775 | 2,876 | 33,301 | 34,507 |
| 221 | 3,590 | 4,521 | 43,077 | 54,246 |
| 225 | 4,245 | 4,600 | 50,939 | 55,203 |
| 227 | 4,600 | 5,063 | 55,203 | 60,757 |
| 230 | 5,264 | 5,264 | 63,170 | 63,170 |

* Effective date 1/1/09

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 005 - Field Unit 2 "A" Employees
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 201 | 2,097 | 2,373 | 25,168 | 28,475 |
| 202 | 2,161 | 2,441 | 25,938 | 29,286 |
| 203 | 2,198 | 2,506 | 26,374 | 30,077 |
| 204 | 2,260 | 2,557 | 27,123 | 30,680 |
| 205 | 2,316 | 2,633 | 27,789 | 31,595 |
| 206 | 2,373 | 2,697 | 28,475 | 32,365 |
| 207 | 2,441 | 2,775 | 29,286 | 33,301 |
| 208 | 2,506 | 2,876 | 30,077 | 34,507 |
| 209 | 2,557 | 2,966 | 30,680 | 35,589 |
| 210 | 2,633 | 3,066 | 31,595 | 36,795 |
| 211 | 2,697 | 3,182 | 32,365 | 38,189 |
| 212 | 2,775 | 3,295 | 33,301 | 39,541 |
| 213 | 2,876 | 3,427 | 34,507 | 41,122 |
| 214 | 2,966 | 3,590 | 35,589 | 43,077 |
| 215 | 3,066 | 3,746 | 36,795 | 44,949 |
| 216 | 3,182 | 3,902 | 38,189 | 46,821 |
| 217 | 3,295 | 4,075 | 39,541 | 48,901 |
| 218 | 3,427 | 4,245 | 41,122 | 50,939 |
| 219 | 3,590 | 4,430 | 43,077 | 53,165 |
| 220 | 3,746 | 4,600 | 44,949 | 55,203 |
| 221 | 3,902 | 4,793 | 46,821 | 57,512 |
| 222 | 4,075 | 4,973 | 48,901 | 59,675 |
| 223 | 4,245 | 5,174 | 50,939 | 62,088 |
| 224 | 4,430 | 5,410 | 53,165 | 64,917 |
| 225 | 4,600 | 5,685 | 55,203 | 68,224 |

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 006 - Unit 3 Office and Clerical Employees
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 300* | 1,257 | 1,257 | 15,080 | 15,080 |
| 311 | 1,489 | 2,135 | 17,867 | 25,626 |
| 312 | 1,565 | 2,236 | 18,782 | 26,832 |
| 313 | 1,626 | 2,342 | 19,510 | 28,101 |
| 314 | 1,713 | 2,467 | 20,550 | 29,598 |
| 315 | 1,789 | 2,576 | 21,466 | 30,909 |
| 316 | 1,865 | 2,683 | 22,381 | 32,198 |
| 317 | 1,952 | 2,827 | 23,421 | 33,925 |
| 318 | 2,049 | 2,971 | 24,586 | 35,651 |
| 319 | 2,135 | 3,099 | 25,626 | 37,190 |
| 320 | 2,236 | 3,241 | 26,832 | 38,896 |
| 321 | 2,342 | 3,399 | 28,101 | 40,789 |
| 322 | 2,467 | 3,569 | 29,598 | 42,827 |
| 323 | 2,576 | 3,746 | 30,909 | 44,949 |
| 324 | 2,683 | 3,923 | 32,198 | 47,070 |
| 325 | 2,827 | 4,118 | 33,925 | 49,421 |
| 326 | 2,971 | 4,314 | 35,651 | 51,771 |
| 327 | 3,099 | 4,533 | 37,190 | 54,392 |
| 328 | 3,241 | 4,756 | 38,896 | 57,075 |
| 329 | 3,399 | 4,985 | 40,789 | 59,821 |
| 330 | 3,569 | 5,242 | 42,827 | 62,899 |
| 331 | 3,746 | 5,500 | 44,949 | 65,998 |
| 332 | 3,923 | 5,763 | 47,070 | 69,160 |
| 333 | 4,118 | 6,055 | 49,421 | 72,654 |
| 334 | 4,314 | 6,341 | 51,771 | 76,086 |
| 335 | 4,533 | 6,646 | 54,392 | 79,747 |
| 336 | 4,756 | 6,973 | 57,075 | 83,678 |

* Effective date 1/1/09

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 007 - Unit 4 Police Officers
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 400 | 3,321 | 4,599 | 39,853 | 55,182 |
| 428 | 3,853 | 6,035 | 46,238 | 72,426 |
| 429 | 6,263 | 6,263 | 75,150 | 75,150 |
| 430 | 6,497 | 6,497 | 77,958 | 77,958 |
| 431 | 6,739 | 6,739 | 80,870 | 80,870 |
| 432 | 6,987 | 6,987 | 83,845 | 83,845 |

**Salary Plan 011 - Unit 6 Police Professional and Supervisory Employees
Effective July 13, 2009**

| | | | | |
|-----|-------|--------|--------|---------|
| 634 | 5,701 | 8,268 | 68,411 | 99,216 |
| 638 | 6,822 | 9,922 | 81,869 | 119,059 |
| 641 | 7,918 | 11,487 | 95,014 | 137,842 |

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 008 - Unit 5 Fire - 56 Hour Employees
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 551 | 3,885 | 6,587 | 46,615 | 79,043 |
| 552 | 5,472 | 7,070 | 65,669 | 84,841 |
| 555 | 4,288 | 7,694 | 51,455 | 92,325 |

**Salary Plan 009 - Unit 5 Fire - 40 Hour Staff Employees
Effective July 13, 2009**

| | | | | |
|-----|-------|-------|--------|---------|
| 561 | 4,273 | 7,245 | 51,272 | 86,944 |
| 562 | 6,020 | 7,777 | 72,238 | 93,330 |
| 565 | 4,716 | 8,464 | 56,597 | 101,566 |

**Salary Plan 010 - Unit 5 Fire - 40 Hour Non-Staff Employees
Effective July 13, 2009**

| | | | | |
|-----|-------|-------|--------|--------|
| 570 | 3,884 | 3,884 | 46,613 | 46,613 |
| 575 | 4,290 | 6,654 | 51,480 | 79,851 |

Schedule of Monthly and Annual Salary Ranges
Salary Plan 012 - Confidential Office and Clerical Employees
Effective July 13, 2009

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 711 | 1,496 | 2,137 | 17,950 | 25,646 |
| 712 | 1,565 | 2,238 | 18,782 | 26,853 |
| 713 | 1,626 | 2,352 | 19,510 | 28,226 |
| 714 | 1,716 | 2,468 | 20,592 | 29,619 |
| 715 | 1,791 | 2,579 | 21,486 | 30,950 |
| 716 | 1,875 | 2,692 | 22,506 | 32,302 |
| 717 | 1,952 | 2,825 | 23,421 | 33,904 |
| 718 | 2,049 | 2,971 | 24,586 | 35,651 |
| 719 | 2,137 | 3,111 | 25,646 | 37,336 |
| 720 | 2,238 | 3,274 | 26,853 | 39,291 |
| 721 | 2,352 | 3,441 | 28,226 | 41,288 |
| 722 | 2,468 | 3,624 | 29,619 | 43,493 |
| 723 | 2,579 | 3,803 | 30,950 | 45,635 |
| 724 | 2,692 | 3,992 | 32,302 | 47,902 |
| 725 | 2,825 | 4,203 | 33,904 | 50,440 |
| 726 | 2,971 | 4,423 | 35,651 | 53,082 |
| 727 | 3,111 | 4,651 | 37,336 | 55,806 |
| 728 | 3,274 | 4,891 | 39,291 | 58,698 |
| 729 | 3,441 | 5,138 | 41,288 | 61,651 |
| 730 | 3,624 | 5,401 | 43,493 | 64,813 |
| 731 | 3,803 | 5,505 | 45,635 | 66,061 |
| 732 | 3,992 | 5,770 | 47,902 | 69,243 |
| 733 | 4,203 | 6,060 | 50,440 | 72,717 |
| 734 | 4,423 | 6,349 | 53,082 | 76,190 |
| 735 | 4,651 | 6,654 | 55,806 | 79,851 |

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 013 - Middle Management Employees
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 835 | 4,510 | 7,107 | 54,122 | 85,280 |
| 836 | 4,735 | 7,459 | 56,826 | 89,502 |
| 837 | 4,982 | 7,842 | 59,779 | 94,099 |
| 838 | 5,228 | 8,230 | 62,733 | 98,758 |
| 839 | 5,486 | 8,642 | 65,832 | 103,709 |
| 840 | 5,760 | 9,074 | 69,118 | 108,888 |
| 841 | 6,044 | 9,526 | 72,530 | 114,317 |
| 842 | 6,351 | 10,007 | 76,211 | 120,078 |
| 843 | 6,675 | 10,504 | 80,101 | 126,048 |
| 844 | 7,001 | 11,033 | 84,011 | 132,392 |
| 845 | 7,351 | 11,580 | 88,213 | 138,965 |
| 880 | 12,083 | 12,083 | 144,999 | 144,999 |

**Salary Plan 014 - Middle Management - 56 Hour Employees
Effective July 13, 2009**

| | | | | |
|-----|-------|--------|--------|---------|
| 850 | 5,584 | 8,796 | 67,005 | 105,551 |
| 851 | 5,862 | 9,237 | 70,345 | 110,845 |
| 852 | 6,159 | 9,700 | 73,904 | 116,404 |
| 853 | 6,462 | 10,183 | 77,549 | 122,196 |
| 854 | 6,791 | 10,692 | 81,486 | 128,309 |

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 024 - Middle Management Fire - 40 HR
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 852 | 6,158 | 9,699 | 73,898 | 116,384 |
| 853 | 6,461 | 10,185 | 77,530 | 122,217 |
| 854 | 6,790 | 10,696 | 81,478 | 128,348 |

**Salary Plan 025 - Executive - Fire
Effective July 13, 2009**

| | | | | |
|-----|--------|--------|---------|---------|
| 950 | 7,802 | 12,291 | 93,625 | 147,491 |
| 952 | 8,539 | 13,454 | 102,473 | 161,445 |
| 956 | 10,402 | 16,393 | 124,823 | 196,714 |

**Salary Plan 026 - Middle Management - Police
Effective July 13, 2009**

| | | | | |
|-----|-------|--------|--------|---------|
| 862 | 7,125 | 12,282 | 85,498 | 147,383 |
|-----|-------|--------|--------|---------|

**Salary Plan 027 - Executive - Police
Effective July 13, 2009**

| | | | | |
|-----|--------|--------|---------|---------|
| 960 | 8,202 | 14,156 | 98,424 | 169,874 |
| 962 | 8,970 | 15,364 | 107,636 | 184,369 |
| 966 | 10,935 | 17,214 | 131,225 | 206,569 |

Schedule of Monthly and Annual Salary Ranges
Salary Plan 018 - Executive Employees
Effective July 13, 2009

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 900 | 5,489 | 8,644 | 65,874 | 103,730 |
| 903 | 6,684 | 10,532 | 80,205 | 126,381 |
| 904 | 7,030 | 11,064 | 84,365 | 132,766 |
| 905 | 7,379 | 11,624 | 88,546 | 139,485 |
| 906 | 7,757 | 12,217 | 93,080 | 146,598 |
| 907 | 8,147 | 12,834 | 97,760 | 154,003 |
| 908 | 8,557 | 13,482 | 102,690 | 161,782 |
| 909 | 8,994 | 14,163 | 107,931 | 169,957 |
| 910 | 9,447 | 14,881 | 113,360 | 178,568 |
| 911 | 9,923 | 15,638 | 119,080 | 187,658 |
| 912 | 10,431 | 16,422 | 125,174 | 197,059 |
| 913 | 10,953 | 17,241 | 131,435 | 206,898 |
| 914 | 11,501 | 18,103 | 138,008 | 217,235 |
| 915 | 12,076 | 19,009 | 144,914 | 228,114 |
| 916 | 12,679 | 19,961 | 152,152 | 239,533 |
| 917 | 13,314 | 20,958 | 159,765 | 251,493 |
| 918 | 13,981 | 22,008 | 167,773 | 264,098 |
| 919 | 14,680 | 23,109 | 176,155 | 277,306 |
| 920 | 15,415 | 24,265 | 184,974 | 291,179 |
| 940 | 13,633 | 21,473 | 163,592 | 257,670 |
| 980 | 13,865 | 13,865 | 166,375 | 166,375 |

**Schedule of Monthly and Annual Salary Ranges
Salary Plan 016 - Elected Officials
Effective July 13, 2009**

| Grade | Monthly Salary | | Annual Salary | |
|-------|----------------|---------|---------------|---------|
| | Minimum | Maximum | Minimum | Maximum |
| 997 | 5,133 | 5,133 | 61,599 | 61,599 |
| 998 | 7,333 | 7,333 | 87,999 | 87,999 |

**Salary Plan 023 - Council Office Staff
Effective July 13, 2009**

| | | | | |
|-----|-------|-------|--------|--------|
| C11 | 3,117 | 4,623 | 37,398 | 55,474 |
| C12 | 3,262 | 4,848 | 39,146 | 58,178 |
| C13 | 3,427 | 5,106 | 41,122 | 61,277 |
| C14 | 3,612 | 5,382 | 43,347 | 64,584 |
| C15 | 3,801 | 5,654 | 45,614 | 67,850 |
| C16 | 3,976 | 5,945 | 47,715 | 71,344 |
| C17 | 4,195 | 6,261 | 50,336 | 75,130 |
| C18 | 4,401 | 6,571 | 52,811 | 78,853 |
| C19 | 4,623 | 6,893 | 55,474 | 82,722 |
| C20 | 4,848 | 7,256 | 58,178 | 87,069 |
| C21 | 5,106 | 7,639 | 61,277 | 91,666 |
| C22 | 5,382 | 8,063 | 64,584 | 96,762 |