

RESOLUTION

RESOLUTION APPROVING A PAY PLAN WITH A 4.0% ADJUSTMENT OVER FY 2020-2021 RATES AND CONTINUING CERTAIN BENEFITS FOR POSITIONS ON THE MANAGEMENT, ADMINISTRATIVE AND TECHNICAL SUPPORT PAY PLAN, AND FOR POSITIONS INCLUDED ON THE CITY AUDITOR'S AND MUNICIPAL COUNSELOR'S PAY PLANS FOR FISCAL YEAR 21-22; AND PROVIDING A RETROACTIVE EFFECTIVE DATE OF JULY 1, 2021.

WHEREAS, the City of Oklahoma City maintains a compensation plan and provides benefits of employment for all occupational groups within the municipal service; and

WHEREAS, it is the City Manager's duty to make recommendations to the City Council for changes to the compensation plan and employee benefits provided to employees in the municipal service; and

WHEREAS, it is the City Manager's recommendation that employees on the Management, Administrative and Technical Support pay plan receive a 4.0% pay plan adjustment, retroactively effective to July 1, 2021, and that the pay plan at Attachment 1 shall be in effect for fiscal year 21-22; and

WHEREAS, it is the recommendation of the City Auditor that employees on the City Auditor's pay plan receive a 4.0% pay plan adjustment, retroactively effective July 1, 2021, and that the pay plan at Attachment 2 shall be in effect for fiscal year 21-22; and

WHEREAS, it is the recommendation of the Municipal Counselor that employees on the Municipal Counselor's pay plan receive a 4.0% pay plan adjustment, retroactively effective July 1, 2021, and that the pay plan at Attachment 3 shall be in effect for fiscal year 21-22; and

Management, Administrative and Technical Support 21-22

WHEREAS, it is the recommendation of the City Manager, the City Auditor, and the Municipal Counselor that only those employees covered by one of the aforementioned pay plans and who are currently employed on the date of adoption of this resolution shall be eligible for receipt of the 4.0% pay plan adjustment; and

WHEREAS, it is the recommendation of the City Manager, City Auditor, and Municipal Counselor that the sick leave conversion program be continued for employees on the aforementioned pay plans and that employees be allowed to continue to convert up to forty (40) hours of sick leave into vacation leave each fiscal year; and

WHEREAS, it is the recommendation of the City Manager, City Auditor, and Municipal Counselor that the tuition reimbursement program be continued for eligible employees (only full-time employees with at least one (1) continuous year of full-time employment) on the aforementioned pay plans and provide reimbursement for 100% of their tuition costs and mandatory fees (up to a maximum of \$1250 per semester) for courses which are satisfactorily completed as governed by the Tuition Reimbursement Program Personnel Service Bulletin issued by the Chief Human Resources Officer; and

WHEREAS, it is the recommendation of the City Manager, City Auditor and Municipal Counselor that employees on the aforementioned pay plans who work in the downtown area be provided with paid parking, on a first-come, first-serve basis, or a Central Oklahoma Transportation and Parking Authority bus pass of similar value; and

WHEREAS, it is the recommendation of the City Manager, City Auditor, and Municipal Counselor that employees continue to contribute toward the cost of their health and welfare benefits at the same percentage share as established for fiscal year 2020-2021.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City

of Oklahoma City that employees on the Management, Administrative and Technical Support pay plan receive 4.0% pay plan adjustment for FY 2021-2022, retroactively effective July 1, 2021, and that the pay plan at Attachment 1 shall be in effect for fiscal year 21-22; and

BE IT FURTHER RESOLVED that employees on the City Auditor's pay plan receive a 4.0% pay plan adjustment for FY 2021-2022, retroactively effective July 1, 2021, and that the pay plan at Attachment 2 shall be in effect for fiscal year 21-22; and

BE IT FURTHER RESOLVED that employees of the Municipal Counselor's Office receive a 4.0% pay plan adjustment for FY 2021-2022, retroactively effective July 1, 2021, and that the pay plan at Attachment 3 shall be in effect for fiscal year 21-22; and

BE IT FURTHER RESOLVED that only those employees covered by one of the aforementioned pay plans and who are currently employed on the date of adoption of this resolution shall be eligible for receipt of the 4.0% pay plan adjustment; and

BE IT FURTHER RESOLVED that the sick leave conversion program be continued for employees on the Management, Administrative and Technical Support, City Auditor, and Municipal Counselor pay plans and that employees continue to be allowed to convert up to forty (40) hours of sick leave into vacation leave each fiscal year; and

BE IT FURTHER RESOLVED that the tuition reimbursement program be continued and that eligible employees (only full-time employees with at least one (1) continuous year of full-time employment) on the Management, Administrative and Technical Support, Municipal Counselor and City Auditor pay plans be reimbursed for 100% of their tuition costs and mandatory fees (up to a maximum of \$1250 per semester) for courses which are satisfactorily completed as governed by the Tuition Reimbursement Program Personnel Service Bulletin issued by the Chief Human Resources Officer; and

BE IT FURTHER RESOLVED that employees on the Management, Administrative and Technical Support, City Auditor, and Municipal Counselor pay plans who work in the downtown area be provided with paid parking, on a first-come, first-serve basis, or a Central Oklahoma Transportation and Parking Authority bus pass of similar value; and

BE IT FURTHER RESOLVED that employees continue to contribute toward the cost of their health and welfare benefits at the same percentage share as established for fiscal year 2021-2022.

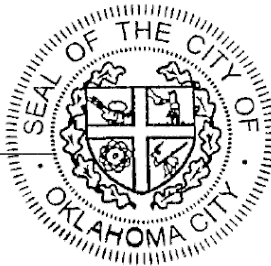
ADOPTED by the City Council and **SIGNED** by the Mayor of the City of the Oklahoma City this 23rd day of November 2021.

THE CITY OF OKLAHOMA CITY

David Holt
MAYOR

ATTEST: [Seal]

Amy K. Simpson
City Clerk



Reviewed for form and legality.

Brett Zogor
Assistant Municipal Counselor

Attachment 1

MANAGEMENT PAY MATRIX

FY '21-'22

RANGE	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10	K/11	L/12	M/13
501													
Hourly	14.52	15.02	15.57	16.12	16.73	17.34	17.96	18.62	19.26	19.96	20.69	21.42	22.18
Bi-weekly	1161.60	1201.60	1245.60	1289.60	1338.40	1387.20	1436.80	1489.60	1540.80	1596.80	1655.20	1713.60	1774.40
Monthly	2526.48	2613.48	2709.18	2804.88	2911.02	3017.16	3125.04	3239.88	3351.24	3473.04	3600.06	3727.08	3859.32
Annual	30317.76	31361.76	32510.16	33658.56	34932.24	36205.92	37500.48	38878.56	40214.88	41676.48	43200.72	44724.96	46311.84
502													
Hourly	15.26	15.79	16.38	16.94	17.58	18.18	18.86	19.52	20.22	20.95	21.69	22.50	23.30
Bi-weekly	1220.80	1263.20	1310.40	1355.20	1406.40	1454.40	1508.80	1561.60	1617.60	1676.00	1735.20	1800.00	1864.00
Monthly	2655.24	2747.46	2850.12	2947.56	3058.92	3163.32	3281.64	3396.48	3518.28	3645.30	3774.06	3915.00	4054.20
Annual	31862.88	32969.52	34201.44	35370.72	36707.04	37959.84	39379.68	40757.76	42219.36	43743.60	45288.72	46980.00	48650.40
503													
Hourly	15.97	16.58	17.17	17.77	18.43	19.09	19.81	20.51	21.24	22.02	22.81	23.61	24.48
Bi-weekly	1277.60	1326.40	1373.60	1421.60	1474.40	1527.20	1584.80	1640.80	1699.20	1761.60	1824.80	1888.80	1958.40
Monthly	2778.78	2884.92	2987.58	3091.98	3206.82	3321.66	3446.94	3568.74	3695.76	3831.48	3968.94	4108.14	4259.52
Annual	33345.36	34619.04	35850.96	37103.76	38481.84	39859.92	41363.28	42824.88	44349.12	45977.76	47627.28	49297.68	51114.24
504													
Hourly	16.81	17.42	18.04	18.70	19.36	20.06	20.79	21.52	22.31	23.14	23.95	24.81	25.75
Bi-weekly	1344.80	1393.60	1443.20	1496.00	1548.80	1604.80	1663.20	1721.60	1784.80	1851.20	1916.00	1984.80	2060.00
Monthly	2924.94	3031.08	3138.96	3253.80	3368.64	3490.44	3617.46	3744.48	3881.94	4026.36	4167.30	4316.94	4480.50
Annual	35099.28	36372.96	37667.52	39045.60	40423.68	41885.28	43409.52	44933.76	46583.28	48316.32	50007.60	51803.28	53766.00
505													
Hourly	17.65	18.26	18.95	19.61	20.32	21.06	21.83	22.59	23.41	24.25	25.12	26.03	26.96
Bi-weekly	1412.00	1460.80	1516.00	1568.80	1625.60	1684.80	1746.40	1807.20	1872.80	1940.00	2009.60	2082.40	2156.80
Monthly	3071.10	3177.24	3297.30	3412.14	3535.68	3664.44	3798.42	3930.66	4073.34	4219.50	4370.88	4529.22	4691.04
Annual	36853.20	38126.88	39567.60	40945.68	42428.16	43973.28	45581.04	47167.92	48880.08	50634.00	52450.56	54350.64	56292.48
506													
Hourly	18.53	19.17	19.90	20.60	21.33	22.11	22.89	23.74	24.56	25.47	26.37	27.32	28.33
Bi-weekly	1482.40	1533.60	1592.00	1648.00	1706.40	1768.80	1831.20	1899.20	1964.80	2037.60	2109.60	2185.60	2266.40
Monthly	3224.22	3335.58	3462.60	3584.40	3711.42	3847.14	3982.86	4130.76	4273.44	4431.78	4588.38	4753.68	4929.42
Annual	38690.64	40026.96	41551.20	43012.80	44537.04	46165.68	47794.32	49569.12	51281.28	53181.36	55060.56	57044.16	59153.04
507													
Hourly	19.45	20.14	20.87	21.60	22.40	23.22	24.06	24.92	25.81	26.74	27.72	28.69	29.72
Bi-weekly	1556.00	1611.20	1669.60	1728.00	1792.00	1857.60	1924.80	1993.60	2064.80	2139.20	2217.60	2295.20	2377.60
Monthly	3384.30	3504.36	3631.38	3758.40	3897.60	4040.28	4186.44	4336.08	4490.94	4652.76	4823.28	4992.06	5171.28
Annual	40611.60	42052.32	43576.56	45100.80	46771.20	48483.36	50237.28	52032.96	53891.28	55833.12	57879.36	59904.72	62055.36

508													
Hourly	20.39	21.16	21.92	22.73	23.51	24.41	25.25	26.20	27.14	28.10	29.12	30.17	31.27
Bi-weekly	1631.20	1692.80	1753.60	1818.40	1880.80	1952.80	2020.00	2096.00	2171.20	2248.00	2329.60	2413.60	2501.60
Monthly	3547.86	3681.84	3814.08	3955.02	4090.74	4247.34	4393.50	4558.80	4722.36	4889.40	5066.88	5249.58	5440.98
Annual	42574.32	44182.08	45768.96	47460.24	49088.88	50968.08	52722.00	54705.60	56668.32	58672.80	60802.56	62994.96	65291.76
509													
Hourly	21.44	22.21	23.00	23.84	24.67	25.56	26.49	27.45	28.42	29.45	30.51	31.63	32.76
Bi-weekly	1715.20	1776.80	1840.00	1907.20	1973.60	2044.80	2119.20	2196.00	2273.60	2356.00	2440.80	2530.40	2620.80
Monthly	3730.56	3864.54	4002.00	4148.16	4292.58	4447.44	4609.26	4776.30	4945.08	5124.30	5308.74	5503.62	5700.24
Annual	44766.72	46374.48	48024.00	49777.92	51510.96	53369.28	55311.12	57315.60	59340.96	61491.60	63704.88	66043.44	68402.88
510													
Hourly	22.52	23.34	24.16	25.04	25.92	26.86	27.82	28.84	29.86	30.94	32.06	33.23	34.43
Bi-weekly	1801.60	1867.20	1932.80	2003.20	2073.60	2148.80	2225.60	2307.20	2388.80	2475.20	2564.80	2658.40	2754.40
Monthly	3918.48	4061.16	4203.84	4356.96	4510.08	4673.64	4840.68	5018.16	5195.64	5383.56	5578.44	5782.02	5990.82
Annual	47021.76	48733.92	50446.08	52283.52	54120.96	56083.68	58088.16	60217.92	62347.68	64602.72	66941.28	69384.24	71889.84
511													
Hourly	23.65	24.49	25.40	26.28	27.23	28.22	29.20	30.27	31.36	32.48	33.65	34.87	36.11
Bi-weekly	1892.00	1959.20	2032.00	2102.40	2178.40	2257.60	2336.00	2421.60	2508.80	2598.40	2692.00	2789.60	2888.80
Monthly	4115.10	4261.26	4419.60	4572.72	4738.02	4910.28	5080.80	5266.98	5456.64	5651.52	5855.10	6067.38	6283.14
Annual	49381.20	51135.12	53035.20	54872.64	56856.24	58923.36	60969.60	63203.76	65479.68	67818.24	70261.20	72808.56	75397.68
512													
Hourly	24.81	25.75	26.67	27.61	28.58	29.64	30.69	31.78	32.93	34.11	35.35	36.63	37.95
Bi-weekly	1984.80	2060.00	2133.60	2208.80	2286.40	2371.20	2455.20	2542.40	2634.40	2728.80	2828.00	2930.40	3036.00
Monthly	4316.94	4480.50	4640.58	4804.14	4972.92	5157.36	5340.06	5529.72	5729.82	5935.14	6150.90	6373.62	6603.30
Annual	51803.28	53766.00	55686.96	57649.68	59675.04	61888.32	64080.72	66356.64	68757.84	71221.68	73810.80	76483.44	79239.60
513													
Hourly	26.06	27.01	27.99	29.01	30.07	31.13	32.25	33.38	34.59	35.82	37.11	38.46	39.83
Bi-weekly	2084.80	2160.80	2239.20	2320.80	2405.60	2490.40	2580.00	2670.40	2767.20	2865.60	2968.80	3076.80	3186.40
Monthly	4534.44	4699.74	4870.26	5047.74	5232.18	5416.62	5611.50	5808.12	6018.66	6232.68	6457.14	6692.04	6930.42
Annual	54413.28	56396.88	58443.12	60572.88	62786.16	64999.44	67338.00	69697.44	72223.92	74792.16	77485.68	80304.48	83165.04
514													
Hourly	27.37	28.37	29.40	30.43	31.54	32.69	33.82	35.07	36.33	37.64	38.97	40.38	41.83
Bi-weekly	2189.60	2269.60	2352.00	2434.40	2523.20	2615.20	2705.60	2805.60	2906.40	3011.20	3117.60	3230.40	3346.40
Monthly	4762.38	4936.38	5115.60	5294.82	5487.96	5688.06	5884.68	6102.18	6321.42	6549.36	6780.78	7026.12	7278.42
Annual	57148.56	59236.56	61387.20	63537.84	65855.52	68256.72	70616.16	73226.16	75857.04	78592.32	81369.36	84313.44	87341.04
515													
Hourly	28.76	29.75	30.83	31.97	33.11	34.29	35.53	36.80	38.13	39.49	40.93	42.39	43.92
Bi-weekly	2300.80	2380.00	2466.40	2557.60	2648.80	2743.20	2842.40	2944.00	3050.40	3159.20	3274.40	3391.20	3513.60
Monthly	5004.24	5176.50	5364.42	5562.78	5761.14	5966.46	6182.22	6403.20	6634.62	6871.26	7121.82	7375.86	7642.08
Annual	60050.88	62118.00	64373.04	66753.36	69133.68	71597.52	74186.64	76838.40	79615.44	82455.12	85461.84	88510.32	91704.96

516													
Hourly	30.17	31.27	32.39	33.57	34.77	36.03	37.33	38.67	40.07	41.52	43.02	44.54	46.16
Bi-weekly	2413.60	2501.60	2591.20	2685.60	2781.60	2882.40	2986.40	3093.60	3205.60	3321.60	3441.60	3563.20	3692.80
Monthly	5249.58	5440.98	5635.86	5841.18	6049.98	6269.22	6495.42	6728.58	6972.18	7224.48	7485.48	7749.96	8031.84
Annual	62994.96	65291.76	67630.32	70094.16	72599.76	75230.64	77945.04	80742.96	83666.16	86693.76	89825.76	92999.52	96382.08
517													
Hourly	31.68	32.81	34.02	35.26	36.51	37.82	39.20	40.59	42.07	43.60	45.16	46.76	48.46
Bi-weekly	2534.40	2624.80	2721.60	2820.80	2920.80	3025.60	3136.00	3247.20	3365.60	3488.00	3612.80	3740.80	3876.80
Monthly	5512.32	5708.94	5919.48	6135.24	6352.74	6580.68	6820.80	7062.66	7320.18	7586.40	7857.84	8136.24	8432.04
Annual	66147.84	68507.28	71033.76	73622.88	76232.88	78968.16	81849.60	84751.92	87842.16	91036.80	94294.08	97634.88	101184.48
518													
Hourly	33.29	34.49	35.71	37.00	38.34	39.71	41.11	42.63	44.14	45.75	47.38	49.10	50.86
Bi-weekly	2663.20	2759.20	2856.80	2960.00	3067.20	3176.80	3288.80	3410.40	3531.20	3660.00	3790.40	3928.00	4068.80
Monthly	5792.46	6001.26	6213.54	6438.00	6671.16	6909.54	7153.14	7417.62	7680.36	7960.50	8244.12	8543.40	8849.64
Annual	69509.52	72015.12	74562.48	77256.00	80053.92	82914.48	85837.68	89011.44	92164.32	95526.00	98929.44	102520.80	106195.68
519													
Hourly	34.93	36.18	37.49	38.86	40.24	41.67	43.21	44.75	46.34	48.03	49.74	51.54	53.40
Bi-weekly	2794.40	2894.40	2999.20	3108.80	3219.20	3333.60	3456.80	3580.00	3707.20	3842.40	3979.20	4123.20	4272.00
Monthly	6077.82	6295.32	6523.26	6761.64	7001.76	7250.58	7518.54	7786.50	8063.16	8357.22	8654.76	8967.96	9291.60
Annual	72933.84	75543.84	78279.12	81139.68	84021.12	87006.96	90222.48	93438.00	96757.92	100286.64	103857.12	107615.52	111499.20
520													
Hourly	36.68	38.00	39.37	40.81	42.27	43.79	45.36	47.02	48.67	50.44	52.25	54.15	56.09
Bi-weekly	2934.40	3040.00	3149.60	3264.80	3381.60	3503.20	3628.80	3761.60	3893.60	4035.20	4180.00	4332.00	4487.20
Monthly	6382.32	6612.00	6850.38	7100.94	7354.98	7619.46	7892.64	8181.48	8468.58	8776.56	9091.50	9422.10	9759.66
Annual	76587.84	79344.00	82204.56	85211.28	88259.76	91433.52	94711.68	98177.76	101622.96	105318.72	109098.00	113065.20	117115.92
521													
Hourly	38.50	39.88	41.34	42.82	44.35	45.96	47.61	49.33	51.10	52.95	54.85	56.80	58.87
Bi-weekly	3080.00	3190.40	3307.20	3425.60	3548.00	3676.80	3808.80	3946.40	4088.00	4236.00	4388.00	4544.00	4709.60
Monthly	6699.00	6939.12	7193.16	7450.68	7716.90	7997.04	8284.14	8583.42	8891.40	9213.30	9543.90	9883.20	10243.38
Annual	80388.00	83269.44	86317.92	89408.16	92602.80	95964.48	99409.68	103001.04	106696.80	110559.60	114526.80	118598.40	122920.56
522													
Hourly	40.45	41.91	43.39	44.95	46.57	48.27	49.97	51.78	53.64	55.59	57.56	59.64	61.80
Bi-weekly	3236.00	3352.80	3471.20	3596.00	3725.60	3861.60	3997.60	4142.40	4291.20	4447.20	4604.80	4771.20	4944.00
Monthly	7038.30	7292.34	7549.86	7821.30	8103.18	8398.98	8694.78	9009.72	9333.36	9672.66	10015.44	10377.36	10753.20
Annual	84459.60	87508.08	90598.32	93855.60	97238.16	100787.76	104337.36	108116.64	112000.32	116071.92	120185.28	124528.32	129038.40
523													
Hourly	42.45	43.99	45.54	47.21	48.92	50.68	52.52	54.36	56.34	58.39	60.48	62.67	64.93
Bi-weekly	3396.00	3519.20	3643.20	3776.80	3913.60	4054.40	4201.60	4348.80	4507.20	4671.20	4838.40	5013.60	5194.40
Monthly	7386.30	7654.26	7923.96	8214.54	8512.08	8818.32	9138.48	9458.64	9803.16	10159.86	10523.52	10904.58	11297.82
Annual	88635.60	91851.12	95087.52	98574.48	102144.96	105819.84	109661.76	113503.68	117637.92	121918.32	126282.24	130854.96	135573.84

Effective: July 1, 2021

Attachment 2

2021-2022 City Auditor Pay Matrix

Grade	Range																
	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10	K/11	L/12	M/13	N/14	Z/15	Z/16	Z/17
701																	
Hourly	19.73	20.38	21.05	21.75	22.46	23.20	23.97	24.76	25.58	26.43	27.30	28.19	29.13	30.09	31.08	32.10	33.17
Bi-weekly	1578.40	1630.40	1684.00	1740.00	1796.80	1856.00	1917.60	1980.80	2046.40	2114.40	2184.00	2255.20	2330.40	2407.20	2486.40	2568.00	2653.60
Monthly	3433.02	3546.12	3662.70	3784.50	3908.04	4036.80	4170.78	4308.24	4450.92	4598.82	4750.20	4905.06	5068.62	5235.66	5407.92	5585.40	5771.58
Annual	41196.24	42553.44	43952.40	45414.00	46896.48	48441.60	50049.36	51698.88	53411.04	55185.84	57002.40	58860.72	60823.44	62827.92	64895.04	67024.80	69258.96
702																	
Hourly	21.59	22.31	23.04	23.80	24.59	25.40	26.23	27.10	28.00	28.92	29.87	30.86	31.88	32.93	34.01	35.13	36.30
Bi-weekly	1727.20	1784.80	1843.20	1904.00	1967.20	2032.00	2098.40	2168.00	2240.00	2313.60	2389.60	2468.80	2550.40	2634.40	2720.80	2810.40	2904.00
Monthly	3756.66	3881.94	4008.96	4141.20	4278.66	4419.60	4564.02	4715.40	4872.00	5032.08	5197.38	5369.64	5547.12	5729.82	5917.74	6112.62	6316.20
Annual	45079.92	46583.28	48107.52	49694.40	51343.92	53035.20	54768.24	56584.80	58464.00	60384.96	62368.56	64435.68	66565.44	68757.84	71012.88	73351.44	75794.40
703																	
Hourly	27.84	28.76	29.71	30.69	31.70	32.75	33.83	34.94	36.10	37.29	38.52	39.79	41.10	42.46	43.87	45.31	46.81
Bi-weekly	2227.20	2300.80	2376.80	2455.20	2536.00	2620.00	2706.40	2795.20	2888.00	2983.20	3081.60	3183.20	3288.00	3396.80	3509.60	3624.80	3744.80
Monthly	4844.16	5004.24	5169.54	5340.06	5515.80	5698.50	5886.42	6079.56	6281.40	6488.46	6702.48	6923.46	7151.40	7388.04	7633.38	7883.94	8144.94
Annual	58129.92	60050.88	62034.48	64080.72	66189.60	68382.00	70637.04	72954.72	75376.80	77861.52	80429.76	83081.52	85816.80	88656.48	91600.56	94607.28	97739.28
704																	
Hourly	33.68	34.79	35.93	37.12	38.34	39.61	40.91	42.27	43.66	45.10	46.59	48.13	49.72	51.37	53.06	54.81	56.62
Bi-weekly	2694.40	2783.20	2874.40	2969.60	3067.20	3168.80	3272.80	3381.60	3492.80	3608.00	3727.20	3850.40	3977.60	4109.60	4244.80	4384.80	4529.60
Monthly	5860.32	6053.46	6251.82	6458.88	6671.16	6892.14	7118.34	7354.98	7596.84	7847.40	8106.66	8374.62	8651.28	8938.38	9232.44	9536.94	9851.88
Annual	70323.84	72641.52	75021.84	77506.56	80053.92	82705.68	85420.08	88259.76	91162.08	94168.80	97279.92	100495.44	103815.36	107260.56	110789.28	114443.28	118222.56
705																	
Hourly	38.11	39.36	40.66	42.01	43.39	44.82	46.30	47.83	49.41	51.03	52.72	54.46	56.26	58.12	60.03	62.02	64.06
Bi-weekly	3048.80	3148.80	3252.80	3360.80	3471.20	3585.60	3704.00	3826.40	3952.80	4082.40	4217.60	4356.80	4500.80	4649.60	4802.40	4961.60	5124.80
Monthly	6631.14	6848.64	7074.84	7309.74	7549.86	7798.68	8056.20	8322.42	8597.34	8879.22	9173.28	9476.04	9789.24	10112.88	10445.22	10791.48	11146.44
Annual	79573.68	82183.68	84898.08	87716.88	90598.32	93584.16	96674.40	99869.04	103168.08	106550.64	110079.36	113712.48	117470.88	121354.56	125342.64	129497.76	133757.28

Effective July 1, 2021

Based on 2088 annual hours and 80 bi-weekly hours

Part-time rates will be determined by the City Auditor

Attachment 3

2021-2022 Municipal Counselor Pay Matrix

Grade	Range	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10	K/11	L/12	M/13	N/14	O/15	Z/1	Z/2	Z/3
A/1																		
601																		
Hourly	11.84	12.25	12.67	13.16	13.63	14.13	14.63	15.15	15.70	16.29	16.87	17.47	18.09	18.73	19.41	20.09	20.80	21.52
Bi-weekly	947.20	980.00	1013.60	1052.80	1090.40	1130.40	1170.40	1212.00	1256.00	1303.20	1349.60	1397.60	1447.20	1498.40	1552.80	1607.20	1664.00	1721.60
Monthly	2060.16	2131.50	2204.58	2289.84	2371.62	2458.62	2545.62	2636.10	2731.80	2834.46	2935.38	3039.78	3147.66	3259.02	3377.34	3495.66	3619.20	3744.48
Annual	24721.92	25578.00	26454.96	27478.08	28459.44	29503.44	30547.44	31633.20	32781.60	34013.52	35224.56	36477.36	37771.92	39108.24	40528.08	41947.92	43430.40	44933.76
602																		
Hourly	12.32	12.77	13.23	13.69	14.20	14.70	15.25	15.78	16.36	16.93	17.56	18.17	18.83	19.51	20.20	20.90	21.64	22.39
Bi-weekly	985.60	1021.60	1058.40	1095.20	1136.00	1176.00	1220.00	1262.40	1308.80	1354.40	1404.80	1453.60	1506.40	1560.80	1616.00	1672.00	1731.20	1791.20
Monthly	2143.68	2221.98	2302.02	2382.06	2470.80	2557.80	2653.50	2745.72	2846.64	2945.82	3055.44	3161.58	3276.42	3394.74	3514.80	3636.60	3765.36	3895.86
Annual	25724.16	26663.76	27624.24	28584.72	29649.60	30693.60	31842.00	32948.64	34159.68	35349.84	36665.28	37938.96	39317.04	40736.88	42177.60	43639.20	45184.32	46750.32
603																		
Hourly	16.61	17.20	17.85	18.50	19.14	19.84	20.56	21.28	22.05	22.86	23.68	24.52	25.42	26.33	27.26	28.22	29.20	30.22
Bi-weekly	1328.80	1376.00	1428.00	1480.00	1531.20	1587.20	1644.80	1702.40	1764.00	1828.80	1894.40	1961.60	2033.60	2106.40	2180.80	2257.60	2336.00	2417.60
Monthly	2890.14	2992.80	3105.90	3219.00	3330.36	3452.16	3577.44	3702.72	3836.70	3977.64	4120.32	4266.48	4423.08	4581.42	4743.24	4910.28	5080.80	5258.28
Annual	34681.68	35913.60	37270.80	38628.00	39964.32	41425.92	42929.28	44432.64	46040.40	47731.68	49443.84	51197.76	53076.96	54977.04	56918.88	58923.36	60969.60	63099.36
604																		
Hourly	18.12	18.76	19.48	20.16	20.89	21.63	22.41	23.23	24.08	24.94	25.82	26.75	27.73	28.71	29.74	30.78	31.96	32.98
Bi-weekly	1449.60	1500.80	1558.40	1612.80	1671.20	1730.40	1792.80	1858.40	1926.40	1995.20	2065.60	2140.00	2218.40	2296.80	2379.20	2462.40	2556.80	2638.40
Monthly	3152.88	3264.24	3389.52	3507.84	3634.86	3763.62	3899.34	4042.02	4189.92	4339.56	4492.68	4654.50	4825.02	4995.54	5174.76	5355.72	5561.04	5738.52
Annual	37834.56	39170.88	40674.24	42094.08	43618.32	45163.44	46792.08	48504.24	50279.04	52074.72	53912.16	55854.00	57900.24	59946.48	62097.12	64268.64	66732.48	68862.24
605																		
Hourly	18.96	19.64	20.34	21.08	21.86	22.61	23.43	24.28	25.16	26.06	26.99	27.98	29.00	30.02	31.11	32.20	33.32	34.49
Bi-weekly	1516.80	1571.20	1627.20	1686.40	1748.80	1808.80	1874.40	1942.40	2012.80	2084.80	2159.20	2238.40	2320.00	2401.60	2488.80	2576.00	2665.60	2759.20
Monthly	3299.04	3417.36	3539.16	3667.92	3803.64	3934.14	4076.82	4224.72	4377.84	4534.44	4696.26	4868.52	5046.00	5223.48	5413.14	5602.80	5797.68	6001.26
Annual	39588.48	41008.32	42469.92	44015.04	45643.68	47209.68	48921.84	50696.64	52534.08	54413.28	56355.12	58422.24	60552.00	62681.76	64957.68	67233.60	69572.16	72015.12
606																		
Hourly	21.63	22.41	23.23	24.08	24.94	25.82	26.75	27.73	28.71	29.74	30.82	31.94	33.09	34.28	35.52	36.75	38.03	39.36
Bi-weekly	1730.40	1792.80	1858.40	1926.40	1995.20	2065.60	2140.00	2218.40	2296.80	2379.20	2465.60	2555.20	2647.20	2742.40	2841.60	2940.00	3042.40	3148.80
Monthly	3763.62	3899.34	4042.02	4189.92	4339.56	4492.68	4654.50	4825.02	4995.54	5174.76	5362.68	5557.56	5757.66	5964.72	6180.48	6394.50	6617.22	6848.64
Annual	45163.44	46792.08	48504.24	50279.04	52074.72	53912.16	55854.00	57900.24	59946.48	62097.12	64352.16	66690.72	69091.92	71576.64	74165.76	76734.00	79406.64	82183.68
607																		
Hourly	22.60	23.42	24.26	25.16	26.05	25.94	27.97	28.97	30.00	31.10	32.21	33.36	34.57	35.79	37.10	38.41	39.75	41.13
Bi-weekly	1808.00	1873.60	1940.80	2012.80	2084.00	2075.20	2237.60	2317.60	2400.00	2488.00	2576.80	2668.80	2765.60	2863.20	2968.00	3072.80	3180.00	3290.40
Monthly	3932.40	4075.08	4221.24	4377.84	4532.70	4513.56	4866.78	5040.78	5220.00	5411.40	5604.54	5804.64	6015.18	6227.46	6455.40	6683.34	6916.50	7156.62
Annual	47188.80	48900.96	50654.88	52534.08	54392.40	54162.72	58401.36	60489.36	62640.00	64936.80	67254.48	69655.68	72182.16	74729.52	77464.80	80200.08	82998.00	85879.44

608																		
Hourly	23.65	24.49	25.40	26.30	27.24	28.23	29.21	30.28	31.37	32.49	33.69	34.91	36.15	37.46	38.81	40.16	41.58	43.04
Bi-weekly	1892.00	1959.20	2032.00	2104.00	2179.20	2258.40	2336.80	2422.40	2509.60	2599.20	2695.20	2792.80	2892.00	2996.80	3104.80	3212.80	3326.40	3443.20
Monthly	4115.10	4261.26	4419.60	4576.20	4739.76	4912.02	5082.54	5268.72	5458.38	5653.26	5862.06	6074.34	6290.10	6518.04	6752.94	6987.84	7234.92	7488.96
Annual	49381.20	51135.12	53035.20	54914.40	56877.12	58944.24	60990.48	63224.64	65500.56	67839.12	70344.72	72892.08	75481.20	78216.48	81035.28	83854.08	86819.04	89867.52
609																		
Hourly	24.71	25.57	26.50	27.47	28.44	29.47	30.54	31.65	32.78	33.97	35.19	36.45	37.74	39.12	40.54	41.95	43.42	44.95
Bi-weekly	1976.80	2045.60	2120.00	2197.60	2275.20	2357.60	2443.20	2532.00	2622.40	2717.60	2815.20	2916.00	3019.20	3129.60	3243.20	3356.00	3473.60	3596.00
Monthly	4299.54	4449.18	4611.00	4779.78	4948.56	5127.78	5313.96	5507.10	5703.72	5910.78	6123.06	6342.30	6566.76	6806.88	7053.96	7299.30	7555.08	7821.30
Annual	51594.48	53390.16	55332.00	57357.36	59382.72	61533.36	63767.52	66085.20	68444.64	70929.36	73476.72	76107.60	78801.12	81682.56	84647.52	87591.60	90660.96	93855.60
610																		
Hourly	26.98	27.97	28.97	30.00	31.10	32.21	33.36	34.57	35.79	37.10	38.44	39.82	41.24	42.73	44.26	45.81	47.41	49.08
Bi-weekly	2158.40	2237.60	2317.60	2400.00	2488.00	2576.80	2668.80	2765.60	2863.20	2968.00	3075.20	3185.60	3299.20	3418.40	3540.80	3664.80	3792.80	3926.40
Monthly	4694.52	4866.78	5040.78	5220.00	5411.40	5604.54	5804.64	6015.18	6227.46	6455.40	6688.56	6928.68	7175.76	7435.02	7701.24	7970.94	8249.34	8539.92
Annual	56334.24	58401.36	60489.36	62640.00	64936.80	67254.48	69655.68	72182.16	74729.52	77464.80	80262.72	83144.16	86109.12	89220.24	92414.88	95651.28	98992.08	102479.04
611																		
Hourly	31.63	32.74	33.95	35.13	36.42	37.71	39.06	40.50	41.96	43.44	45.01	46.64	48.32	50.01	51.76	53.57	55.45	57.39
Bi-weekly	2530.40	2619.20	2716.00	2810.40	2913.60	3016.80	3124.80	3240.00	3356.80	3475.20	3600.80	3731.20	3865.60	4000.80	4140.80	4285.60	4436.00	4591.20
Monthly	5503.62	5696.76	5907.30	6112.62	6337.08	6561.54	6796.44	7047.00	7301.04	7558.56	7831.74	8115.36	8407.68	8701.74	9006.24	9321.18	9648.30	9985.86
Annual	66043.44	68361.12	70887.60	73351.44	76044.96	78738.48	81557.28	84564.00	87612.48	90702.72	93980.88	97384.32	100892.16	104420.88	108074.88	111854.16	115779.60	119830.32
612																		
Hourly	32.05	33.21	34.39	35.63	36.91	38.24	39.62	41.03	42.52	44.04	45.65	47.28	48.97	50.68	52.46	54.30	56.20	58.16
Bi-weekly	2564.00	2656.80	2751.20	2850.40	2952.80	3059.20	3169.60	3282.40	3401.60	3523.20	3652.00	3782.40	3917.60	4054.40	4196.80	4344.00	4496.00	4652.80
Monthly	5576.70	5778.54	5983.86	6199.62	6422.34	6653.76	6893.88	7139.22	7398.48	7662.96	7943.10	8226.72	8520.78	8818.32	9128.04	9448.20	9778.80	10119.84
Annual	66920.40	69342.48	71806.32	74395.44	77068.08	79845.12	82726.56	85670.64	88781.76	91955.52	95317.20	98720.64	102249.36	105819.84	109536.48	113378.40	117345.60	121438.08
613																		
Hourly	38.92	40.31	41.77	43.27	44.86	46.45	48.13	49.85	51.65	53.52	55.44	57.45	59.50	61.58	63.73	65.96	68.27	70.65
Bi-weekly	3113.60	3224.80	3341.60	3461.60	3588.80	3716.00	3850.40	3988.00	4132.00	4281.60	4435.20	4596.00	4760.00	4926.40	5098.40	5276.80	5461.60	5652.00
Monthly	6772.08	7013.94	7267.98	7528.98	7805.64	8082.30	8374.62	8673.90	8987.10	9312.48	9646.56	9996.30	10353.00	10714.92	11089.02	11477.04	11878.98	12293.10
Annual	81264.96	84167.28	87215.76	90347.76	93667.68	96987.60	100495.44	104086.80	107845.20	111749.76	115758.72	119955.60	124236.00	128579.04	133068.24	137724.48	142547.76	147517.20
614																		
Hourly	47.34	49.03	50.79	52.62	54.55	56.49	58.52	60.62	62.82	65.08	67.39	69.86	72.35	74.88	77.51	80.22	83.02	85.94
Bi-weekly	3787.20	3922.40	4063.20	4209.60	4364.00	4519.20	4681.60	4849.60	5025.60	5206.40	5391.20	5588.80	5788.00	5990.40	6200.80	6417.60	6641.60	6875.20
Monthly	8237.16	8531.22	8837.46	9155.88	9491.70	9829.26	10182.48	10547.88	10930.68	11323.92	11725.86	12155.64	12588.90	13029.12	13486.74	13958.28	14445.48	14953.56
Annual	98845.92	102374.64	106049.52	109870.56	113900.40	117951.12	122189.76	126574.56	131168.16	135887.04	140710.32	145867.68	151066.80	156349.44	161840.88	167499.36	173345.76	179442.72

Based on 2088 annual hours and 80 bi-weekly hours

Salaries for Part Time/Temporary Employees shall be set by the Municipal Counselor

Effective July 1, 2021